

Faculty Assembly Meeting  
November 24, 2009  
Adopted Minutes

Present: Todd Averett, Debbie Bebout, Katie Bragdon, Mike Di Paola, Alan Fuchs, Will Hausman, Katherine Kulick, John Lee, Rick Gressard, Alan Meese, Leisa Meyer, Terry Meyers, Kate Slevin, Gene Tracy, Tom White

Absent: Bruce Campbell, Carl Hershner, Steve Kuehl, Barbette Spaeth, Lisa Landino, Todd Mooradian, Adam Potkay.

Others in Attendance: Provost Halleran

The meeting was called to order at 15:35 by Gene Tracy

1] Minutes of October 27, 2009 were approved unanimously

2] Reports from the FA Standing Committees

Executive Committee (Tracy)

- a. Recent action on Education Abroad Committee proposal – Provost proposed that a University Advisory Committee to Reves be established. The executive committee agreed and anticipate that he will provide a charge for that committee in the near future.

Liaison Committee (Slevin)

- a. Kate Slevin reported on the faculty presentations at the recent BOV meeting. The descriptions provided on the real impact of the financial crisis got BOV members' attention. Gene Tracy

Committee on Planning and Resources (Meese)

- a. Alan Meese reported that COPAR met in early November and decided to form two working groups. One group working with the Faculty Compensation Board to work on the issues of the salary bump as well as overall compensation as the strategic planning progresses.
- b. Alan also reported on the formation of joint FUPC/Faculty Compensation Board group to begin analyzing data on finances and budget. A question was raised about the possibility of reallocating resources from some programs. The provost replied that such a discussion is premature, but that given the economic condition at the state level, nothing is off limits.
- c. In attempts to access data on student enrollments, course loads, faculty-student ratios, etc. a joint working group of the members of COPAR and Academic Affairs of AS formed.

Faculty Affairs Committee (Meyer)

- a. Leisa Meyer reported on a discussion at the FAC concerning the proposal to create new categories of faculty that are not tenure eligible or non-tenured positions. She expressed a need for very specific language in creating such categories and the

specific roles they may have in the faculty. Such a system must provide safeguards to protect faculty lines as well as those who hold these new positions so they are not exploited. The Assembly should have a voice in determining how these new positions will be defined and created. Alan reminded the members that limited term faculty do currently exist and are defined in the current handbook. The current handbook language should be consulted as the discussion proceeds.

- b. Leisa reported on the draft statement from President Reveley concerning non-discrimination language in the Statement of Rights and Responsibilities. She suggested the term “sex” be added to the statement. She provided a cogent rationale for that addition. The college is working on incorporating this broad interpretation to the overall university’s statement of rights. The committee proposed a motion to support President Reveley’s clarification with two minor additions that was approved unanimously.

“On ----, 2009, President W. Taylor Reveley III issued the following clarification of the Statement of Rights and Responsibilities:

"Proceeding from President Verkuil's interpretation of May 2, 1990, especially his reference to sexual orientation, let me be explicit that the College of William & Mary does not discriminate against any member of our community for reasons of sexual orientation or gender, including gender identity and expression. This clarification will be made part of the Statement of Rights and Responsibilities."

3] The Provost reported that the BOV passed a mid-year tuition increase of \$300, as well as reductions in some positions. He provided a dim view of the state budget and the prospect of another mid-year reduction. The BOV also approved a new personnel policy for professional faculty. A number of faculty members informally met with members of the faculty affairs committee of the BOV to open lines of communication.

The second part of the Liberal Arts conversation will be held Thursday, December 3. A question was raised about the formation of focus groups on this issue in the future. The provost promised to work on creating such groups especially for junior faculty.

The provost provided a copy of the annual report on Specified-Term Faculty Report to members of the Assembly.

4] Gene provided a report from the Strategic Planning Steering Committee the challenge one committee has met and decided to provide a rationale for the plan and its goals and objectives and develop guidelines to prioritize implementation of the plan and associated expenditures. Challenge one has planned a retreat to draft a document that will be presented to the Assembly on the 15<sup>th</sup> of December. Alan Meese reported that the committee on challenge four has met once. They had reports from the development and admissions offices. The provost added that discussions on the issues of graduate student support (stipends) and well as grants have occurred with appropriate individuals. Kate reported that the committee on challenge two (diversity) has been quiet but will begin its work in the upcoming semester. Tom White reported on the committee work on challenge four (assessment). Issues such as appropriate metrics to assess faculty quality have been discussed and are being studied.

5] New business – Gene Tracy proposed that the Assembly pass a resolution to commend the BOV for their recent action to increase tuition. The following motion was approved unanimously:

The Faculty Assembly commends the Board for approving a mid-year tuition increase at its meeting on November 20. The Board's action has helped the College to avert further damage to our core mission this academic year.

As the Board of Visitors heard in reports by two of our colleagues, recent cuts in state funding have put our academic programs under such severe strain that they threaten the quality of education we can offer to our students. We recognize that the outlook for the State's budget in the next few years is grim. We also recognize that the families of our students, and potential donors, are facing significant financial challenges. The next several years will be difficult ones for all of us. As always, the Assembly stands ready to work with the Board and the Administration to protect what is most valuable in our College and to ensure that we can offer an excellent education to students of the next generation."

Respectfully submitted,

Mike DiPaola  
Secretary, Faculty Assembly