

Faculty Assembly Meeting Minutes for December 10, 2013 3:30 – 5:00pm Blow Hall Board Room
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Members Present: Eric Chason, Bill Cooke, Sarah Day, David Dessler, John Eisele, Nancy Gray (acting Secretary), Rick Gressard, Susan Grover (Vice-President), Courtney Harris, Will Hausman, Scott McCoy, Brent Owens, Gul Ozyegin, Lily Panoussi, Suzanne Raitt (President), Ronald Rapoport, Brad Weiss, Jeanne Wilson.

Members Absent: Carl Hershner, Gina Hoatson, Lea Theodore (Secretary)

Others in Attendance: Michael Halleran (Provost), Terry Meyers (Parliamentarian), Matthew Lambert, Dan Frezza.

The meeting was called to order at 3:37pm.

1. Approval of Minutes
The minutes of the November 19, 2013, meeting were approved.
2. Provost's Report: Michael Halleran
 - a) The Board of Visitors met in late November. At that meeting, Henry Broaddus gave a report on the impact the increase in students will have on the strength of the admissions pool. Among the points he made were that early admissions applicants are a strong group, and that we will have a better sense overall in April when data on additional pools of applicants is available.
 - b) Section 25.8 of the W&M Promise: the Provost has spoken with Bob Scott, with the A&S Faculty Affairs Committee, and with others about the policies developed by each school to address this section. He will report on those meetings to the Board of Visitors in April. Currently the issue of the College's (non-academic) business operations is in the beginning stages of being addressed. A consultant is being selected to work with College. The decision as to who that will be should be made in the next week, then that consultant will begin talks early next semester with those responsible for delivery of operations.

Questions:

Will Hausman asked the Provost to comment on the data on academic versus athletic spending, specifically on the issue of W&M's spending per athlete, which has significantly increased. The Provost replied that he has not yet studied those figures, but went on to discuss W&M's practices in general. Terry Meyers asked if the Board of Visitors has a committee specifically assigned to look into the athletic program. The Provost will double-check and report back. Bill Cooke asked if it is not true that the majority of W&M's athletic scholarship money is used for football. The Provost replied no, football scholarships are restricted to 63 out of (more or less) 200 athletic scholarships.

3. Report from Matthew Lambert and Dan Frezza, Office of University Development

Matthew Lambert noted that it is still very early in the campaign, discussed how faculty can be involved, and how important it is that faculty are involved. Faculty support and student scholarships are the two largest goals of the campaign, while overall the aim is to come out of the campaign much stronger as an institution in terms of our culture of engagement and philanthropy. The Office of University Development welcomes Faculty Assembly's wish to become involved in the effort to encourage faculty to take a leadership role. Matthew Lambert distributed a handout providing an outline of information on the demographics and history of giving among faculty, staff, and administrative professional personnel. Overall, about 21% of W&M's faculty and staff give annually to the College, whereas about 68% of undergraduate alumni and 48% of graduate alumni give annually. Dan Frezza added that increased visibility of annual giving strengthens giving among those who know W&M best, i.e. students, faculty, and staff. What the Office of Development needs from us to keep that visibility strong are the stories faculty can tell that encourage giving. Matthew Lambert added that the goal is to get faculty to give to areas we especially care about, and to become partners with Development in creating and maintaining a culture of lifelong philanthropic engagement the College.

Questions:

Jeanne Wilson asked how we compare with other Virginia schools. Dan Frezza replied that our rates are not far off the averages in either direction. Bill Cooke asked what participation rate would put us in good shape. Matthew Lambert replied that 50% is good, 75% is great. Gul Ozyegin asked what kinds of dollar amounts are given. Matthew Lambert replied that any amount helps. Dan Frezza added that sustainability and action are the two most important aspects – e.g. if the Office can tell students the faculty rates of giving are like theirs, that helps. Suzanne Raitt asked if the professional schools have ongoing campaigns, or campaigns that are specific to their particular needs. Susan Grover commented that in the School of Law success is mostly a matter of faculty members asking one another to give. Matthew Lambert commented that the Office of Development is open to a variety of strategies that could be employed. Bill Cooke suggested that Development work through the chairs and program directors in A&S, as they can then work more directly and personally with faculty members. Some discussion followed as to possible approaches to get things moving, who the best initial contact persons might be, and so on.

4. Standing Committee Reports

A. Academic Affairs: Jeanne Wilson

The next action on the Committee's agenda is the actual implementation of the intellectual property policy we passed last year. Suzanne Raitt noted that the Provost wants us to work on that policy some more before implementation, particularly in terms of its current language giving more rights to faculty than is customary at most campuses. She reported that according to the Provost, a committee for this purpose will be constituted from faculty and administrators across campus who have expertise in the area of

intellectual property. Jeanne Wilson strongly urged that at least a liaison from the Academic Affairs Committee serve on the new committee. Bill Cooke remarked that it is a good step forward to get more administrative and expert involvement in working out the final policy.

Questions:

Brad Weiss asked about proposals from schools on response to and policies about section 25.8 of the Promise – has there been any response yet? There followed some discussion of each school's general principles and their alignment with the Assembly's recently adopted recommended best practices. As the A&S policies are still in development, Suzanne Raitt summarized that school's progress, noting that A&S is avoiding the models Law and Business have adopted, favoring instead a model based on voluntary teaching overloads for compensation; that at the last A&S faculty meeting, feedback from faculty on the working document was substantive and fairly intense; and that the A&S committee charged with writing that document continues to work through which concerns must be addressed to further revise the document. Suzanne Raitt and Susan Grover posed this question to the Assembly: should there be Faculty Assembly oversight of all the schools' policies on an ongoing basis? Jeanne Wilson suggested that we monitor implementation and note any unintended consequences, just to be sure the new policies are working. There was general agreement among Assembly members present that if unintended consequences occur, Faculty Assembly should become involved. That phase will need to be developed next year, once all the policies are in place.

B. Faculty Affairs: David Dessler

There will be an update at the January meeting on the Committee's meetings with NTEs on the issue of NTE representation on Faculty Assembly.

C. COPAR: Scott McCoy

No report.

D. Executive and Liaison: Suzanne Raitt

In January the Executive Committee will discuss concerns expressed by Kiersten Boyce of the Compliance and Policy Office about the College's reporting practices for grievances.

5. Will Hausman made a motion that Faculty Assembly go into a Committee of the Whole. The motion was seconded, and passed unanimously. No minutes are recorded while in Committee of the Whole.
6. A motion was made, seconded, and passed that Faculty Assembly rise and reconstitute.
7. Suzanne Raitt thanked Ron Rapaport, Rick Gressard, and Sarah Day for serving on Faculty Assembly as replacements for those who could not serve this

semester. She also thanked Nancy Gray for taking minutes at this and the last Faculty Assembly meeting.

8. Will Hausman passed around a resolution asking the Provost to do a financial impact statement on implementation of the new College general education curriculum, stating that Faculty Assembly has a responsibility to monitor and ensure that implementation is affordable. At this point he is not asking the Assembly to do anything, but wants us to be aware of the concerns.

The meeting adjourned at 5:13 pm.