

Faculty Assembly Meeting  
Minutes for October 28, 2014  
3:30 – 5:00pm  
Blow Hall Board Room

*Members Present:* Berhanu Abergaz, Brent Allred, Liz Barnes, Lynda Butler, Eric Chason (Vice-President), Bill Cooke (Secretary), Sarah Day, David Dessler (President), John Eisele, Catherine Forestell, Courtney Harris, Scott McCoy, Lily Panoussi, Suzanne Raitt, Ron Rapoport., Megan Tschannen-Moran, Patricia Vahle, and Sibel Zandi-Sayek.

*Members Absent:* Chris Gareis, Carl Hershner, and Brent Owens.

*Others in Attendance:* Michael Halleran (Provost), Terry Meyers (Parliamentarian), Rowan Lockwood, Jennifer Bickham Mendez, Helen Murphy, and Justine Okerson.

The meeting was called to order at 3:35pm.

1. The minutes of the September 30, 2014 meeting were approved.
2. Provost's Report: Michael Halleran
  - a) The Provost reported that the next Tack lecture, "Pity and Gratitude: Thinking About Emotions in Philosophy and Literature" would be presented by Adam Potkay of the English Department this evening (October 28, 2014) at 7pm at the Kimball Theater. All were invited to attend.
  - b) The Intellectual Property (IP) policy had been circulated among the Faculty Assembly Executive Committee, and would soon be posted for a 30 day period for faculty to comment. The changes do not need approval to go into effect because they do not affect the allocation of royalties from patents, but the Provost is continuing his policy of advising the faculty of any changes and giving them a chance to respond.
  - c) The Provost announced that candidates for the Associate Provost for E-Learning will be on campus over the next few weeks, and encouraged faculty to attend the open forums.
  - d) The Provost said that he expects finalists for the Associate Provost for Admissions to be on campus in late January or early February. More information will be provided when the visits are closer.

Questions:

Mr. Dessler asked if any further Assembly Action will be required once the Provost has collected any comments on the changes to the Intellectual Property policy changes. The Provost replied that no further Assembly action is required. The Provost then noted that if he saw a recurring theme, then he might bring that back to the Assembly for further consultation.

3. Report by the Women's Network on gender climate and sexual assault  
Rowan Lockwood, of the campus Women's Network, reported that last year, after the Sigma Chi email incident, some faculty members asked the Women's Network to look into the gender climate issue. Over the summer of 2014, the representatives of the Women's Network met with a number of campus groups to discuss gender climate issues. They discovered that there is not much data readily available, although they did find a national survey that had been completed by many of our undergraduate students during the spring of 2012. This survey did have a number of questions that dealt with sexual assault, so this formed the beginning of the Women's Network study. The survey had a 27% response rate for William and Mary students and reported 21 sexual assaults in

the past 12 months. The Women's Network used this to estimate that there could have been a total of 75 sexual assaults over that same time period. The official compilation for that time was 13 sexual assaults, suggesting that there is a major reporting problem with the official statistics. Of the 13 reported last year, 7 resulted in adjudications on campus, but none went to the Williamsburg polices. All of the incidents involved alcohol, and a slight majority occurred off campus. Two sub-populations appeared more often than expected in the reports, both as accusers and as accused: athletes and Greek life. The Women's Network group also interviewed a large number of students as part of a follow-up to the survey. The group discovered that many of our students are confused about what defines a sexual assault, most of our current faculty members have not had any training in handling sexual assault issues, and that the Faculty Handbook is inadequate in its handling of gender climate issues. The presentation concluded with the following suggested action items: (1) Revise the Faculty Handbook to respond to federal guidelines; (2) Make gender climate education mandatory for faculty, emphasizing how to support students, staff, and faculty who are survivors of sexual harassment, and clarifying the definition of sexual harassment; (3) develop imaginative ways to improve the gender climate on campus, and (4) update last year's Faculty Assembly resolution on gender climate.

#### 4. Standing Committee Reports

##### A. Academic Affairs: Lily Panoussi

No report.

##### B. Faculty Affairs: Sarah Day

No report.

##### C. COPAR: Berhanu Abegaz

Mr. Abegaz reported that COPAR met on October 17, 2014 as part of FUPC, and the Provost reported data on all the issues that COPAR had queried him about including: the progress towards reallocation, the costs of the new curriculum, the plan to allow the Business School to add a new undergraduate cohort, a review of M&O budget changes over the last two years, and the contribution of private funds to the annual budget.

Mr. Abegaz also reported that COPAR met after the FUPC meeting to discuss the Planning Budget Requests (PBR), and produced a series of questions for clarifications of several PBRs.

##### D. Executive Committee: David Dessler

Mr. Dessler reported that the Executive Committee, in consultation with the Standing Committee chairs, was organizing Working Groups on four topics. Two of those groups, one to redesign the Faculty Survey and one to investigate retirement incentives, would report on their progress at the next Faculty Assembly meeting. The other two, one to suggest ways to improve gender climate (in coordination with the Gender Climate Task Force) and another to suggest ways to remove obstacles to faculty diversity, will be asked to report their progress at the December Faculty Assembly meeting.

##### E. Liaison Committee: Eric Chason

Mr. Chason reported that the Liaison Committee was preparing a presentation for the Board of Visitors emphasizing the importance of faculty research. The report will include faculty research presentations by Jamie Settle (Government Department, Arts & Sciences) and Jason Chen (Education).

The President adjourned the meeting at 5:00 pm.