

**Faculty Assembly Meeting
Minutes for November 29, 2016
3:30-5:00 pm
Blow Hall Board Room**

Officers Present: Sophia Serghi (President), Cathy Forestell (Vice President), Chris Abelt (Secretary) and Eric Chason (Faculty Representative to the Board of Visitors)

Other Members Present: Danielle Dallaire, John Eisele, Mark Forsyth, Courtney Harris, Mark Hofer, Steve Holliday, Rex Kincaid, Scott McCoy, Christy Porter, Patty Roberts, Megan Tschannen-Moran, Tricia Vahle, and Sibel Zandi-Sayek

Members Absent: Carl Friedrichs, Ron Hess and Cynthia Ward

Others in Attendance: Michael Halleran (Provost) and Terry Meyers (Parliamentarian)

Ms. Serghi called the meeting to order at 3:35 pm.

1. Approval of Minutes for October 25, 2016

The minutes were approved by unanimous consent.

2. Provost's Report

- The BOV approved a tuition increase of 4.4% for incoming, in-state undergraduates as part of the fifth year of the William and Mary Promise.
- The salary portion of the updated Fair Labor Standards Act was temporarily blocked. The College is proceeding with most of the reclassifications anyway. Letters will go out soon to affected staff.
- Salary letters are scheduled to go out on the thirtieth of November. Ms. Porter asked if letters for NTE faculty will be held back. The Provost responded that they will not be held back.
- The budget situation for the Commonwealth looks a bit rosier. It remains to be seen if the 7.5% proposed budget reduction (3.3 million dollars for W&M) will occur.
- The Provost thanked the faculty and staff for their efforts in dealing with the recent uptick in bad behavior on campus. Of immediate concern is the fate of the students that are enrolled under the DACA (Deferred Action for Childhood Arrivals) executive order. President Reveley signed an open letter with other presidents expressing continued support of the program. Ms. Forestell asked about whether there will be public reports of the harassment cases. The Provost reported that four incidents were reported to William and Mary police and thirty have been reported through the CARE system.

3. Discussion on student course evaluations with guest Bill Cooke, Professor of Physics

Mr. Cooke presented the interim report for the *ad hoc* Committee on Student Course Evaluations. The impetus for the committee was the concern expressed by the Arts and Sciences Faculty Affairs Committee about the impact of flexible merit and whether student course evaluations (SCEs) were being overemphasized in teaching merit scores, especially since the administration wanted wider ranges in merit scores. The committee also was to determine whether there were other measures of teaching effectiveness and whether SCEs correlated with other variables such as gender, race, age and return rates. The committee began its work by reviewing past reviews. They determined that past studies came to many different conclusions. One in particular stated that there was zero correlation between evaluations and learning. SCEs varied by the size and type of institution. They focused on the 2014 set of SCEs at William and Mary and conducted a statistical analysis. For class sizes of twenty-five, courses with SCEs within 0.2 are statistically no different. For classes with ten or fewer students the mean SCE was 4.47, whereas for courses with one hundred or more students, the mean SCE was 4.04. Mean SCE's also varied by class type: 4.55 for upper level seminars, 4.02 for introductory courses and 4.37 for freshman seminars. Teaching effectiveness scores were identical to course quality scores for 69% of respondents. For 22% the effectiveness score was one point higher than the course quality score. Surprisingly, the expected grade scores did not correlate with teaching effectiveness scores. Response rates did not seem to affect the SCE scores. There was a relatively small dependence on gender, with female full professors having the highest scores and male full professors having the lowest. The class days and start times dramatically affected mean SCEs: 4.19 for MWF classes and 3.92 for TR classes; 4.08 for 10 am, 4.26 for 11 am, 3.98 for 1 pm and 4.04 for 2 pm. The SCE's across a department roughly mirrored the distribution of teaching merit scores in that department. The *ad hoc* committee concluded that the SCEs should be de-emphasized and that course generation, renewal and student mentoring should be highlighted to a greater extent. Ms. Porter asked if Mr. Cooke had any suggestion for the Assembly's Academic Affairs committee. He suggested that teaching be reviewed in depth every seventh year as opposed to yearly evaluations. Yearly evaluations discourage trying something new. Several asked for the report to be made available. Mr. Hofer asked whether the committee considered the impact of electronic evaluation vs. the current on-line evaluations. They did not, other than noting that low response rates do not significantly affect SCEs.

4. Reports from Standing Committees

Executive Committee: Sophia Serghi

The executive committee met with Lynn Dillion and Karen Schultz, Chair and Vice-Chair, respectively, of the Academic Affairs subcommittee of the BOV. EC members expressed concerns over recent harassment incidents, the handling of cases, salaries, research funds and the effect of administrative hierarchy on faculty moral. With respect to the personnel case referenced in the last two meetings, a change in the legal constraints have allowed two grievances to be filled with the Faculty Hearing Committee.

Faculty discussed and amended a draft statement in response to recent events. The following wording was approved:

Whereas: Students have experienced intolerable insults and harassment on and around campus;

Be it resolved that:

The Faculty Assembly of the College of William and Mary condemns the recent incidents of harassment that have occurred on and around campus. We recognize that our academic community is enriched by the diversity of all students, faculty, and staff. Because we are all damaged by attacks on any member of our community, we embrace a campus culture that confronts acts of intolerance and disrespect. We therefore urge all community members to promote a safe and welcoming environment in which all can learn, differ, respectfully debate, and grow.

Liaison Committee: Cathy Forestell

Virginia Torczon (A&S) and Linda Schaffner (VIMS) gave a presentation to the BOV on graduate studies. Mr. Chason reported that he visited Richard Bland with the rest of the BOV. He also reported that several students protested peacefully during the student presentation portion of the board meeting. BOV members were interested and attentive to student concerns.

Ms. Forestell then moved that the meeting go into a committee of the whole to consider the personnel case. It was seconded and approved.

The committee of the whole considered the personnel matter and made the following resolution.

The Faculty Assembly of the College of William and Mary affirms its continued commitment to the Faculty Handbook and the due process procedures contained within, particularly as they relate to faculty employment and tenure. It is incumbent on an institution of higher education to ensure that all members of the university community receive the due process protections that accompany their position, including Faculty Assembly involvement when indicated by the Handbook.

The resolution was moved, seconded and approved unanimously.

Faculty Affairs: Megan Tschannen-Moran

Faculty Affairs continues to consider Handbook issues raised by the personnel situation. They had met with John Poma and Kiersten Boyce.

COPAR: Tricia Vahle

COPAR will meet with the Provost and Vice President of Administration to discuss on Nov. 30th at 4 pm. Patty Roberts will take over as chair of COPAR next semester.

Academic Affairs: Christie Porter

Ms. Porter will meet with Michele Jackson in advance of her presentation to the Assembly in December.

5. Old Business

None

5. New Business

None

Ms. Serghi adjourned the meeting at 5:51.

Prepared by Chris Abelt