

**Faculty Assembly Meeting
Minutes for September 26, 2017
3:30-5:00 pm
Blow Hall Board Room**

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

Other Members Present: Mark Brush, Lynda Butler, Tim Costelloe, Carl Friedrichs, Steve Holliday, Jenny Kahn, Rex Kincaid, Rowan Lockwood, Michael Luchs, Alan Meese and Tom Ward

Members Absent: Mark Forsyth, Ron Hess, Megan Tschannen-Moran, Christy Porter, Ron Schechter and Sophia Serghi

Others in Attendance: Michael Halleran (Provost), Ann Marie Stock (Vice Provost for Academic and Faculty Affairs) and John Poma (Chief Human Resources Officer)

1. Call to order

Ms. Forestell called the meeting to order at 3:32 pm.

2. Approval of the Minutes for August 31, 2017

The minutes were approved unanimously.

3. Provost's Report

The Provost talked about three issues. DACA will be rescinded effective March 5, 2018. There are 23 students attending the College under this program who will potentially be impacted. The students will continue to be advised by the Reves Center. The Secretary of Education will be rescinding the April 2011 "Dear Colleague" letter concerning Title IX compliance. The College's policy is compliant with the interim guidance from the DOE. The BOV began discussions for the "2026" long-term strategic plan. Faculty will be consulted either through an *ad hoc* committee or through one of the standing subcommittees.

4. Update on the process of opting out of the Virginia Retirement System Optional Retirement Plan from John Poma, Chief Human Resources Officer

Mr. Poma gave a presentation on the College's opting out of the VRS management of the Optional Retirement Plan and the 403(b) plan. About 90% of faculty are on the ORP. By moving the management to W&M the plan will save on fees and will be more responsive to investors' concerns. Current contributions in TIAA-CREF and Fidelity will be mapped to the same or similar funds. TIAA will be the lead record keeper. There will be a self-directed investment option. A new web portal will make dealing with retirement investments easier. TIAA will offer one-on-one advising. There is a schedule of events for the College opting out beginning with town halls. New management will begin in January of 2018. Several noted that many faculty will not get actively

involved in the process. TIAA will notify all concerned if there will be changes in the funds designated for current investments. Mr. Holliday asked about changing lifecycle funds if they do not reflect your retirement plans. Mr. Poma said that you can change them. Mr. Abelt asked whether TIAA is acting as a fiduciary. Mr. Poma said that CapTrust is a fiduciary for the College, but TIAA is not. The PowerPoint presentation can be found [here](#).

5. Reports from standing committees

Executive Committee – Cathy Forestell

The EC discussed inviting Dania Matos, deputy chief diversity officer, to have a conversation with the Assembly about diversity and inclusion.

A recent issue with the Faculty Retire and Return to Work policy (FRRW) was raised. Mr. Abelt offered some possible policy revisions: making it available to NTE faculty, adding the possibility of service as part of the work duties, and removing confusing language about fractional duty calculations. Further consideration of any changes will go to faculty compensation or to an Assembly committee. It should also go to Personnel Policy.

Vice Rector and President Search Committee chair, Tom Watkins will visit the EC in November to talk about the President search.

There will be an additional EC meeting this semester to deal with faculty input to “2026.”

Liaison Committee – Jack Martin

The next meeting of the LC is scheduled for October 17th during fall break. The committee may try to decide on the November BOV faculty presentation at the next EC meeting since the membership of both committees is the same. Jody Allen will give the April presentation on the Lemon Project. The presentation by Michael Tierney on the AidData initiative at the September BOV meeting was received well.

Academic Affairs – Christy Porter

Ms. Porter supplied a written statement for her committee. The AAFAC met last Friday. They decided to create a report for the new president with the goal of informing them on issues important to the faculty. Part of this will concern goals of the current campaign. Matthew Lambert will be a guest at the November FA meeting.

Faculty Affairs – Megan Tschannen-Moran

Ms. Forestell reported that FAFAC has not met yet. They will meet soon to look at the Faculty Survey for next year. Next year they will consider piggybacking off of the HR survey. The FA has some funds that can be applied for this merger. Ms. Forestell will be meeting with Michael Fox about possible cost sharing with the BOV for accessibility upgrades to the BOV Board Room - another expense on the FA budget.

COPAR – Rex Kincaid

COPAR will meet with Sam Jones next week. They will also meet with Dennis Manos and the Faculty Research Committee later this semester.

6. Old Business

Ms. Forestell reported that the *ad hoc* committee on Handbook changes is nearly finished with a new section III.G. They are addressing changes to medical leave policy to allow both parents of a new child to take leave, but not at the same time.

7. New Business

There will be an all-day symposium on diversity and inclusion on October 14th.

Ms. Forestell was contacted by Michele Jackson about the issue of the status of those employed to help instruct and administer on-line courses. Should they have adjunct status or should they be independent contractors? The College owns on-line courses.

Mr. Chason gave an update on the President Search. They are now gathering nominations and will be reaching out to solicit applications. Initial in-person interviews may happen off campus. Candidates in the final cut will interview on campus, but confidentially.

8. Adjourn

Ms. Forestell adjourned the meeting at 5:05.

Prepared by Chris Abelt