

**Faculty Assembly Meeting
Minutes for October 29, 2019
3:30-5:00 pm
Blow Hall Board Room**

Officers Present: Tom Ward (President), David Armstrong (Vice President), Chris Abelt (Secretary) and Cathy Forestell (Faculty Representative to the Board of Visitors)

Other Members Present: Josh Burk, Lynda Butler, Peggie Constantino, Marji Friedrichs, Brennan Harris, Bill Hutton, Lisa Landino, Rowan Lockwood, Michael Luchs, Alan Meese, Jennifer Mellor, Scott Swan, Molly Swetnam-Burland and Brad Weiss

Members Absent: Mark Brush, John Riofrio and Sophia Serghi

Others in Attendance: Peggy Agouris (Provost), Terry Meyers (Parliamentarian), Chris Lee (Chief Human Resources Officer), Amy Sebring (Vice President for Finance and Technology), Henry Broaddus (Vice President of Strategic Initiatives & Public Affairs), Rosalyn Hargraves (American Council on Education Fellow).

1. Call to order

Mr. Ward called the meeting to order at 3:34 pm.

2. Approval of the Minutes for September 24, 2019

The minutes were approved unanimously.

3. Provost's Report

Dean search. The A&S Dean search committee is finalizing the position description. The School of Education search has a search firm and is in the final steps for establishing a committee. The Law school search has a search firm in place. Nominations for committee members are ongoing. The search firm consultant for Education and Law will speak on November 18th and 19th. Whether these searches are open or closed is still uncertain. A hybrid search is more likely where the final candidates will meet with representative groups.

Equipment Trust Fund. The process for allocating ETF monies has not been reviewed in fifteen years. A more transparent process will be put in place, and a committee will prioritize requests across the schools. Since A&S typically has the biggest equipment needs, they will likely benefit from this change. There will be minimal impact on hiring. The Deans will still specify start-up costs in search authorizations. Outcomes, needs and costs should be made clear in making requests.

COPAR will follow the same process for recommending budget priorities.

4. Faculty Handbook revisions update

Cathy Forestell reported for the ad hoc Handbook committee (including Alan Meese, Lynda Butler, and Chris Abelt). Revisions to III.F.3. dealing with misconduct and III.H. dealing with termination for medical reasons are complete. Specifically addressed is misconduct that results from a medical condition. Section H. will be renamed 'Accommodations for Disability.' Section III.J. is being added to deal with all suspensions, not just those that are tied to a pending investigation. These

updates were presented to the Provost in September and will be presented to the Executive Committee in November. Rowan Lockwood and David Armstrong will join the committee to continue the investigation into the Consensual Amorous Relations policy.

4. Tiger Team updates

Amy Sebring and Henry Broaddus reported on the status of the tiger teams investigating continuing education and the summer term. Tiger teams look for opportunities that enhance academic excellence and help the financial model. A consultant was brought in for the continuing education team. The main conclusion for this team was that only the DC area has sufficient population for certificate programs. Technology is the focus of these programs. Since a number of other institutions saturate the area, W&M's offering has to appeal to soft skills in addition to the technology skills. The questions of a physical presence vs. on-line presence are yet to be determined. Both business and education have had surprising success with generating comradery in their on-line programs and maintaining the W&M brand. The summer school team concluded that prospective students would perceive a mandatory session negatively. One of the desired results of a summer term is to distribute enrollments across the year and reduce the bulge in the fall. One example is a summer term that concludes with an internship in the fall. The faculty fellows partnership may help with this possibility. The next steps for the summer program are the November 7th listening session, a field investigation, and planning a pilot program of 25-30 students for next summer. Both tiger teams concluded that there is sufficient upside to continue exploring these programs.

5. Reports from Standing Committees

Executive Committee - Tom Ward

The committee will consider the handbook revisions forwarded by the ad hoc committee.

Liaison Committee - David Armstrong

Mark Hofer will talk about the Center for Teaching & Learning Innovation at the November BOV academic affairs subcommittee meeting.

Faculty Affairs - Scott Swan

The faculty survey is closed. It received a total of 565 responses, 460 of which are valid. The next stage will be analysis, write up and communication of the results. The committee will consider tuition remission next term.

Academic Affairs - Rowan Lockwood

By a 4-3 vote the committee will investigate the assessment of teaching and learning in favor of how to promote teaching across the schools.

COPAR - Lynda Butler

The committee heard about the state of the budget on October 25th. In-state tuition will be limited to 3% over the next few years. We will continue to meet 100% of the financial need of in-state students. There will be "smart growth" in the undergraduate enrollment. The number of computer science majors will eventually double. This growth will affect other

areas; for example exceeding COLL offerings. Dennis Manos will report on indirect cost recoveries on November 8th.

6. Adjourn

The meeting was adjourned at 5:02 pm.

Prepared by Chris Abelt