

Faculty Assembly Meeting
Minutes for January 26, 2021
3:30-5:00 pm
Remotely via Zoom

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

Other Members Present: Tonya Boone, Josh Burk, Harmony Dagleish, Marjy Friedrichs, Adam Gershowitz, Natoya Haskins, Catherine Levesque, Michelle Lelièvre, Alan Meese, Jennifer Mellor, Christy Porter, Anne Rasmussen, Molly Swetnam-Burland, Nicole Santiago, Evgenia Smirni, and Scott Swan

Members Absent: none

Others in Attendance: Peggy Agouris (Provost), Christopher Lee (Chief Human Resources Officer), Terry Meyers (Parliamentarian), Aaron-Andrew Bruhl

1) Call to order

Mr. Armstrong called the meeting to order at 3:35 pm.

2) Approval of the minutes

Minutes for the December 15th meeting were approved without dissent.

3) Provost's report

Units are in the middle of the Sustainable Curriculum exercise. Department and programs are gathering data. The results will be shared with stakeholders through a dashboard and will generate a composite vision that aligns with the general direction of the institution. Schools are expected to report back in mid-March. John Riofrio and Ann Marie Stock are working with a student task force on recommendations for an enhanced curriculum that addresses issues of race and bias. These will be brought to Deans as possible actionable items, but the curriculum remains the domain of the faculty. These items should not affect the new COLL 350 requirement. An initiative for the institution to become thought leaders for advancing democracy is being formulated. A new process for resource allocation is being considered for the future when the institutional financial picture is out of crisis-mode. COPAR should continue to play a role here.

4) Faculty Hiring Pilot Plan *ad hoc* committee report

Evgenia Smirni reported for her committee. The enhancement of diversity is important. Diversity comes in many shapes and sizes. Several obstacles have hindered diversification. One is the pipeline of diverse candidates. In computer science in 2018 out of 1787 PhDs, 36 were African-American and 29 were Hispanic. In 2019 only five from each group entered academia likely due to the high demand and salary offered by industry. W&M suffers from salaries and benefits that are not competitive. Once diverse faculty are here, raises are low leading to poor retention. The College lacks a spousal hire program and does not provide tuition benefits to dependents. The Hiring Pilot Plan suggests that the major barrier to diversification is the hiring process. Adding layers may slow down the process, which may be detrimental to hiring in certain

disciplines. Adding a teaching presentation may send the wrong impression to candidates in a research-intensive area. Baseline data needs to be gathered on hiring and retention of diverse candidates.

5) **Committee reports**

a) **SSRL – Harmony Dagleish**

The committee's report will be presented at the March 16th Assembly meeting.

b) **NTE policy – Christy Porter**

Data on NTE policies in Law and Education is being gathered. A survey will be launched soon.

c) **Title IX policy – Tonya Boone**

Adam Gershowitz reported on the legal aspects of possible changes to the policy. They may require changes to the Handbook. The committee met with Pamela Mason. One of the suggestions that raised concerns was changing the determining official from the Provost to an individual who is outside the university for particular cases. Determining officials require training. It is not clear if the change at the national level will impact Title IX adjudication.

d) **COPAR – Tom Ward**

The committee will meet with Vice Provost Manos on Feb 4th to receive a report on indirect cost recoveries.

e) **Executive committee – David Armstrong**

The committee recommended that the administration consider a tuition and fee increase of up to 3% for the next academic year. The legislature might allow the proportion of out-of-state students to increase 1% per year as long as the absolute number of in-state students does not decrease. Applications are up 23% this year. The COVID-19 response team has shrunk to seven and does not include the FA President. David Armstrong and Mark Brush meet every Monday with upper administration and their counterparts on PPFA and Staff Assembly. They also meet every Tuesday in the Cabinet-plus group of 70 or so. The student resolution condemning the January 6th insurrection contained other items that the EC did not support.

The meeting was adjourned at 4:48 pm.

Prepared by Chris Abelt