

**Faculty Assembly Meeting**  
**Minutes for February 16, 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 Dalgleish, 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), Chris Nemacheck, Jingjing Liu, Laura Heymann, Sara Mattavelli

**1) Call to order**

Mr. Armstrong called the meeting to order at 3:32 pm.

**2) Approval of the minutes**

Minutes for the January 16<sup>th</sup> meeting were approved by unanimous consent.

**3) Provost's report**

The COO presented four scenarios to the Financial Affairs Committee of the BOV involving enrollment increases, tuition increases, and cost reductions. The BOV does not favor tuition increases. The BOV meets next week. W&M ranks high on institutional efficiency. One of the drivers of higher costs is student financial aid, which increases by ~\$3M per year. The aid results in W&M having the lowest net cost for families making \$70K or less. While applications were up this year and might justify a higher sticker price, the effect on yield is not known. W&M's high price has a negative public perception in the legislature.

The Deans have been working on the sustainable curriculum initiative and will provide the Provost with their results.

The resource allocation process will involve a working group which will include the Deans, Student Affairs, Strategic Initiatives, Faculty Assembly, and others. A data initiative will capture institutional information and be available to all.

The current process for making faculty retirement agreements will be phased out at the end of this semester. A transparent process that fully complies with current law will be developed in its place. How this might affect the Faculty Retire and Return to Work program is unclear. Offering retirement incentives will not be part of the process.

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

The report was approved unanimously and will be distributed to President Rowe, Provost

Agouris, Chief Diversity Officer Chon Glover, Chief Human Resources Officer Christopher Lee, and the Deans.

## 5) Committee reports

### a) **Executive committee – David Armstrong**

The committee asked the administration to consider a tuition and fee increase of up to 3% for the next academic year. The committee recommended that the resource allocation working group have the FA President, Vice President, and immediate past President in accord with the Assembly's Bylaws. W&M will release a University DEI plan as mandated by the Commonwealth of Virginia. The plan will include a faculty hiring component. The committee was advised on a personnel action. The committee received a report from the Curriculum Enhancement Working Group. The EC should have been consulted about faculty membership on this group since it was a university-wide committee. It was created at the suggestion of students and was student-run. The report was passed on to the Deans for them to consider, but not as a mandate. A Democracy Initiative was also created; however, this group is not a university-wide advisory committee.

### b) **COPAR – Tom Ward**

The committee met with Vice Provost Manos on Feb 4<sup>th</sup> and listened to a report on indirect cost recoveries including how these monies are apportioned. The involvement of COPAR in the resource allocation working group is uncertain.

### c) **SSRL – Harmony Dagleish**

The committee has prepared the first draft of their report. It will be presented to the EC in early March and then to the Assembly on the 16<sup>th</sup>. The report collected data on the distribution of SSRLs taken as semesters vs. full years and the definitions of research-active for each of the units. They collected information on analogous policies at 24 institutions. They analyzed the financial impact of the policy and the benefits to the institution.

### d) **NTE policy – Christy Porter**

Data on NTE policies at VIMS was collected. The terms associated with NTEs in the Faculty Handbook are being compared with how they are defined in the various Schools. They met with the A&S Dean's NTE advisory committee.

### e) **Title IX policy – Adam Gershowitz**

The committee received a response from the Handbook committee below.

### f) **Handbook Committee – Chris Abelt**

The committee considered the Handbook implications of the Title IX report. The Handbook contains a section indicating that this policy will be updated from time to time without requiring changes in the Handbook. The committee also commented on the implications of abbreviated annual merit reviews. Findings of unsatisfactory annual merit review should only be made using the full procedure for the unit.

The meeting was adjourned at 4:33 pm.

Prepared by Chris Abelt