

Faculty Assembly Meeting
Minutes for April 15, 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, Adam Gershowitz, Natoya Haskins, Michelle Lelièvre, Catherine Levesque, Alan Meese, Jennifer Mellor, Christy Porter, Anne Rasmussen, Molly Swetnam-Burland, Nicole Santiago, Evgenia Smirni, and Scott Swan

Members Absent: Marjy Friedrichs

Others in Attendance: Peggy Agouris (Provost), Chon Glover (Chief Diversity Officer), Jeremy Martin (Chief of Staff, Interim Athletics Director), Christopher Lee (Chief Human Resources Officer), Terry Meyers (Parliamentarian), Suzanne Hagedorn.

1) Call to order

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

2) Approval of the minutes

Minutes for the March 16 meeting were approved by unanimous consent.

3) Provost's report

The BOV meets next week. Some focus will be on some of the successes during this unusual year. Thursday afternoon will feature three panels. The academic panel will have Janice Zeman, Josh Erlich, and Sallie Marchello. The 5% raise on June 10 will have a 2% across-the-board component. The remaining 3% will be distributed as determined by the Dean of each School. While William & Mary must fund a portion of this raise, it is unlikely that the BOV will support a tuition increase this year. The administration is considering whether vaccinations will be mandated for students, faculty, and staff. Complicating this determination is that the vaccines only have emergency use authorization. Suggestions from the Academic Affairs Committee's white paper, "Assessing Teaching and Learning at W&M," are being implemented in the School of Education and other units. An update is being planned for the August retreat. The university has not issued a response to the Duante Wright killing yet.

4) Diversity, Equity, and Inclusion University Plan – Chon Glover

HB 1993 requires every state agency to have a DEI strategic plan in place by July 1. William & Mary's plan is found here: <https://www.wm.edu/offices/diversity/documents/2020-2023-ie-framework-final.pdf> The DEI framework has five pillars: recruitment and retention, campus climate, academic excellence, organizational culture and accountability, and innovation, community, and reconciliation. Responsibilities and metrics for each pillar have been assigned. Diversity is defined as what makes us unique – as individuals, e.g., personality, learning styles and life experiences, and as groups, e.g., race/ethnicity, class, gender/gender identity, sexual orientation, country of origin, and ability as well as cultural, political, religious or other

affiliations. Metrics on all of these differences might be difficult to collect. Any funding of DEI research will be carried out by the individual schools. Code 2.2-1211 will require diversity and cultural competency training for all state employees. A dashboard on DEI progress already exists. One metric will be the number of courses offered that relate to DEI. The COLL 350 requirement will increase this number. Faculty still determine the content of their classes. This article suggests that a more productive approach in faculty hiring is to better curate the criteria for the position: www.aeaweb.org/articles?id=10.1257/aeri.20200196.

5) **Athletics – Jeremy Martin**

All twenty-three sports remain in place. The goal of raising \$2.8M by March was reached six weeks early. Athletics needs to raise \$55M over the next three years. The search for the Athletics Director should conclude by early July. While no sport has been cut, it would be a misconception to believe that all is well. Gender equity and financial stability remain issues. The successful fund-raising has challenging optics for some faculty given the NTE position non-renewals. Thirty-four cents of every dollar raised goes back to the general fund through payments of tuition and fees. There is some question for how students on multiple teams are counted.

6) **Committee Reports**

Executive committee – David Armstrong

A motion to rescind the athletics task force committee created on October 20, 2020 was made and seconded. The motion passed with 87% in favor and 13% abstaining. The process for distributing ETF monies appears to be more equitable.

NTE Committee – Christy Porter

The survey that was created by the A&S NTE committee was adapted for the School of Education and Business. Survey results are not ready to be presented yet. This year has brought into question the meaning of presumed continuance.

Faculty Affairs – Alan Meese

Academic Affairs – Notoya Haskins

COPAR - Tom Ward

No updates

The meeting was adjourned at 4:40 pm.

Prepared by Chris Abelt