

**Faculty Assembly Meeting**

**Minutes for May 11, 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 Dalglish, Marjy Friedrichs, Adam Gershowitz, Natoya Haskins, Michelle Lelièvre, Catherine Levesque, Alan Meese, Jennifer Mellor, Christy Porter, Anne Rasmussen, Molly Swetnam-Burland, Nicole Santiago, and Evgenia Smirni.

*New Members Present:* Denise Johnson, Lindy Johnson, Lisa Landino, Marc Sher, Brad Weiss, and Brett Wilson

*Members Absent:* Scott Swan

*Others in Attendance:* Peggy Agouris (Provost), Debbie Howe (Deputy Human Resources Officer), Terry Meyers (Parliamentarian), Suzanne Hagedorn, Sara Mattavelli, Linda Morse, and Sasha Prokhorov.

**1) Call to order**

Mr. Armstrong called the meeting to order at 3:31 pm.

**2) Approval of the minutes**

Minutes for the April 15 meeting were approved without corrections.

**3) Provost's report**

Commencement will be in-person with six separate ceremonies. Faculty are encouraged to attend. Requiring students to be vaccinated is being considered. An interim Vice Provost will be appointed to replace Ann Marie Stock. The annual report from the Provost to the Assembly on NTE appointments will be provided to the Executive Committee this summer. The tenure clock extension policy has been amended to allow for a second one-year extension. The academic calendar may be altered to better align with the staff calendar.

**4) Elections**

Mark Brush, the current Vice President, will become President on July 1. The officers were not able to find candidates for Vice President. Harmony Dalglish was elected Secretary. Another meeting will be called to complete the election process.

**5) Committee Reports**

**Executive committee – David Armstrong**

Christy Porter gave a preview of the NTE ad hoc committee report. They found large variability in policies across the Schools. The report hopes to address the inequities that this creates. While three members of the committee are rotating off the Assembly, they will be asked to continue on

the ad hoc committee.

President Rowe is meeting with the BOV executive committee tonight for an update on vaccinations. For both students and faculty, only 3% have indicated a reluctance to get vaccinated.

Recommendations for improvements to the faculty three-year hiring plan will be forwarded to the President.

**Faculty Affairs – Alan Meese**

**Academic Affairs – Notoya Haskins**

**COPAR - Tom Ward**

No updates

**6) New Business**

A resolution (attached) was brought to the floor and seconded. Last spring eight NTE lecturers were recommended by the outgoing Dean of Arts and Sciences to be promoted to senior lecturer. This process was paused, then re-started. Six were promoted, but the remaining two did not have their contracts renewed. The resolution was put forward as a show of support for these faculty, not as an adjudication. Questions about the process, continuation, standards, budgetary influence, and adjunctification were raised.

The resolution was passed 15 yes, 2 no and 1 abstention.

The meeting was adjourned at 4:51 pm with the members thanking David Armstrong for his strong leadership in this very difficult and tumultuous year.

Prepared by Chris Abelt

*Resolution of the Faculty Assembly at W&M Regarding Termination of two NTE Faculty in the Department of Modern Languages and Literatures, Arts & Sciences, who have served five and six years respectively at W&M, and have been recommended for Senior Lecturer by the Department, on track to become Senior Lecturers in the spring of 2020 and 2021 respectively:*

*Whereas:*

*-- two NTEs in MLL, Arts & Sciences Area I have been at W&M for five (Sara Mattavelli) or six years (Veronika Burney) and have been on track to become Senior Lecturers, one last year and one this spring;*

*--these two faculty members have been operating under the procedures and guidelines stated in the Faculty Handbook III.B. 1.a.1 (p. 20) as Full-Time NTE Faculty, and while technically not “continuing faculty with the expectation of continuance,” the “track” to Senior Lecturer created by the previous administration, and understood by the Department and Programs in which they were active, de facto created an expectation that they would be able to come up for Senior Lecturer in spring 2020 and spring 2021 respectively, and have been continually evaluated by our Personnel Committee during this period with such a promotion and the expectation of continuance clearly in mind;*

*--these faculty members have exceeded expectations in their performance in their home Department, have received recognition on campus for their outstanding contributions, have been instrumental to the continuance of the programs in which they teach, and have been recommended for Senior Lecturer by the Personnel Committee and the Chair of the Department;*

*--other NTE Lecturers were in fact promoted to Senior Lecturer last year (Spring 2020), some in advance of when they were actually supposed to be promoted;*

*--these faculty members are absolutely vital to the programs in which they serve (Italian Studies and German Studies), teaching not only introductory and intermediate language courses but upper-level courses, COLL 100, 150, 200, 300 and 400 courses, leading the Summer Study Abroad Programs, advising and mentoring freshman and transfer students, being the chief faculty liaison for the Language Houses in their respective programs, responsible for all programming and activities, and finally supervising the undergraduate TAs in these programs;*

*-- that without an explicit statement of s state of financial exigency at the University, which has not been issued, it is unfair, unethical, and inhumane, and causes suffering to these faculty members and their families, and to their respective programs and the MLL as a Department, to suddenly terminate these NTE faculty members who worked diligently and assiduously for the programs, the department, and the University for five years at the time of a pandemic and with the worst job market in decades, with an explicit expectation of continuance and promotion to Senior Lecturer;*

*Be it resolved that:*

*The Faculty of W&M, through the Faculty Assembly, hereby consider it to be unfair, unethical, and inhumane for the University to terminate the contracts of these NTEs who have worked assiduously at W&M for an extended period of time in accordance with the stated policies and guidelines for becoming Senior Lecturers, have exceeded expectations, are vital to the Programs and the Department in which they work, and have been recommended for promotion to Senior Lecturer, during the time of the COVID-19 pandemic.*