



WILLIAM & MARY

CHARTERED 1693

Faculty Assembly Meeting minutes Sept 28, 2021 BOV Board Room

Members in attendance: Mark Brush, Marc Sher, John Gilmour, Lindy Johnson, Scott Swan, Anne Rasmussen Michelle Lelièvre, Harmony Dalglish, John Eisele, Josh Burk, Adam Gershowitz, Rebecca Green, Evgenia Smirni, Brett Wilson, Tonya Boone, Christy Porter, Brad Weiss, Denise Johnson, Marjy Friedrichs, Tom Ward

Members absent: Nicole Santiago

Others: Peggy Agouris, Terry Meyers

1. Call to Order

Mark Brush called the meeting to order at 3:33 pm.

2. Approval of the [minutes](#) for the May 11, 2021, meeting.

Adam Gershowitz moved to approve. Scott Swan seconded, Approved by unanimous consent.

3. Approval of the [minutes](#) for the August 27, 2021, meeting.

John Gilmour moved to approved. Anne Rasmussen seconded. Approved by unanimous consent.

4. Provost's Report

The provost is re-doing the website to facilitate communication on the different projects that her office is working on.

The Provost responded to several questions regarding the recent BOV meeting including communicating general impressions of the meeting as being positive. There was general discussion of this among faculty present at the meeting who also attended the BOV meeting.

The Provost responded to several additional questions:

Marc Sher asked about the concern that student numbers are rising but faculty numbers are not.

Provost Agouris responded that this was major reason for the sustainable curriculum work, done at the local level, to identify stress points in the system.

John Gilmour asked about the plans for programming in the new Washington Center.

Provost Agouris responded that they are currently surveying Deans for their input on what types of programs and offerings can go to the DC center.

Michelle Lelièvre asked the Provost to expand upon the BOV views of DEI and to comment on the third failed search for a vice dean for DEI.

Provost Agouris responded that the BOV desires greater diversity in student admissions. Our admissions office did a great job this past year and though she agrees we need more, she acknowledged hard work and progress. The Provost acknowledged the importance of understanding the failed search for a vice dean for DEI and stated that this was being studied. She expects a report to become available soon that shows sincere interest in doing better and proposes ways to move forward successfully.

Marc Sher added that the Arts & Sciences meeting next week has a report on this issue from Dean Maria.

Anne Rasmussen asked the Provost to comment on the President's message that came via email this afternoon regarding Vision 2026.

Provost Agouris explained that it aims to create a framework that allows us to pick up the common threads among all our departments, programs, and schools so that the President can clearly and concisely communicate our shared vision and goals. Vision 2026 is a way to set achievable goals. It doesn't replace the Vision and Mission statements of the university.

Marc Sher asked whether the Provost had heard any concerns about the necessity of tenure or about the budget.

Provost Agouris responded that she had heard no concerns about tenure. There were not any major concerns about the budget except if something unforeseen happens.

Lindy Johnson asked whether there has been any analysis of the COLL curriculum. Do we know it is working or achieving the goals we set?

Provost Agouris stated that, along with the Dean, a review is planned.

Mark Brush asked about the registration crashes.

Provost Agouris responded that she'd learned that the issue has been fixed.

Mark Brush asked the Provost to discuss her vision with the Budget Advisory Work Group including COPAR.

Provost Agrouis responded that her goal for the work group is to increase (among others) transparency and conversation in the budget process. The group includes the Deans, the President of Faculty Assembly, and the chair of COPAR. Ultimately, budgetary decisions remain with the COO and the Provost, but it will be unlikely that they will bypass common agreement. This is new for W&M - we will make adjustments and see how it works.

Mark Brush noted that it seems to be a good way to increase faculty voice in the process.

5. Report from Faculty Assembly president, Mark Brush
 - a. Faculty Hiring Pilot plan report - Mark confirmed that the Provost appointed an ad hoc committee that went through the Faculty Assembly subcommittee comments on the hiring plan and they submitted their final suggestions. Chon Glover addressed these changes and sent the final version to the Deans for review. Mr. Brush will send it to the Assembly for review when it is received.
 - b. There is now a Faculty FAQ/Guide page for COVID. Mark looked through it and it seemed to answer all the questions/concerns the Assembly brought forward.
 - c. Mark received notification from Jeremy Martin that the Athletics dept was releasing a new gender equity plan. He proposed we invite the new athletics director to give the Assembly a tour of that new plan at a future meeting.
 - d. Mark was approached by a faculty member concerned about the process for accommodating faculty with disabilities. HR writes a position description that includes accommodations, but a faculty member's department may be in a better position to do so. The department writes the position descriptions for new faculty hires. He will be pursuing this concern.
 - e. Assembly bylaws state that the Executive Committee must have an NTE member. Marjy is the only NTE member on Assembly, but the Executive Committee cannot have two members from VIMS. Therefore, the Committee has asked Christy Porter to join the Executive Committee and she accepted.
 - f. If anyone is passionate about being involved in the Faculty Senate of Virginia, please email Mark Brush.
 - g. Be aware that members of the Faculty Assembly may receive emails about various campus topics from various sources. Anyone should feel free to forward such emails at any time if they are concerned.
6. Proposed revision to Article 1 of the Faculty Assembly bylaws
 - a. Proposed change: remove "entirely" to the voting clause to allow for the potential for hybrid meetings. Voting will take place either in person or online or both.
 - b. Marc Sher moved to accept as amended. Evgenia Smirni seconded. Motion carries unanimously. Mark Brush will now send this to the BOV for approval.
7. Consent agenda to approve electronic votes from March 2020 - August 2021

- a. Marc Sher moved to affirm the consent agenda. John Gilmour seconded. Motion carried unanimously.

8. Committee Reports

- a. Academic Affairs - Lindy Johnson: The committee met once last week. We plan to speak to Steve Hanson about the implementation of the Assembly's 2020 report on Assessing Teaching and Learning. The committee has a meeting scheduled with Mr. Hanson next Monday. He is also going to gather data on faculty size and student body size. Brad Weiss volunteered to be our representative on the EPC.
- b. Faculty Affairs – Scott Swan will be scheduling a meeting for after today.
- c. COPAR – Lisa Landino is working to schedule a meeting with Dennis Manos about overhead recovery for later in the semester.
- d. NTE committee – Christy Porter – We surveyed A&S and met with representatives from Education, Business, and VIMS. The committee has not yet written a report because we need to know more about what is needed by the Provost to harmonize the policies. In addition, there will be a new proposal to A&S that may change how the report comes together. We have collected the data and are holding off on writing a report because we want to write a useful report. Michelle Lelièvre asked a follow up question about whether there was any discussion of the concern that some of the policies in the faculty handbook were violated in some recent position terminations. Christy Porter responded that the committee discussed this a great deal, but we don't have that information.

9. Discussion of potential syllabus language on mental health

- a. The assembly supported the language and the goal of expanding the channels through which students can learn of these important support services. The boilerplate language should be widely available so that faculty can include it in their syllabus or blackboard page as they see fit. The Assembly did not, however, feel comfortable endorsing the language since we haven't endorsed other syllabus language.
- b. We would like to invite the authors to speak at a future assembly meeting.

10. Other Business

- a. A reminder that if there are ideas of people/speakers we want to bring in, please send Mark Brush an email.
- b. Unless there are concerns, Mark Brush proposed we go to virtual meetings through the end of the calendar year. It was agreed.

11. Adjourn

Motion to adjourn made by John Gilmour, seconded by Lisa Landino. The meeting adjourned at 4:50 pm.

Next meeting: October 26, via zoom

Prepared by Harmony Dagleish.