



WILLIAM & MARY

CHARTERED 1693

Faculty Assembly Meeting Agenda Oct 26, 2021 Remotely via Zoom 3:30 pm

Officers Present: Mark Brush (President), John Gilmour (Vice President), Harmony Dalglish (Secretary), Tom Ward (Faculty Representative to the Board of Visitors)

Other Members Present: Tonya Boone, Lisa Landino, Marc Sher, Brad Weiss, John Eisele, Anne Rasmussen, Adam Gershowitz, Josh Burk, Lindy Johnson, Brett Wilson, Michelle Lelièvre, Evgenia Smirni, Marjy Friedrichs, K. Scott Swan, Rebecca Green, Denise Johnson, Christy Porter

Members Absent: Nicole Santiago

Others in Attendance: Peggy Agouris (Provost), Chon Glover (Chief Diversity Officer), Terry Meyers (Parliamentarian), William O'Connell, Tuska Benes, Alan Meese, Leisa Meyer, Len Neighbors, Nick Popper

1. Call to Order
The meeting was called to order by Mark Brush, President, at 3:31 pm
2. Approval of the minutes for the Sept 28, 2021, meeting.
Approval postponed to the next meeting.
3. Provost's Comments
The Vision 2026 is moving forward.

The Provost responded to questions from the Assembly:

Scott Swan asked about whether the Vision 2026 plan would consider raises.

Provost Agouris noted that a better approach to improving compensation and retention of faculty is part of the university's future plan.

Michelle Lelièvre expressed concern about the lack of humanities and social science scholars in the campus wide workshop on research.

Provost Agouris apologized on behalf of the office of the Vice Provost for Research for the exclusion and clarified that it was not intentional.

Lindy Johnson asked on behalf of another faculty member if W&M has collected any data on grade inflation? Is this/has this been discussed in the Provost's Office?

Provost Agouris responded yes, it has come to her attention that over the past 10 years some areas have seen significant increases in GPA. While it has not yet been discussed formally, it is on the radar of the Provost's Office.

Lindy Johnson followed with an additional question: we have increased student enrollment for undergrads, which is wonderful. How will we accommodate the need for COLL100 and 150 in the spring?

The Provost noted that her office has committed additional resources to A&S to ensure that we address this issue this year. And that we are looking to plan more carefully moving forward.

Mark Brush interjected that in relation to this issue we will be inviting Henry Broaddus to discuss enrollment growth in a future meeting.

Anne Rasmussen asked whether a goal of Vision 2026 was to increase the productivity of faculty or increase the visibility of current productivity?

Provost Agouris responded that she thinks there is much we can still do to bring forward all the wonderful work that is happening in this institution. A goal is to understand what is the best way to achieve this and can we recognize and reward excellent scholarship (and research) of consequence? Scholarship that people read, use, follow.

4. Report from Chon Glover regarding the Faculty Hiring Pilot plan and next initiatives

Chon Glover began her report by sharing data on the diversity of instructional faculty and how it has not changed by as much as we desire over the last several years. That is the goal of the hiring plan. She noted that the plan is a pilot and that it will be evaluated after the end of each of the next three years to determine what works and what needs revision.

Ms. Glover highlighted the things that have changed in the document in response to Faculty Assembly and the Provost's Ad Hoc Committee comments—

The number of names of candidates going forward to the Dean changed from 3 to 2-4. Search chair will now also have the opportunity to meet with the Dean to discuss these 2-4 unranked candidates.

Adjustments to the plan necessitated by School or Departmental policy should be pre-approved by the Provost.

The required questions on inclusive teaching – who is underrepresented? And how can you add to inclusive teaching? – This was changed so that if a candidate did not have teaching experience, they can answer in terms of what they plan to do in their teaching to enhance inclusive teaching.

Chris Lee is currently working to turn this memo into HR policies and procedures.

Chon Glover responded to several questions from the Assembly:

Leisa Meyer – Requested information about the paragraph that was kept concerning the unranked list of candidates given to the deans. Why was this kept? What is the evidence that this unranked list guarantees a more equitable outcome?

Ms. Glover stated that it has remained because we haven't tried it and there is research that supports that an objective person considering an unranked list can contribute to a more equitable outcome.

Scott Swan noted that this pilot plan focuses on process and solutions to the process, and doesn't address the need to offer market rates. We've lost many hires we desire due to offering non-competitive salaries.

Evgenia Smirini shared the recent experience in Computer Science – In Computer Science we are hiring this year under this pilot plan. And we are having no problem with it. We are going to make our hiring process more open to actively involve the Vice Dean in every step of the process. However, we have another problem which is more serious – We were able to hire last year – 3 positions – for which we interviewed 15 candidates. But we lost our diverse candidates by being constrained by having to wait to make offers until the final interview, which took 1.5 months. This puts us at a tremendous handicap.

Alan Meese had a question and an observation - My question is who adopted the plan? There is no author indicated on the plan. My observation is that the Faculty Assembly committee did a great deal of work on salary, dependent tuition benefits, and spousal hiring. But nothing about those recommendations is mentioned in the final version. The second Ad Hoc committee convened by the Provost had many substantive suggestions that were not included in the final version.

Michelle Lelièvre stated we all agree that we want to increase the diversity of the faculty.

5. Report from Faculty Assembly president, Mark Brush

Peggy, John, and Mark have a meeting with Chris Lee in HR regarding policies for faculty with disabilities later this week.

Christy Porter is the Senator from W&M representing us at the Faculty Senate of Virginia.

Christy made a brief report: The first meeting was good. This group really keeps its eye on the General Assembly and how elections impact higher education in Virginia. It is a voice and a platform that represents higher education across the Commonwealth.

She later emailed the Secretary more detailed notes about this meeting, which are appended to these minutes below.

Mark asked the members to look at the policies he circulated and send any comments to him via email because there was not sufficient time in the meeting remaining to discuss these policies.

6. Committee Reports

- a. Academic Affairs – Lindy Johnson reported that the committee met with Steve Hanson and laid out a plan for an implementation of the teaching and learning report.
- b. Faculty Affairs – Scott Swan welcomed ideas on how to move forward the priorities of the faculty affairs committee.
- c. COPAR – no report
- d. NTE committee – no report

7. Adjourn

Scott Swan moved to adjourn. Motion was seconded by several members. The meeting was adjourned at 5:05 pm.

Next meeting: November 30, via zoom

Emailed report from Christy Porter regarding the Faculty Assembly of Virginia (FSVA).

- I attended the Fall meeting of the Faculty Senate of Virginia as a senator representing W&M on 10/32/21
- VHEAD subcommittee: I volunteered for an FSVA/AAUP subcommittee to be formed to identify an appropriate legislative agenda for FSVA and the AAUP. This subcommittee will meet after the November election and present agenda on VHEAD (Virginia Higher Education Advocacy Day) in January. VHEAD is the first Thursday of the January legislative session.
- Tuition remission: The issue of tuition remission for faculty children was raised and discussed at some length. It turns out that the laws prohibiting tuition waivers may be vague. ODU has a limited policy in place for tuition waivers for children. Although FSVA has been working on this for years, there is a need for continued effort to make tuition remission available. Members suggest not going through legislative channels, which are slow but addressing BOVs directly.
- Faculty workloads: Faculty workloads, particularly in the lab sciences, were discussed. Many community colleges and some 4-yr institutions find high variability in whether/how labs count toward course load and contact hours. This results in variable and uncompensated workloads.

- Legislative agenda: FSVA to develop a legislative agenda in the fall, identify legislators willing to sponsor the legislation, then recruit cosponsors for the legislation. Effective communication and support for any legislative agenda will require a targeted communication strategy. Contact all speakers/presidents of university faculty senates in Virginia, as well as individual faculty, to ask them to support issues.

Prepared by Harmony Dagleish