



WILLIAM & MARY

CHARTERED 1693

Faculty Assembly Meeting Minutes Nov 30, 2021 3:30 pm

Officers Present: Mark Brush (President), John Gilmour (Vice President), Harmony Dalglish (Secretary)

Other Members Present: Tonya Boone, Lisa Landino, Marc Sher, Brad Weiss, John Eisele, 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, Anne Rasmussen, Tom Ward (Faculty Representative to the Board of Visitors)

Others in Attendance: Peggy Agouris (Provost), Terry Meyers (Parliamentarian), Christopher Lee

1. Call to Order

The meeting was called to order at 3:31 pm by Mark Brush.

2. Approval of the minutes for the Sept 28, 2021, and October 26, 2021, meetings.

Postponed to December meeting.

3. Provost's remarks

- A. We had a Budget Advisory Workgroup meeting on Monday. We are working to approach the annual budget request process more efficiently through this workgroup.
- B. We are still searching for a Vice Provost for Faculty Affairs.
- C. W&M has a new initiative on Academic Leadership. The Provost asked everyone to encourage people who would be good potential administrators and faculty leaders to apply and participate. It is hoped that the program will be maintained and will strengthen middle leadership such as program directors, department chairs, etc.

The Provost then took questions from the Assembly.

Brush: I wanted to follow up on the discussion last meeting on the Faculty Hiring Pilot plan. We understand that the pilot is moving forward with a focus on the hiring process. Are the other recommendations from Assembly related to retention and increasing faculty diversity such as salary, spousal hires, and dependent tuition under consideration?

Provost: Yes. We are exploring all options.

Swan: Mark asked about spousal hires and tuition remission. We haven't gotten much traction on those issues. When could we expect to see something related to those issues? We have a great deal of evidence that these are important issues.

Provost: Spousal hires are a significant issue. You should not doubt my sincerity on this. Currently, we are working in my office on a case-by-case basis. A university-wide policy will require coordination across schools. You should expect to see a coordinated policy in the future. If you have ideas for best practices, please pass them forward.

Brush: Mark interjected that President Rowe has asked Assembly to consider models for spousal hiring (see report below).

Tuition remission is a Commonwealth of Virginia issue. No public institutions within the Commonwealth have the ability to do this. Some institutions may be able to use private funds. I am not sure that we are able to advance this in a simple manner. But I, too, feel this is an important issue. I would like to investigate more and report back to you.

Lelièvre: I have a follow up on the hiring plan. It states that the plan will be reviewed each year, but it doesn't have a lot of specifics on how it will be reviewed and how we know what success looks like?

Provost: The plan is a three-year pilot that will be reassessed regularly. A quick preliminary way is to look at the numbers we see at the end of the year. Given the implementation of this new process, how do we compare to previous years? Do we see progress?

Brush: I would like to follow up on the SSRL report from Assembly. Will this be taken up by the new Vice Provost for Faculty Affairs?

Provost: Yes, that's correct. The report is also with the Deans.

4. Report from Faculty Assembly president, Mark Brush

- A. Associate Provost for Faculty Affairs & Development: Applications are being reviewed until the position is filled. Assembly members are encouraged to apply or recommend their colleagues apply.
- B. The BOV met Nov 18-19 and approved our bylaws revisions, so we can now officially vote electronically or in person. They also included a resolution giving the President the authority to approve minor changes in the future.

C. Policy for faculty with disabilities: Mark, John, and Peggy met with Chris Lee and Deborah Howe in HR on Oct 28. The procedures appear to be sound, with plenty of opportunity for the faculty member's department to participate. They shared their template faculty position description, which we will review.

D. Assembly leadership meeting with President Rowe (Nov 8):

a) Discussed the Oct 26 Assembly meeting on the Faculty Hiring Pilot plan. She agreed with the need for other ways to enhance diversity. She invited Assembly to take the lead on reviewing spousal hiring programs across other universities and proposing a model for W&M. Scott Swan indicated that the Faculty Affairs Committee would work on this.

b) Enrollment growth: W&M is following the recommendations in Assembly's WM2026 report:

https://www.wm.edu/sites/facultyassembly/documents/wm2026_final.pdf.

That is the playbook and most/all of the recommendations are being implemented in some way. 600 is the agreed upon number.

c) Planning for future enrollment: 2026 is when we go off the "demographic cliff" of college aged students, and we expect increasing competition for prospective VA students with elite universities outside the region. We cannot assume we will continue our enrollment numbers unless we increase our competitiveness, explore more options, etc. The President requested a small Assembly group study the following report to assess what model W&M should follow; e.g., Are we regional or national? Should we market for more out of state students? Should we offer guaranteed internships? How do we hold onto our market share?

Let's think about this and discuss it at our next meeting. Here is the link to the report:

<https://ngrawe.sites.carleton.edu/demographics-and-the-demand-for-higher-education/>

E. Speakers @ future Assembly meetings:

Nov: none

Dec: Brian Mann re: Athletics

Jan: Paula Pickering, Francesca Sawaya, Carina Sudarsky-Gleiser re: mental health

Feb: Henry Broaddus re: enrollment growth

Mar: President Rowe (?)

Apr: Amy Sebring re: budget

5. Discussion of changes to the Joint Appointments Policy.

The following three things were addressed in response to comments from PPC:

1. Corrected numbering and formatting to match the Faculty Handbook

2. Policy had wording that joint appointments were for those who did interdisciplinary work. We changed this to state that they are for people who work across units.
3. If both continuing and fixed-term appointments are subject to review, why is there a distinction? Following discussion with the A&S Dean and Faculty Affairs Committee, the text was streamlined and discussion of different types of appointments was removed.

There was discussion on termination of joint appointments and the impact on host departments/programs when Joint Appointment Memoranda of Understanding are re-negotiated and reviewed. Should the policy include language addressing this? The general feeling was that the MOUs should outline these details rather than the policy itself.

Mark Sher moved to approve the policy as amended.
Swan seconded.

Lelièvre moved to table the motion. This was not seconded. Weiss voiced the desire to pass the motion, but still to study the issues raised by our discussion of host departments/programs being disadvantaged by re-negotiations.

Vote called.

15 yes

1 no

0 abstentions

Motion passes.

6. Discussion of changes to the Non-Academic Leave Policy (Handbook section III.D.3.a).

PPC requested Assembly address the following three issues:

1. PPC made some organizational changes which Assembly needs to approve.
2. Assembly had changed wording so that parents of infants and newly adopted children who are both faculty members are each eligible for the full 120 days of leave. This change is now in conflict with Handbook section III.D.3.c which needs to be addressed.
3. PPC asked Assembly to consult with the SoE Dean, HR, and university counsel regarding interpretation of leave accrual (the policy states that 120 days must be accrued at 30 days/year once the initial 120 is used).

Chris Lee: There are several types of leave: medical, disability, and parental. In addition, the situation is complicated because the policy that determines eligibility for different types of non-academic leave can change from employee to employee due to the choices they made among available systems when they were hired.

Brush recommended another conversation with Assembly leadership, HR, and legal counsel about this policy and what should be included in the Faculty Handbook before further discussion. We shall discuss it again at the next meeting.

7. Committee Reports

- A. Academic Affairs - Lindy Johnson. Steve Hanson has reported that he met with the Deans of all the Schools and encouraged them to create some kind of pilot to use other metrics to evaluate teaching beyond only student evaluations. He reported mixed response with some being more enthusiastic. I've requested that Steve provide some data around enrollment increases. We've been encouraged to make data driven decisions and the faculty would appreciate having those hard numbers.

- B. Faculty Affairs – Scott Swan. We have continued to raise issues at every opportunity in order to follow up on the studies we've accomplished over the last few years. Our next meeting is 12:30 – 1:45 on Dec 6 in the Innovation Studio in the Business School. All are welcome to attend and to brainstorm ways to move these ideas forward.

- C. COPAR – Lisa Landino. In the bylaws COPAR has to meet annually with the Associate Provost for Research regarding Overhead recovery. This meeting is scheduled for Jan 18, 2022.

8. Other Business

None

9. Adjourn

Weiss moved to adjourn.

Lelièvre seconded.

Meeting was Adjourned at 5:15 pm.

Next meeting: December 21, via zoom

Prepared by Harmony Dalgleish