



# WILLIAM & MARY

CHARTERED 1693

## **Faculty Assembly Meeting Minutes Dec 12, 2021 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:* Nicole Santiago, Evgenia Smirni, Marc Sher, Anne Rasmussen, K. Scott Swan, Christy Porter, Josh Burk, Adam Gershowitz, Tonya Boone, Rebecca Green

*Members Absent:* Lisa Landino, Brad Weiss, John Eisele, Lindy Johnson, Brett Wilson, Michelle Lelièvre, Marjy Friedrichs, Denise Johnson

*Others in Attendance:* Terry Meyers (Parliamentarian)

1. Call to Order

Brush called meeting to order at 3:30 pm.

2. Approval of the minutes for the Sept 28, 2021, October 26, 2021, and Nov 30, 2021, meetings.

Smirni made a motion to approve all three months of minutes and Sher seconded. There was unanimous approval.

3. Provost's remarks

A. The Provost was not able to join us for this meeting due to a scheduling conflict.

4. Report from Faculty Assembly president, Mark Brush

A. The revised Joint Appointment Policy that the Faculty Assembly approved was forwarded to Provost's office.

B. President Rowe is confirmed as our guest at the March meeting.

C. Henry Broaddous is confirmed for the February meeting.

D. Jeremy Martin noted that Amy Sebring and the Public Health Advisory Team (PHAT) are working through plans for the spring semester in terms of COVID testing and bringing students back safely to campus. This information is still forthcoming.

E. Jeremy Martin also gave Brush an update on progress on Vision 2026.

5. Brian Mann presentation of W&M Athletics

Brian thanked us for the opportunity to speak with us. He introduced himself and his background. He has been the Athletic Director at W&M for about 4 months. The gender equity review identified about 22 different areas where W&M needs to be better. About half of these have been addressed already and the other half have specific plans. Some areas will be addressed with the Kaplan Arena renovation.

The student athlete experience is really Brian's driving factor. He aims to make it so that our student athletes can achieve their goals.

Mann then took questions from the Assembly.

Brush - can you give more details on gender equity and Title IX?

Mann - The results of the comprehensive external review were in three main areas – Treatment – are our student athletes treated in an equitable way?

Does the distribution of scholarship dollars that match the percentage of student athletes in programs?

Compliance with other components - for example do participation levels match undergraduate population? We are at 58% female and that is hard for us. We are also targeting to survey undergrads and admitted students this fall to find out whether we are meeting the need and ability of those that could participate. This will be the first of such surveys at W&M.

Sher – What thoughts do you have about student-athletes missing class? I taught a class where the football players missed about 25% of the class, though they did come to be beforehand to try to make arrangements for these absences.

Mann – I'm glad they came to you at the beginning of the semester and that you were willing to work with them. Thank you.

Rasmussen – How many of the 500 student athletes come to W&M as recruited vs. come to campus and the try out for teams? Who comes as already recruited vs. who joins afterwards?

Mann – the vast majority are recruited. And this does depend on the roster size. Women's tennis has 8 athletes vs. baseball which might leave some places for walk-ons. We are more efficient and cost effective in recruiting than we ever have been before.

Porter – Regarding the Kaplan Arena renovations and other things that require money, where does that money come from?

Mann – The vast majority is from philanthropy. Phase 1 is the student athlete portion. That's philanthropy. Phase 2 is the spectator experience – part of that will be through revenue, for example selling club-level seating, in addition to philanthropy.

Gilmour – What sport were you in in college? And secondly. I sense there is interest in higher levels admin in improving our football and basketball and taking these programs to a higher level. Do you have a model institution you'd look to?

Mann – Thank you for the first question. I played football. For question 2, I'd say Berkeley as a model institution only from a funding standpoint. They do more with less than you might realize. At W&M - Our football program is supported well and the conference in is good shape. With basketball, from a national level you can garner attention. I think there is an opportunity for both men and women's basketball. For us, it is investing thoughtfully and equitably in areas where we can galvanize the community and perhaps raise some revenue dollars.

Swan – When I came here, I was pleasantly impressed that often athletes were at the top of my classes. It's changed as it has gone along, I've felt like we've moved in another direction, perhaps too much emphasis on winning championships. How do you see these two priorities?

Mann – I used football and my ability to success in the classroom to get into the best institution I could. I will relentlessly pursue that harmony between athletics and academics. And we hire people who share this vision. My number one thing is the student-athlete experience. We can't have a great experience without winning. They can pursue the majors and education they want and they can compete for championships. We won't always win because we have these dual priorities.

#### 6. Discussion of changes to the Non-Academic Leave policy.

We need to have a meeting with HR and University Counsel to determine what we can and should put into the Faculty Handbook. Brush, Gilmour and Chris Lee (Director of Human Resources) met on Dec 14. They concluded that there are several areas in the Handbook that are potentially in conflict with State Law and/or with University Policy. Lee is going to go through the handbook to identify these areas for Faculty Assembly to clarify or to work on.

#### 7. Discussion of the HR faculty position description template.

Swan – I think it's a good idea to give a benchmark roughly what Faculty Assembly would agree upon as a starting point for a faculty position description. It's helpful to have something to start from and then modified by the individual and the department chair.

Gilmour – Could you tell me why there is a position description?

Brush – I don't know except that HR probably needs something to send to a doctor to create appropriate accommodations. Let's pick this up in the New Year. Perhaps we will wish to enhance the existing template and then recommend that the faculty member and the department chair make a description that is more specific to an individual on a case by case basis.

#### 8. Committee Reports

- A. Academic Affairs – no new information to report.
- B. Faculty Affairs – Swan – We met and had a good brainstorming session on what ideas could gain some traction. We want to continue this process in January as well. We made some good progress and that was helpful.
- C. COPAR – no new information to report.

#### 9. Other Business

- A. Porter – I want to make assembly aware that Dean Maria held a town hall on Dec 14 regarding a new platform for NTEs. She announced this in an email to A&S on Dec 17. We need to be attentive to the terms of the phrases ‘specified term appointments’ and the use of the phrase ‘presumption of continuation’ and how these are understood and defined in a new platform for NTEs.
- B. Sher volunteered to work with the Faculty Affairs committee on spousal hiring given his background on dual career couples in science.
- C. Note that the next meeting will be in the BOV room in January.

#### 10. Adjourn

Gilmour moved to adjourn the meeting. Rasmussen seconded.

Brush adjourned the meeting at 4:43 pm and wished us all a wonderful winter break.

Prepared by Harmony Dalglish