



# WILLIAM & MARY

CHARTERED 1693

## Faculty Assembly Meeting Minutes January 25, 2022 3:30 pm

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

*Other Members Present:* Nicole Santiago, Tonya Boone, Lisa Landino, Anne Rasmussen, Lindy Johnson, Christy Porter, Evgenia Smirni, Adam Gershowitz, Josh Burk, Michelle Lelièvre, Tom Ward (Faculty Representative to the Board of Visitors), Rebecca Green, John Eisele, Marjy Friedrichs, K. Scott Swan, Brett Wilson

*Members Absent:* Marc Sher, Brad Weiss, Denise Johnson

*Others in Attendance:* Peggy Agouris (Provost), Terry Meyers (Parliamentarian), Paula Pickering, Francesca Sawaya, Carina Sudarsky-Gleiser

1. Call to Order

President Brush called the meeting to order at 3:31 pm.

2. Approval of the minutes for the December meeting.

Smirni moved to approve and it was seconded. Minutes approved unanimously.

3. Provost's remarks

Provost Agouris wished everyone a Happy New Year!

Over the break the Dean of the Mason School of Business decided to retire. There is a committee in place to search for a new Dean. It is expected that a replacement will be in place by this summer.

President Brush made a few announcements – The Faculty Assembly President has a meeting once per month with Jeremy Martin and the other Assembly Presidents. Some major takeaways from that meeting were that we want to be in community, but the hallmark will be flexibility. Some tools that were used in the past (fully remote, census testing) won't be successful now. Plan for workforce disruptions and high case numbers among students. Reinforce the efficacy of vaccines/boosters and masking. It was reinforced that classrooms have not been a significant source of Covid infections.

President Brush then opened the floor to questions from the Assembly and began by sharing an email from faculty asking the Provost to please say some words about the honorary degree extended to Youngkin and his invitation to speak at Charter Day.

Provost Agouris responded that this is a long-established tradition to invite the Governor, regardless of party. There have been other objections to other Governors in the past as well. But he is the Governor of the Commonwealth and he won a fair election. This is part of our tradition and our democracy.

President Brush then asked the Provost to speak to the bill that is being introduced in Richmond to remove tenure and/or require all faculty to teach a 4/4 load.

Provost Agouris noted that these types of bills are not new and have been introduced in other states. The current one in Virginia doesn't appear to have any traction. She then spoke about the importance of educating the public and the legislature about the value of our work as well as the different kinds of work that faculty do and our different types of productivity.

President Brush asked about the BOV meeting is coming up in a couple weeks. Is there anything big on the agenda?

Provost Agouris noted that from the academic side we have tenure cases and academic appointments moving forward. President Rowe will present work and progress on Vision 2026.

4. Guest speakers: Paula Pickering, Francesca Sawaya, and Carina Sudarsky-Gleiser re: suicide prevention and mental health

The guests introduced themselves as members of W&M suicide prevention coalition which includes staff, faculty, administrators and students. The coalition created the template syllabus language with the goal of raising awareness among students and faculty about resources available on campus. The syllabus language is one component in a set of instructional best practices that have been compiled by the JED Foundation. It is part of the coalition's effort to acknowledge the reality of mental health struggles in our community and promote awareness among the entire community. We aim to encourage students and faculty to take positive action to protect and promote their mental health. This is not an effort to turn faculty into mental health providers. But faculty are on the front line and in a position to direct students to those who are able to help when students need it.

Carina Sudarsky-Gleiser introduced the Counseling Center. It is on the second floor of the McLeod Tyler Integrative Wellness Center. Some students need longer-term or specialized care and the Center works with them and within their insurance to make a referral. After hours assistance is available by phone.

Anxiety is the largest concern that students present. 33-35% of students exhibit suicidal thoughts and 1/3 of these are a large concern.

For urgent or emergency needs, these students are seen the same day.

Triage appointments are available throughout the semester, but sometimes the wait for a triage appointment may be up to 3 weeks. We are working to decrease that time.

She then took questions from the Assembly.

Swan - Are W&M students more or less likely to seek help than at other universities?

Sudarsky-Gleiser - We do have a higher percentage of utilization. 10-12% is the average and we are at 15-17%. I think it is caused by a combination of things. We have demystified mental health services. There is also a documentary called "Race to Nowhere," which shows the negative mental health consequences of the drive to achieve, from which I think our students suffer.

Gilmour – I've heard that at some universities, students are reluctant to access services because if they say the word suicide, they will be immediately sent home. How do you navigate this?

Sudarsky-Gleiser – It is a myth. If a student desires a voluntary hospitalization when suicide is a concern, we will facilitate it. If the student doesn't desire this, we cannot make it happen. If we do have such a concern, we can send them to the ER for a review where the law can get involved, if needed. This is only the students that have a high likelihood of harming themselves.

Rasmussen – How is W&M doing? I've been here long enough so I know we have had some really tragic events. And how are we supporting the RA staff?

Sudarsky-Gleiser –In terms of RAs, we do a 3-hour training on suicide reduction; in fact, faculty could take this training, too. The goal is to recognize changes in behavior that indicate increased suicide risk. In terms of how are we doing – we have not had a suicide in several years. But have we had close calls? Yes, as well as cases where students were interrupted in suicide attempts.

Green – My question related to the syllabus template language. Did you already have the discussion on whether to include so much information vs having something that was more of a clearing house of resources, more of a catchy word to remember that would bring people to that longer list of resources.

Sawaya – We are viewing this syllabus language as a way to raise awareness. And we're currently brainstorming ways to make it more easily accessible.

Pickering – the syllabus language is just a part of the tools that can be used. There is a poster that is placed around campus that is more along the line of what Dr. Green is describing. For example, in my own Blackboard course, I link to this poster, which has a few key phone numbers and links.

President Brush – This was quite helpful. Thank you for coming and sharing this information.

5. Report from Faculty Assembly president, Mark Brush
  - A. Last week, Provost Agouris put together a group to talk about academic stress and that will consider ways to enhance student, staff and faculty wellbeing on campus.
  - B. I will continue to work on the template for faculty position description.

C. I'm still working to schedule a follow-up meeting with Chris Lee to examine the Faculty Handbook.

6. Committee Reports

- A. Academic Affairs – L. Johnson. We don't have a lot to report. We met with Steve Hanson earlier in the semester. The new Vice Provost would be taking on the Assessing Teaching and Learning report. Once they are on board, I will reach out to them to discuss it.
- B. Faculty Affairs – Swan. we met in December and are planning to move forward.
- C. COPAR – Landino. Last Tuesday we met with Dennis Manos to discuss the overhead recovery. I've sent the slides to the committee for review and have asked for questions so that I can follow up with him for clarifications.

7. Other Business

- A. President Brush reported that Henry Boaddus is coming in February and President Row in March.

8. Adjourn

Lelièvre moved to adjourn and Smirni seconded. President Brush adjourned the meeting at 4:46 pm.

Our next meeting is scheduled for Tuesday, February 22, 2022, via zoom.

Prepared by Harmony Dagleish.