



# WILLIAM & MARY

CHARTERED 1693

## **Faculty Assembly Meeting Minutes February 22, 2022 3:30 pm**

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

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

*Members Absent:* Nicole Santiago, Anne Rasmussen, Tom Ward (Faculty Representative to the Board of Visitors), Brad Weiss, Denise Johnson

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

### 1. Call to Order

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

### 2. Approval of the minutes for the January meeting.

Motion to approve the minutes was made and seconded. The minutes were approved unanimously.

### 3. Provost's remarks

The Provost noted that the College held a successful Charter Day commemoration and that four Boards met in a single week! She then opened the floor to questions from the Assembly.

Sher – I've been hearing contradictory things about the phased transition plan. How will there be time for consultation with the Faculty Assembly and still release it this semester? Can we do both?

Provost Agouris responded that she thought we could once there was an understanding of the parameters, for example, how much reduced teaching load can there be without compromising benefits, etc. It is not going to be a complicated plan. But she wants to do it as quickly as is possible.

### 4. Report from Faculty Assembly president, Mark Brush

At the Executive Committee Meeting, we asked the Provost about the BOV resolution on a phased transition plan, and a proposed amendment to include consultation with Faculty Assembly. After speaking with the Provost, the Executive Committee didn't feel the amendment was necessary and did not pursue it.

The resolution was put forth to the BOV to authorize development of a phased transition plan. At that time the Provost was again questioned about faculty input into the plan. She affirmed what she communicated to the Executive Committee that any plans proposed would have consultation with the Assembly. The Resolution was approved by the BOV.

Sher – what does consultation with the Assembly mean? I've heard that they want to move this forward quickly.

Brush – Consultation would probably involve creating a subcommittee from Assembly that would provide feedback on a plan, which would be brought back to the full assembly for discussion and input. With the limited timeline proposed extensive consultation may not be feasible.

I will be meeting this coming week with HR and others to discuss the handbook policies we discussed earlier in the semester.

David Armstrong also reached out to me. He has been working with the A&S Dean's group to create NTE policies, which may necessitate further changes to the handbook.

##### 5. Guest speaker: Henry Broaddus to discuss enrollment growth

Henry began his presentation by thanking us for this invitation to speak with the Faculty Assembly.

His goal is to give us a snapshot of the present and then walk back and describe how we got there.

For the fall of 2022 -

>18,000 applications – the first time we've had over 18,000 applications

5% increase in early decisions

7% increase in students of color

10% increase in first generation applications

14% increase in fee waivers

Backing way up –

Oct 2018 – Faculty Assembly committee's W&M 2026 report; this was a document that sparked Katherine's interest when she started as president.

We can optimize enrollment via a few mechanisms.

Price - \$6000 gap in cost of enrollment; BOV hasn't raised tuition for 4 years. This gap is larger than UVA.

Mix – out of state vs. in-state flexibility

Cost - business innovation, sustainable curriculum

Volume – growth.

2026 is also an important date because of the so-called ‘demographic cliff’ – all traditional residential 4-year colleges and universities will face the “looming enrollment crisis.”

Swan – I’ve read some of that report. I know it is real, so I’m not arguing with that. In marketing we think about segments. The overall population might have the decreasing pattern, but what about our segment? To think about it as ‘everyone is our customer’ is simply not true.

Broaddus – the short answer is yes. In general, for the common application cohort, growth pre-COVID to 2021, the average increase in applications has been 13%. Ours has been 27%. The big winners are the highly selective institutions (that includes us); Flagship R1 STEM universities (not us); or urban campuses (again, not us). Part of what we are doing here to grow may help us insulate against the forecast decline.

Broaddus then continued his presentation.

Phased smart growth was the goal outlined in the W&M 2026 report from Faculty Assembly – 600 more undergraduates total by scaling up to 150 more new students per year over a 4-year timeframe. Maintains the 12:1 student faculty ratio.

Posse Foundation partnership – Posse students enrolled as a group of 10; these 10 students meet before matriculation to create a cohort and create a team. COVID showed Posse that the teambuilding work could be done virtually and be successful. W&M was the first to enroll a virtual Posse of 11 students from across Virginia. We got a one-time grant from the Posse Foundation to begin this program and we aim to fundraise to make it sustainable.

Verto Education – we have greater capacity for enrollment in the spring than in the fall, but our transfer class is the smallest in the spring. Our waitlist is a very strong list. Our thought was to give that group an opportunity to enroll in the spring. Verto is a start-up that offers international, credit bearing education.

183 students did this this year– most via Verto but some via Community College. 50% out of state cohort.

Outcomes – Percentage of Pell students increased. Percent of students of color remained the same.

Landino – I teach a class in the fall for students with AP credit. This class was smaller than normal and more students are asking about transferring from W&M. Any thoughts about this?

Henry – There has been a decline in AP chemistry exams administered by the College Board – down 17%; probably still recovering from a low in 2020. That might be one factor at play. It would be interesting to ask our Registrar’s office how many 4s and 5s on AP exams we received compared to previous years. There’s nothing on our radar about increased students wanting to transfer out of W&M. We typically lose about 5% from the first fall to the second. I think for students who started under COVID, it was a hard year. So how that translates to things like transfer out is something we have to monitor very closely.

Sher – I've talked to some students who were studying abroad for the first semester. They were shocked that medical schools do not accept courses from study abroad. Do these students get advising?

Henry – yes. Our registrar is keeping track of which courses will transfer. Richard Bland is the credit bearing institution.

Burk – What are we doing in terms of programming for the Verto students to integrate into the W&M community?

Henry – We've been working with Student Affairs and First Year Experience to discuss the ways that spring entry needs to change.

Gilmour – you mentioned that after the expansion of the 600 on the four-year enrollment, we will still be on a faculty ratio of 12:1. Is that based upon an assumed expansion of faculty?

Broaddus – It may lag the growth slightly, but the process in place is intended to be responsive to meet the needs created by the increased growth.

Gilmour – Has there been thought concerning space, for example for the large intro science classes that are limited by lab space?

Broaddus – Absolutely. There is definitely awareness on the space issues and the classes themselves.

Brush – Thank you for coming and spending this time with us.

6. Discussion of proposed modifications to Faculty Handbook policies

- a. **Ad Hoc Committee on the Hiring Pilot Plan** – they suggested a modification to Section III.b.2 to include aspects of the hiring plan. The current version is on p 21 of the Handbook. The proposed changes were circulated prior to the meeting. The ad hoc committee vote was split 4-2 in favor of these changes so it was not unanimous. President Brush noted that he was not in favor modifying the handbook to emphasize one recruitment focus area over others, especially when this is a 3-year pilot plan. There was broad agreement that Faculty Assembly should not amend the Faculty Handbook for a 3-year pilot plan. No motion was made to amend the policy and no vote taken.
- b. **CAR (Consensual Amorous Relationships) policy** – the current policy is on p 49 of the handbook. In Spring 2019, Assembly and the A&S COGS/GSA wanted a university-wide prohibition on CARs involving graduate students, but the PPC did not agree. The relevant info from FA's 4/23/19 minutes can be found below. FA committed back in 2019 to revisit this. Do we want to bring this back up or leave it as is?

*The FA considered the amendments to Section III.E.2.b. approved by the PPC. This version of the consensual amorous relationships policy prohibits those between faculty and graduate/professional students in the same School, or in the case of Arts and Sciences, in the same department. The stricter version considered by the FA where Arts and Sciences is treated as a unit like the Schools was rejected by the PPC. Visitors representing Arts and Sciences graduate studies spoke in favor of a universal prohibition expressing the belief that all faculty are in a position of power over all graduate and professional students irrespective of school affiliation. The FA moved to vote on the PPC approved policy with the proviso that the FA consider a stricter policy next academic year. A vote was taken by written ballot. The motion passed 19-1.*

Sher noted that it made sense to restrict CARs within the professional schools. He spoke in favor of restricting CARs within A&S as well, noting that several programs have overlap of students and faculty.

Gilmour stated that he agreed that the prohibition within departments in A&S made sense. He pointed out that amorous relationships can be a source of great happiness for people and that the college should not be in the habit of placing unnecessary restrictions on people's personal lives.

President Brush asked for any additional comments. There were none in support of modifying the existing policy. No motion was made to amend the policy and no vote taken.

- c. **Interim Suspension or Reassignment of Faculty** – In 2019, Assembly's Handbook Committee proposed a new section of Part III of the handbook that clarifies the Provost's authority to suspend, reassign, or exclude a faculty member from campus, and the process that must be followed. Section III.F.i of the current Handbook states: "Pending a decision based upon the informal and/or formal investigation ... the Provost may suspend ... or ... assign the faculty member(s) ...." This language suggests that a faculty member can only be suspended when the Provost has initiated an investigation. The Handbook Committee therefore proposed moving this text to a new section (III.J), clarified the language and process, and added some procedural protections for faculty (e.g., a right to respond).

This language was originally proposed a few years ago as part of a broader package of reforms to Section III, but the main aspects of that did not move forward. This section is freestanding, however, so could still be revisited. After introducing this policy and proposed changes, President Brush decided that we should postpone discussion until the next meeting, as more time for a careful read would be beneficial.

## 7. Adjourn

President Brush adjourned the meeting on time.

Next meeting: March 22, 2022, via zoom.

Prepared by Harmony Dalglish