



# WILLIAM & MARY

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## Faculty Assembly Meeting Minutes February 14, 2023

3:30 – 5 pm

Chancellor 322

Zoom: <https://cwm.zoom.us/j/9421512462>

*Officers Present:* John Gilmour (Faculty Assembly President), K. Scott Swan (Vice President), Harmony Dalglish (Secretary)

*Other Members Present:* Anne Rasmussen, Mark Brush, Eric Chason, Evgenia Smirni, Betsey Talbot, Tonya Boone, Brett Wilson, Randi Rashkover, Nick Popper, Erin Henrickson

*Members Absent:* Marjy Friedrichs, Marc Sher, Cathy Levesque, Ayfer Stump, Chuck Bailey, Cathy Forestell, Denise Johnson

*Others in Attendance:* Peggy Agouris (Provost), Terry Meyers (Parliamentarian), David Armstrong (Faculty Representative to the Board of Visitors), Pamela Eddy, David Yalof

### 1. Call to Order

President Gilmour called the meeting to order at 3:32 pm.

### 2. Approval of the minutes for the [January](#) meeting

Armstrong moved to approve the minutes. They were unanimously approved.

### 3. Provost's remarks

Agouris: I wanted to touch on some items discussed at our board meeting last week.

First, the initiative on faculty wellness. It is not always appreciated what we mean by wellbeing. Sometimes there are situations where this is a 'fluffy' thing to add to our roster of things that we need to do. But I'm more convinced every day that this initiative is critical for us. It's not just to add things to our plates. But to make us better at what we do. Academic stress is real and not just

for our students. The glorification of stress at W&M is a real thing. We don't need to be stressed to do good work. I think we have a gap in how we feel, how we perceive our obligations and what our policies and practices reflect.

Examples of looking into academic wellness. How we appreciate and understand the purpose of our work. Meaning and purpose in our work; being valued; being supported; what options do we have for improvement and advancement; engagement and joy in work; belonging; community, civility; equity in our obligations and contributions; are we all afforded the same kinds of expectations; clarity in our areas of evaluation; control of our time; having down time to restore; being flexible. These are examples of what I think we should be doing more systematically here at W&M.

As we look at policies, practices and procedures, we should have joy and wellness as part of the process. There is a tremendous amount of service at this university. Some is part of this service is our jobs and some goes above and beyond. We need to look at this in light of these ideas of wellness and quantifying academic stress. This will not be fluff – it will be meaningful in how we do our work.

Secondly, we had a great roster for candidates for tenure and promotion. For the first time since I've been here, we had one board member vote 'abstain.' I want you to be aware of discussions I had. It was to raise awareness that some board members feel they do not get enough information about candidates; they are expected to validate a process they do not fully understand. It is a discussion that has just started. I expect that tenure will come up again.

Armstrong: I had a couple of conversations with other new board members who didn't understand what tenure was.

Gilmour: I see this as a continuing education project.

Armstrong: There is a board orientation they receive in the summer. It might be valuable for us to orient the new board members on what the tenure process is and how it works.

Agouris: Answering questions and continued education is a good idea.

Armstrong; the only thing the board is provided is the name of the candidate and the department.

Swan: I have two questions; was there any discussion of the role of faculty and how that can change over a career? For example, more administration can lead someone to not go up to full professor.

Armstrong: I did bring this up.

Swan: I think that the core of why we have tenure in the first place is that we look for truth and sometimes that isn't convenient to political power. We can say truths that need to be said.

Agouris: That is the idealistic view of tenure. I'm going to put a practical position on the table. Without tenure we cannot recruit the caliber of faculty we want. This is a valuable part of our universities.

Rasmussen: It strikes me that if tenure is so foreign and they don't understand it, what else about academia is not understood by our board?

Gilmour: One thing we can think about and talk about is what kind of education we can provide to the board.

Agouris: I'm going to consult with other Provosts across Virginia on best practices regarding to this in Virginia. Lastly, I want to share that President Rowe changed this year's evaluation process for the Provost: They did a 360 evaluation on me and I want to share my results with you. I'm hoping to add it to the agenda for next meeting. Just to remind you, this is a process designed to be a developmental tool and it has become an evaluation tool. I'm happy to share the summary of my assessment. Lastly, regarding the productivity study. I am scheduling a meeting to work with John Gilmour to put this together for the April board meeting.

#### 4. Report by Faculty Assembly president, John Gilmour

Gilmour: I had a meeting last week with Suzanne Raitt who is the Area II A&S member of the committee. I suggested that they come to give a report to FA before they make a final report. I was thinking that FA has good representation on the committee. Developing a new school is perhaps the most consequential decision in 60 years (when the School of Education was created). Maybe Faculty Assembly should have a role on this. In what way can we effectively advise the president and provost on this? I have one idea: the report will be produced by the committee. That we could receive this report and we can provide our commentary on the report for the President and the Provost.

Yalof: The committee will not provide recommendations. Rather they will provide models that could be implemented and a discussion of the pros and cons.

Smirni: Isn't this idea going a few steps back? Back to the public forum where each person can be convinced or not convinced?

Yalof: If we wait until the end to provide comments or feedback, we won't have as much impact on the report.

Gilmour: Then I think we should invite them to the March 21 meeting.

Armstrong: Then, if we as a group decide we want to give a formal response or feedback, we can do that after the March meeting.

#### 5. Introducing Pamela Eddy

I am the Associate Provost for Faculty Affairs and Development, which is a new position. I've been talking to people and listening to people. My job is to figure out how to best support

faculty. We are going to postpone the burnout workshop until after the break. We will do workshops in the spring on amplifying faculty voice in the ways that faculty work gets out to the public. Part of my job is work with STLI. We will be relaunching a 'supporting mid-career academic leaders' series. We're looking at hiring practices and in ways to support faculty of color already on campus. For mid-career faculty, how do you identify what is next? Lastly, we will work on streamlining information regarding faculty resources.

Wilson: Is the May Seminar program under your purview?

Eddy: The May Seminars that were traditionally out of A&S? Not that I know of, but I will follow up.

Armstrong: I was surprised by the number of Associate Professors that stay as Associate Professors.

Eddy: The concern I have is an anecdote I heard from a recent Associate Professor saying they were not going to go up.

Talbot: This is a national issue, it's not unique to W&M. There is a dearth of mentoring at that stage.

Yalof: People have control of when they go up and some may be risk adverse or think they will be strong going up next year, etc.

Rasmussen: When I served as chair, it was something we noted that there was a lack of mentoring at the associate and full level.

Yalof: This is where a role like Pam's can be very useful. Often it is a chair that recommends when someone goes up for full but there is a conflict of interest there perhaps.

Popper: I'm in history and it is quite common that people take longer than the 6 year window because the second book takes time to create. In addition, it's not just the disincentive of added service, but there's a *very* low salary bump.

Yalof: I think if you do a survey nationally, the size of the salary bump offered at an institution would correlate with the number of Associate Professors that go to full.

## 6. Introducing David Yalof

I spent my 26 previous years at the University of Connecticut and as chair of the political science department. I started here on Jan 1. I'm working a lot of hours on the steering committee with Suzanne Raitt. I'm very interested in the first generation students who come in and Pell students who come in, how do we do support them? The interdisciplinary centers, GRI, IIC, DC Center, I work to support them as well. I'm also involved in program review.

Gilmour: Welcome to W&M. We will put you both on the invite list for Faculty Assembly meetings.

#### 7. Report from Faculty Affairs Committee

Rasmussen: Sher, Hendrickson, Rashcover, Smirni, Popper, Fredrichs, Stump, Brush are all on the committee. We met at the end of November. We spent quite a while talking about faculty productivity including the third year review, tenure review, promotion to full, stringent annual review. An adjacent conversation is the SSRL priority letter. Some of this priority letter is straightforward – collection or refreshing of the definitions of research active for each departments. Publicizing, celebrating, making known the activities and accomplishments of faculty on SSRL. Another topic of concern among the faculty is that the Dean's office is becoming bloated with administrators.

Another topic we discussed was membership of NTEs on faculty assembly – increasing membership of assembly to include NTE members from each school. Should we put this on the agenda on the March meeting?

Armstrong: The FA Constitution currently states we have at least one member who is NTE. If one is not elected in the regular course, then we appoint. I'm concerned about increasing membership too large, but there may be other means.

Rasmussen: The fourth issue is that the W&M website needs a re-boot. Lastly, I want to report that arts quarter working group is working to expand the role of the Arts at W&M. Our committee includes two from music, film & media studies, art and art history, creative writing. We produced a white paper that I am happy to share with FA colleagues to build enthusiasm.

Gilmour: When will the new building be open?

Rasmussen: After graduation. There was talk about an inaugural event. At the retreat we felt we really needed to occupy the space ourselves. We have requested two support positions for the building. We are excited to work as a consortium to build momentum and community.

#### 8. Other Business

Gilmour: I think we are going to have a full agenda for March.

#### 9. Adjourn

Gilmour moved to adjourn the meeting and Rasmussen seconded. The meeting was adjourned at 4:54 pm.

Prepared by Harmony Dalglish