



WILLIAM & MARY

CHARTERED 1693

Faculty Assembly Meeting Agenda May 16, 2023

3:30 – 5 pm

Location: Chancellors 322

Zoom: <https://cwm.zoom.us/j/99441182996?from=addon>

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

Other Members Present: Erin Henrickson, Ayfer Stump, Marc Sher, Cathy Levesque, Chuck Bailey, Evgenia Smirni, David Armstrong (Faculty Representative to the Board of Visitors), Denise Johnson, Anne Rasmussen, Tonya Boone, Brett Wilson, Marjy Friedrichs, Nick Popper, Betsey Talbot

Members Absent: Cathy Forestell, Eric Chason, Randi Rashkover, Mark Brush

Others in Attendance: Peggy Agouris (Provost), Terry Meyers (Parliamentarian), Pamela Eddy, Jeremy Martin, David Yalof, Chon Glover, Isaiah Speight, Rebekah Sterline, Ted Maris-Wolf, Hannes Schneipp, Dorothy Ibes, Amanda Simpfender, Eitiene Poliquin, Lindy Johnson, Christopher del Negro, Michael Gaynes, Tina Huang, Suzanne Hagedorn, Aaron Griffith, David Felman (Econ), Helen Murphy, Sylvia Mitterndorfer, Erin Battle, Dana Willner, Jim Dwyer, Rani Mullen, Camille Andrews

1. Call to Order

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

2. Approval of the minutes for the April meeting

Armstrong moved to approve the April minutes and Bailey seconded. The minutes were approved unanimously.

3. Provost's remarks

Provost Agouris: We had the Plumeri celebration which was great. The steering committees are doing well on CDS: expect to have the report by the end of May. When we return I will be sharing my thoughts with Faculty Assembly and at the A&S faculty meeting as well. Hoping that by October I will make recommendation to the President and November to the Board.

Armstrong: Any news form Richmond on budget?

Agouris: No, latest we expect is June.

Gilmour: What are the major factors that will be influence the budget from Richmond?

Agouris: How much the gap will be that we have to make up and what we will have to cut in our priorities.

Gilmour: At the FAS meeting, there was a question regarding Prelum classes taught through Kaplan? How much were faulty paid and how much is the cost of the courses?

Martin: Prelum classes are developed by Kaplan. The target is High School Juniors. We would like to give them a taste of what it is like to be a student at W&M. There will be four courses offered throughout the summer. These are non-credit bearing courses. Faculty were paid \$15,000 to develop the courses. W&M with Kaplan will be monitoring the courses throughout the summer. We may not enroll enough students to be profitable. There is Financial Aid available through Kaplan. We hope this will be a pipeline to attract students to W&M.

4. Report by Faculty Assembly president, John Gilmour

Gilmour: We will be doing elections of officers at this meeting. The interim committee on CDS will have a report ready by the end of May. At a previous meeting we thought it would be a good idea to have a FA meeting to discuss the report. I would like to schedule a meeting. We will set the meeting for Tuesday, July 11, at 3:30 pm. I would like the FA to be able to give the Provost our feedback and thoughts on the report.

Agouris: I want to make sure that you know that the report will summarize the feedback already received. There won't be enough information, particularly the financial piece which will be very important. We will need to put some numbers to these ideas and potential paths forward. That will happen over the summer after I have time to look at the report and consider all the viewpoints gathered within the report. Then I would have the chance to give my thoughts to the Faculty Assembly during the first or second FA meeting.

Swan: My preference is that we meet earlier.

Felman: There seems to be some benefit to considering and reading the report before all of the financial information has been added.

Agouris: My understanding is that the committee is analyzing, filtering, collecting, etc. multiple options. So, the report won't just have one option and neither will the financial piece have just one option. It is entirely up to you when and how you want to provide feedback.

Armstrong: There's been a tradition of having an August Retreat – perhaps that is a time to have a conversation about this.

Swan: I do want to have a retreat and we want to be a partner in this process along the way. So meeting in July is on.

Gilmour: I see this as an opportunity to look at the options and weigh in earlier so that we could inform the Provost before she has gone too far down a path we may not support.

Stump: I think reading the report will be very valuable to inform ourselves and doing that earlier seems to be a benefit.

Wilson: It would give us the opportunity to talk about it academically and intellectually rather than just a financial proposition which are two different things. I would like to talk about it sooner rather than later.

Gilmour: I will work to find a time in July for a hybrid meeting and keep all of you informed. The next item, which is not on the agenda, is election of officers for the next year:

I'm happy to say that we have two volunteers for these positions. David Feldman has agreed to run for Vice President and Nick Popper has agreed to run for Secretary.

Sher nominated Feldman for Vice President. Feldman was elected unanimously.

Sher nominated Popper for Secretary. Popper was elected unanimously.

Gilmour: I would like to thank Harmony Dalglish for two years of service as Secretary.

5. Discussion and approval of communication policy

Eddy: the genesis of the document came because we were planning a professional development workshop for faculty to amplify their voices. That led to the development of this three-page document. One of the important resources is the College Office of News and Media if faculty would like to prepare for interviews with the media.

Then the issue came of professional vs. private social media accounts. To address this, we looked at institutional peers to draft these. This issue also raises the concern to maintain confidential information and the need to do that on social media as well. This topic led to the issue of cyber bullying and we drafted guidelines for that.

We plan to have three professional development workshops for faculty. The first session will center around your personal story of ‘what do you do?’ for a general audience. These meetings will be both face-to-face and hybrid meetings.

Fredrichs: These are great guidelines. How will they be distributed?

Eddy: We will post them both on the Provost’s website as well as the Office of News and Media. The other thing we will do is distribute this as part of the new faculty onboarding. The goal is to have a central website for faculty development and I see there being a central place that has resources for new faculty, pre-tenure as well as tenured faculty. I’ve located new faculty resources in 20 different places and I’d like to centralize this information.

Hendrickson: Thank you for doing all this it seems really useful. I had a question about the professional vs. personal accounts. There is a statement you must insert a disclaimer that ‘my opinions are my own.’ Can you speak about why this is a ‘must’ and not may or should, which are words used elsewhere in the document? Is there an enforcement mechanism?

Eddy: Well, this is how we test policies and see.

Agouris: My understanding is that it opens the university up to litigation. So if you say something and there is not disclaimer then the university can be sued. It is important that this is differentiated between personal and professional views.

Hendricks: I’m a lawyer too, though not an expert in this field, and that makes sense to me, but I want to know more about what it means and how it is enforced?

Stump: As long as we state ‘opinions are mine’ then one can identify as an employee?

Feldman: I don’t think most of us have separate personal and professional accounts. I’ve written 100s of op-eds and I’ve not said that. I’ve been interviewed and haven’t stated this and it would be strange to do so.

Bailey: In the last year, many of us have been called in to talk about what is going on the College Woods etc., and I’ve been told, “You’re not speaking for W&M,” but I am an expert who has data about this very place.

Gilmour: It is a special place because it is a political context. On one hand you should state you’re not speaking for the university. On the other hand, you’re speaking because you’re an expert in geology

Bailey: And an expert in these particular locations.

Rasmussen: This is an other idea for your amplification of faculty voice. There are several programs where faculty are invited. These links should be published on the W&M website.

Del Negro: More clarification is needed on when that disclaimer needs to be incorporated would be good.

Swan: I always think of those disclaimers as being related to ideas that might hurt you like flame throwers, not for general ideas.

Gilmour: I think a reasonable person listening to a professor would assume that they are speaking for themselves not the institution.

Swan: It is why they give you tenure so that you can speak for yourself.

Gilmour: An interesting discussion thank you. Job well done, thank you. Key task going forward is to publicize and distribute.

6. Report from Jeremy Martin on university rankings

Martin: Thank you for the invitation to speak to you. From 1996 – 2019 we had among the most stable ranking of any university. In 2019, social mobility was added to the formula which resulted in a drop in the rankings. Pell Grant recipients is a key component of that. Since the 2018 ranking, W&M peer assessment score has increased to an all-time high (3.9 out of 4).

Alumni giving, Student excellence, graduation and retention drive our rank up. The social mobility index factors drive our rankings down. At W&M we've been intentional in investing in in-state Pell grant eligible students. W&M made the commitment to cover at least tuition and fees for any in-state Pell recipient.

Armstrong: On that last slide, can you comment on why the out-of-state Pell is declining so much at a time when our tuition wasn't really changing.

Martin: We've intentionally focused on meeting financial aid for all in-state students. If you are an out-of-state student, that is not the case. Our ability to meet the need for out-of-state students has been a consequence of meeting the need of in-state students.

Feldman: We all know that due to the demographics of Virginia, increasing the share of Pell students is hard given the income distribution in the state of VA. It seems the best chance to redress this US News rankings would be to focus on increasing out-of-state students. This will cost more revenue.

Martin: I cannot say that your statement is incorrect, but I'm not sure I would focus my attention there. I would like for every student from 8th grade on up who achieves a high pass on SOL and is eligible for Pell to know that we are the lowest cost and we have the highest chance for success – our 4 year Pell graduation rate is the highest of any institution in the state.

Gilmour: How get this message out?

Martin: Gaining access to provide information to these students is extremely important. Same holds true for VCCS transfers. Transfer students often encounter a rough first semester, after that they ultimately recover and graduate at the same rate of four-year students.

Gilmour: How many do we have to recruit?

Martin: We need 17 for a 1 percentage point move. I'd love to see where we are if we meet our internal goals.

Mullen: In your slide that you showed, it showed that in 2019 the social mobility index was added and that is when we caused a slide in rankings. What, beside the Pell Grants, is included in the index? What are other schools doing that help them have a better ranking.

Martin: There are two factors. Pell Grant graduation rates (ours is superior), but this is scaled based on the size of the Pell Grant population (ours is small). Graduation rate performance is the other component.

Armstrong: To translate: while we have a very good graduation rate, given the demographics of our graduating class, the algorithms suggest they should be even higher.

Freidrichs: Is the out-of-state vs in -tate graduation rate the same?

Martin: They are generally comparable. There is a modest difference in favor of in-state graduates, which is likely related to price.

Wilson: What kind of relationship is there between Virginia and West Virginia schools?

Martin: We do recruit in West Virginia, and we do enroll students from West Virginia, but they come with the same out-of-state tuition issues.

Sher: Will the pandemic loosening of grades, etc., have any effect on graduation rates and rankings?

Martin: We saw a slight dip in first-year retention in the pandemic. If you look at other schools, they returned to their mean faster than we did. Something like a retention rate issue has to work its way to a graduation rate but I don't know if a grading policy would have an effect.

Hendricks: In the Law School realm, there were several schools that boycotted the rankings. Has this happened in other schools?

Martin: There are a few institutions that have made that choice, but it's not been as popular as it has with Law Schools. As a caveat, when rankings encourage good behavior, I am in favor of rankings. When they give us the opportunity to discuss ways to better serve Pell Grant students, that is a good thing.

Gilmour: That is a great moment to end this discussion. Thank you for your time, Jeremy.

7. Discussion of faculty productivity study

Gilmour: I wanted to report to you on the recent Board of Visitors meeting where the Provost presented the productivity study. It went over very well. The most data conscious member of the board would give is a 95/100.

Agouris: What he asked and we need to think about it, we are talking about output without understanding what the input is. For me that is straightforward, how many people, how many hours, etc.

Gilmour: I think the point was that it was a good job but he wanted more.

Agouris: This is work that we do because we want to do this work. I think having the Board ask specific questions is not necessarily the best way for us to highlight all the work that we do. It's good to consider, but at the end of the day we need to decide.

Eddy: The only place it said productivity was in the Board request. Everywhere else it discussed faculty contributions. We had intention to represent faculty work as contributions. Productivity sends the wrong message rather than valuing the range of contributions.

Gilmour: The other thing I want to say is that the Board approved a tuition increase. One of the things that was notable that there was no discussion of whether the added revenue was necessary. A number of new board members voted in favor of the tuition.

Armstrong: the President did float the idea on a longer-term policy on tuition increases that would include both cost of living as well as unfunded mandates. The Board did not vote on that, but I gather that the Board is open to further discussion on that.

Feldman: In a time when national productivity is rising, personal services like college tend to rise faster than the rate of inflation. So, I would hesitate to tie increases to rates of inflation.

Gilmour: This will be my last meeting as President. It has been a pleasure to serve. I am pleased to hand over the Owl and the Gavel to Scott Swan who will be president on July 1. There was a rousing round of applause in thanks.

8. Adjourn

Swan moved to adjourn the meeting and Bailey seconded. President Gilmour adjourned the meeting at 4:59 pm.

Prepared by Harmony Dagleish