Arts & Sciences Town Hall
July 7, 2020
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Boston---St. Louis---New Haven---Washington DC---Williamsburg
How I am getting to know the community

Kate Conley

Faculty Affairs Committee
Council Chairs and Program Directors
Informal Staff Advisory Group

President’s Cabinet
Provost’s Leadership Team
BOV and A&S supporters

“Dean Team”-  
Gerald Bullock, Development
John Donahue, Educational Policy
Teresa Longo, Charles Center and Interdisciplinary Programs
Steve Otto, Communications
Sherri Powers, Administration and Finance
Virginia Torczon, Graduate Affairs
Janice Zeman, Undergraduate Studies
Please only hold a meeting if you actually have information to share

“How can we as a faculty and individually best assist you in the transition to your new role?”
What William & Mary has done since March

Consult with state and federal health experts and strategize with other VA higher ed leaders

Expand University leadership teams to obtain broad community input

Create interdisciplinary Plan Ahead Teams
(Resilient curriculum, Resilient operations, de-densifying space, careers, service)

Create new budget processes to reduce spending to protect the university’s ability to operate,
Primarily Mission Critical Exemption Review Team (MCERT).

Communicate broadly to maintain community
The Path Forward

Early start, done by Thanksgiving

SAM JONES, Director of COVID response team (22 members)

Guiding Principles: Testing
  - Symptom tracking
  - De-densified campus
  - Protocols to minimize contact - PPE (masks, face shields, plexiglass)
  - Stringent hygiene measures
  - Shared responsibility
  - No outside visitors to campus
  - Quarantine dorm for students
  - Coordination with local officials
W&M’s Financial Situation
Budget Outlooks

W&M budget is approximately $500M; A&S is about $80M

Possible revenue shortfalls (from loss of tuition and auxiliary fees and state support) have been predicted anywhere from 5-40%

We will learn more when:
1) Students pay tuition or take a LOA (early August)- in-state, out-of-state, and international;
2) State support for W&M is revised (mid-August)
3) Cost of PPE and other protective measures is known and state support is clear (mid-August)

In June, each Unit at W&M initiated Mission Critical Budgeting Planning.
In A&S, >96% of our budget is compensation.
A&S responses to pandemic  
Spring, 2020  
-Defining what is “Mission Critical”

-Halt full time (TE and NTE) searches that did not have offers outstanding;  
-Pause International Fellows Program;  
-Pause promotional process for Senior Lecturers;  
-Approval required for any purchase over $100 (while complying with state guidelines);  
-Halt on all non-Mission Critical Spending (institutional and gift).

MCERT consideration of outstanding personnel issues:  
-19 of 20 Lecturer positions approved;  
-17 of 25 VAP positions approved;  
-1 of 1 post-doc position approved;  
-4 of 4 post-bacc positions approved;  
-57 of 58 adjunct positions approved.

Research- much is remote but some students are working/living on campus.
Mission Critical Budget Planning

[discussed]
A&S operations moving forward

-BUDGETS THAT HAVE BEEN UPLOADED ARE NOT FINAL

-Only Mission Critical searches;
-Approval required for any Mission Critical purchase over $500 (while complying with state guidelines);

-New Exception Review Process:
   MCERT: Faculty Personnel Actions (proposed recruitments, new hires, compensation actions);
   PERT: Non-faculty personnel actions (proposed recruitments, new hires, compensation actions);
   NPERT: Nonpersonnel Expenditures (proposed expenditures for new goods and services)

ALL REQUESTS MUST BE APPROVED BY DEAN'S OFFICE BEFORE MOVING TO THE APPROVAL GROUP.
Personnel Actions

[discussed]
What do we know about student experiences in the spring and their plans for the fall?
Students experience of spring 2020 remote coursework
Note: Survey administered 4/1720, completed 5/8/20

Survey to students, administered by DoSO and STLI
600 student responses (395 from A&S)

Student reflections on student readiness:
- almost all students had problems accessing technology (hardware, software, connectivity, apps);
- 37% not comfortable with the technology;
- 52% preference for in person.

Student reflections on faculty effectiveness:
- 83% preferred in person interactions with faculty;
- 59% instructors were uncomfortable or unfamiliar with technology;
- 26% had at least one professor not using Bb.

Student concerns with remote learning:
- 47% poor communication with instructor;
- 67% not being prepared for advanced classes;
- 69% academic performance.
Student plans for fall 2020

Note: Survey administered 6/3/20 and closed 6/7/20

Survey sent to all new and returning students who had signed housing contract.
3607 respondents (1139 new, 2468 returning), administered by Residence Life.

-85% willing to have a roommate
->85% willing to adhere to:
  - strict move-in schedule,
  - community bathroom rules,
  - wearing a mask every time they leave their room,
  - wipe down bathroom before use,
  - social distancing in residence halls and study spaces,
  - eating meals during reduced hours and to-go meals.

As of now, Dorms are full.
Approach to the Fall
[discussed]
Plans for employees

**Staff**
- WFH until July 31 (for most);
- Speak with your supervisor. Guiding principle is that anyone who can do their jobs remotely will work remotely (perhaps with shifts in responsibilities to accommodate location);
- For those coming to campus, schedules may be shifted to reduce contact;
- Plexiglass shields for all public-facing positions.

**Faculty**
- Many teaching summer school remotely now;
- Many focused on research and scholarship this summer;
- Some will teach in person in the fall, some will teach remotely, some will merge the two.