

A&S Faculty Affairs Committee: Meeting notes, April 30, 2013

- FAC approved the notes from the FAC meeting on April 23.
- The Dean agreed that she will address the following points in her comments on May 7: The W&M Promise, and its implications for Arts and Sciences, reallocation, determination of faculty raises, and calls for volunteers to participate in two Arts and Science working groups.
- FAC approved the draft agendas for FAS meetings on May 7 and 8.
- Members of the Merit Review Committee attended the meeting for a further discussion of their report. Liz Barnes and Joel Schwartz (co-chairs of the committee) shared a revised version of the report with alterations in response to our questions (and questions from CCPD) in bold. Discussion covered the following issues:
 - whether or not the report should include specific recommendations for the recognition of work done outside departments (for example, work done for interdisciplinary programs by faculty without joint appointments or MOUs)
 - whether, if a faculty member wants to vary the distribution of points in their merit score for a given year, that determination has to be made in advance
 - whether annual merit review should be done for the academic, not the calendar year.
 - what kinds of additional contributions should be recognized as part of the merit review (for example, summer school, which carries its own remuneration)
 - whether faculty could be given merit-based across-the-board raises in lieu of COLA raises
 - the finer points of the equity algorithm. The committee suggested having the differential merit component of raises be calculated using constant dollars.

The committee will re-word some sections of the report.

- Discussion of nominations for ad-hoc committee on faculty prizes, etc. Committee members from each area will decide on a final list of 4-6 names, and there will be an additional list of faculty members with experience in interdisciplinary programs. Lists should be finalized by next week's meeting and posted on the BB site wiki. They should include academic rank, a list of prizes and awards received, and whether or not the nominee works in a department/program with graduate students (at least one graduate department/program should be represented on the committee.)