

## FAC minutes (January 24, 2022)

Minutes for the Faculty Affairs Committee Meeting, held via Zoom, 2-3:20 on January 24, 2022

Members: Josh Burk (co-chair), Sarah Day (co-chair), Maria Donoghue Velleca (Dean), Elizabeth Barnes, John Eisele (scribe), Peter McHenry, Marc Sher

- 1) Approval of the minutes
- 2) Feb FAS meeting
- 3) Updates from Maria
- 4) Adjourn

- 1) FAC approved the minutes from November 2, 2021
- 2) Feb FAS meeting:

The committee first took up the schedule for the upcoming FAS meeting on Tuesday February 1, including an invitation to Prof. John Parman (CLA director) to bring us up to date on the COLL ad hoc group, as well as some issues with the nominees for the Faculty Assembly.

- 3) Dean's report:

- a. Maria first reported on the request for **visiting assistant professors (VAP)**, including the current number of requests, as well as the budget considerations (as well as student demand) which might require a delay in some of these requests. Also discussed was the relative cost of VAPs vs. adjuncts.
- b. **Merit memo** to be released soon, in which the possibility of a merit raise this year. Maria noted the current composition of NTEs is rather "heavy" with senior lecturers, and reiterated the need for NTE faculty to know about promotion timetables and the like, including the use of box folders for term faculty decisions. In her meeting with three faculty members Maria reiterated that the term "presumption of continuation" is not an HR or legal designation, and that a new committee at the level of vice-dean is reviewing all of the relevant information on NTEs and should be completed within the year.
- c. The committee also discussed the **voluntary phased retirement** project, which is first developed by David Feldman and Peter McHenry. Discussed in this regard was the relation between employment and benefits, and Maria discussed the situation regarding other Virginia universities, almost all of whom have phased retirement plans.
- d. Maria discussed the **faculty leave** situation, and possible ways of revising it in order to ensure sustainability and equity among departments as well as funding possibilities. It was noted that only three universities of the twenty-three peer institutions the FA working group assessed have as generous a leave program as W&M. Also noted in this regard was the possibilities for consistent junior faculty leave, which vary greatly among departments, and Maria noted the need to develop some general standards in this area for all departments. Also discussed

was the need to have a consistent top-off policy together with a consistent leave policy.

- 4) Peter noted that faculty would like to know more about all of the transfer students entering W&M, and the resultant increase in revenue due to the increase. Maria noted that the budgetary discussions indicated that A&S would receive a portion of these funds.
- 5) In discussing this Maria noted that it will be necessary to review the need and demand for courses as well as faculty concerns regarding the expansion of classroom capacity.
- 6) The remainder of the meeting was taken up by a discussion of financial matters related to salary raises, M&O for nonpayroll academic expenses, and the possibility of a market adjustment to minimum wage for staff salaries due in part to Colonial Williamsburg's raising minimum wage to \$15. Touched upon in this discussion was the out-of-whack merit reports from some departments.
- 7) Before adjournment Maria noted that she will be teaching her first course at W&M on the topic of "this is your brain on college."
- 8) Following which, the meeting adjourned.