

MINUTES
Faculty of Arts & Sciences
May 5, 2015
Tidewater A, Sadler Center

Dean Kate Conley opened the meeting at 3:33 PM.
Attendance at the start of the meeting: 36.

I. Minutes of the Last Meeting

The minutes for the meeting of the Faculty on April 7, 2015, were **approved** unanimously by voice vote:

<http://www.wm.edu/as/facultyresources/fas/minutes/index.php>

II. Report of Administrative Officers

a. Provost Michael Halleran

- Reminded the Faculty that the College will be holding Commencement on a Saturday this year—specifically, Saturday, May 16th, 2015:
<http://www.wm.edu/sites/commencement/>
- Announced that next year's Tack Faculty Lectures will be delivered by Barbara King (Anthropology) in the fall semester and Anne Marie Stock (Film Studies/Hispanic Studies) in the spring semester.
- Reported that the College's new contract for the laptop lease program will save the institution approximately \$98,000 in M&O budgets.
- Reminded the Faculty that the state initially approved a 2% salary increase for employees and that the state then revised this so that faculty members would be eligible for a merit-based increase of up to 4.5%, provided that the additional 2.5% come from internal reallocations, not from tuition dollars.
- Announced that this year there are some M&O funds in the budget and commented that support for faculty research and travel to conferences remains a concern.
- Reported that during the recent visit to campus by the Board of Visitors much of the discussion was focused upon the mental health of our students.
- Announced that the Andrew W. Mellon Foundation has awarded William & Mary a \$2.6-million grant to establish the W. Taylor Reveley, III Interdisciplinary Faculty Fellows:
<https://www.wm.edu/news/stories/2015/mellon-foundation-grant-establishes-reveley-faculty-fellows-endowment.php>
- Suzanne Hagedorn (English) asked whether expansion of the College's student body would be paralleled by an expansion of the College's tenure-track faculty. Provost Halleran responded that he anticipates that the percentage of instruction

by non-tenure-eligible faculty will increase slightly across the next decade. He stated that the desired ratio of tenure-eligible faculty to non-tenure-eligible faculty is approximately 2:1.

b. Dean Kate Conley

- Reported that the new COLL curriculum now has all of the COLL 100s and COLL 200s that were needed for AY 2015-2016 but that a few more COLL 150s are still needed.
- Reported as well that the College currently has the funds required to offer both the old curriculum and new curriculum concurrently for the next four years, thanks to the \$900,000 grant from the Mellon foundation and an additional \$150,000 from the Provost's office. Dean Conley added that another \$700,000 is anticipated from the Provost's office in the future.
- Reiterated that the College is currently in the third year of a five-year reallocation plan and that it is this reallocation that has enabled the College to supply its 2.5% contribution to increase faculty salaries.
- Reported that the Ewell Hall deans have received all position requests for submission to the Provost and will be in touch soon with chairs and directors. Also announced that the Provost has provided \$400,000 to support hiring.
- Thanked the Faculty for recognizing her efforts in her third-year review. Reported that she plans to communicate with the Faculty more by: writing a letter to the Faculty at the end of every month of the semester; holding monthly open houses for the Faculty; and making additional visits to departments and programs. She assured the Faculty that she and the other deans are responsible for the decisions made in Ewell Hall.

III. Report from Faculty Assembly

Bill Cooke (Physics) reported that the Faculty Assembly met on April 28th and considered the proposals of various working groups. The working group that focused on gender climate and sexual assault prevention proposed that the following question be added to each student course evaluation in Arts & Sciences: "Does the professor provide a safe and inclusive environment for learning the subject matter?" The Faculty Assembly invites faculty members to discuss this proposal, either by voicing their views at a future meeting or by contacting a member of the Faculty Assembly.

A new version of the faculty survey will be considered by the Faculty Assembly at its May 7th meeting and may be available for use this coming fall semester.

After analyzing faculty responses to the retirement incentive survey, the working group that focused on those retirement incentives has concluded that no new retirement incentive program is necessary at this time. Their report can be read online at:

http://www.wm.edu/sites/facultyassembly/documents/reports_resolutions_current/Working%20Group%20on%20Retirement%20Incentives%20Report.pdf

Bill then announced that all faculty will be receiving letters by the end of the fiscal year about the Faculty Giving Campaign, and he also reported that this academic year's final meeting of the Faculty Assembly on May 7th will be devoted in part to selecting new officers. Eric Chason (Law School) will become the FA's next President, and Elizabeth Barnes (English) has agreed to be nominated as Vice President.

IV. Report from Faculty Affairs Committee

Greg Hancock (Geology) stated that the FAC has met four times since the last meeting of the Faculty of Arts and Sciences. He reported that the form soliciting faculty volunteers for committee service resulted in twenty-five additional volunteers, but that there are fifty-five committee positions that need to be filled for the coming year. Consequently, the FAC will be distributing the volunteer form again and asks that department chairs encourage members of their departments to volunteer. Greg also reiterated that the FAC has been working with IT to create a database of committee service assignments and that they hope for this database to be finished over the summer and functional by this coming fall semester. He then reported that the FAC has met with the chair of the Faculty Research Committee to discuss changes in requirements for Faculty Summer Research Grants. Finally, Greg announced that Mike Deschenes (Kinesiology) will be Chair of the FAC for the coming academic year.

John Riofrio (Modern Languages and Literatures) asked whether the number of faculty volunteers given by Greg includes elected committees, and Greg clarified that the number includes only appointed committees. John then asked whether the FAC's data about committee service were categorized by department. Greg responded that the FAC does possess such data for departments, but he added that it remains unclear whether publicizing differential participation among departments would help the FAC in its recruitment efforts for committee service.

V. Report from Nominations and Elections

Rob Hinkle (Chemistry) announced two replacement elections:

1) For a one-year term as a replacement on the Faculty Assembly/Faculty Affairs Committee, representing Area I:

Rob Leventhal (Modern Languages and Literatures)
Sophia Serghi (Music)

2) For a one-year term as a replacement on the Committee for Faculty Awards, Prizes and Professorships, representing Area III:

Larry Leemis (Mathematics)
Brent Owens (Geology)

There were no nominations from the floor for either position.

Rob announced that the Faculty have elected twenty-eight people to full-term posts during this academic year, along with eleven replacements. He then reminded the Faculty to contact next year's Chair of Nominations and Elections, Amy Oakes (Government), if they or a departmental colleague currently serving on a committee will be on leave during the coming academic year.

VI. Report from Faculty Research Committee

Ale Lukaszew (Physics) reported that thirty-eight faculty members submitted applications for an internal Faculty Summer Research Grant by the deadline of November 13, 2014; these included eighteen applicants from Area I, thirteen from Area II, and seven from Area III. Thirty-four of these applications were recommended for an award of \$4,000 each. In addition, applications submitted by Magali Compan (Modern Languages and Literatures, Area I) and Richard Turits (History, Area I), Melinda Johnson (School of Education, Area II), and Joshua Puzey (Biology, Area III) were recommended for a Suzanne Matthews award of \$5,000 each.

The National Endowment for the Humanities Summer Stipend program permits two applications per institution, and two applications were submitted by William and Mary faculty, so both submissions moved forward: Calvin Hui (Modern Languages and Literatures) and Michelle Lelievre (Anthropology/American Studies).

The Oak Ridge Junior Faculty Enhancement Award permits two applications per institution, and two applications were submitted by William and Mary faculty, so the Faculty Research Committee recommended both applications for submission to the program: Elizabeth Shadwick (Physical Sciences/Virginia Institute of Marine Science) and Christopher Hein (Physical Sciences/Virginia Institute of Marine Science).

The Jeffress Interdisciplinary Program permits up to four institutional nominees, and the FRC received exactly four applications, so the FRC provided constructive feedback. The applicants were: Harmony Dalglish (Biology), Matthias Leu (Biology), Helen Murphy (Biology)/Leah Shaw (Applied Science), and Elizabeth Shadwick (Physical Sciences/Virginia Institute of Marine Science).

There were no applications at William and Mary this year for the National Science Foundation's Major Research Instrumentation Program, so there was no related FRC review.

The Henry Dreyfus Teacher-Scholar Award permits one application per institution, and the FRC received one application this year, from Jon Scheerer (Chemistry).

The full report will be made available online at:

https://www.wm.edu/as/facultyresources/fas/fasdocuments/frc_reports/

Ale then announced that the guidelines for the Faculty Summer Research Grant have recently been modified to allow for the possibility of concurrent funding, provided that the applicant specifies in their application which areas of their research will be covered by which funding sources.

Maryse Fauvel (Modern Languages and Literatures) asked two questions: (a) If pre-tenure faculty are guaranteed two years of summer research funding during their first three years at the College, then why must they submit an application for that funding? (b) “What do we do to promote associate professors’ research toward promotion to full professor?” Ale replied that these matters are not actually determined by the FRC, and she reminded the Faculty that associate professors are eligible and encouraged to apply for Faculty Summer Research Grants as well.

VII. Report from Committee on Faculty Awards, Prizes, and Professorships

Maryse Fauvel (Modern Languages and Literatures) reported that CFAPP met three times during AY 2014-2015. There were forty-six nominees for ten professorships, and seventeen faculty served as reviewers. There were seventeen nominees for thirty-one awards and prizes, and thirteen faculty served as reviewers. CFAPP has also submitted a report to the Dean’s Office that recommends several modifications to existing solicitation, nomination, and selection processes. The full report is available online at:

<http://www.wm.edu/as/facultyresources/committees/awards-prizes-professorships/reports/2014-15-cfapp-final-report.pdf>

VIII. Report from Educational Policy Committee

John Gilmour (Government) reminded the Faculty that the EPC reviews proposals for most new courses but that COLL 150s are reviewed by the Writing Committee. He announced that the Chair of the EPC next year will be Bill Hutton (Classical Studies) and that the EPC will have several new matters to consider, including an application from the Law School and the implementation of new course management software that should facilitate course proposals in the future. Marc Sher (Physics) asked what would be the result if a student were to earn a “D” in a COLL 150 course, and John clarified that students must earn a “C minus” or better in order to pass a COLL 150, so any student earning a “D” in a COLL 150 would need to then take another COLL 150 and earn a “C minus” or better in that second course. Suzanne Hagedorn (English) then asked whether the Writing Committee would be meeting over the summer to consider COLL 150 proposals. Sharon Zuber (English, Writing Resources Center) clarified that the Writing Committee will not be meeting over the summer, but they will be in touch via e-mail for any COLL 150 proposals that are submitted.

IX. Faculty Awards and Retiring Faculty

Dean Conley presented the Arts & Sciences 2015 Faculty Governance Award to both Larry

Ventis (Psychology) and Tuska Benes (History). The Arts & Sciences Faculty Award for Teaching Excellence was presented to Danielle Dallaire (Psychology), Rowan Lockwood (Geology), and Anne Charity Hudley (Linguistics and English).

Dean Conley announced the retirement of the following faculty members: Norman Fashing (Biology); Alan Goldman (Philosophy); Kathleen Slevin (Vice Provost for Academic Affairs); John Morreall (Religious Studies); and Glenn Shean (Psychology). These faculty members were then honored with speeches given by their department chairs and colleagues.

The meeting was adjourned at 5:03 PM.

Respectfully submitted,
Jeremy Pope (History, jwpope@wm.edu)
Secretary to the Faculty of Arts and Sciences