

**MINUTES**  
**Faculty of Arts & Sciences**  
**November 3, 2015**  
**Tidewater A, Sadler Center**

*Dean Kate Conley opened the meeting at 3:36 PM.*  
*Attendance at the start of the meeting: 35.*

**I. Minutes of the Last Meeting**

The minutes for the meeting of the Faculty on October 6, 2015, were **approved** unanimously by voice vote:  
<http://www.wm.edu/as/facultyresources/fas/minutes/index.php>

**II. Report from Administrative Officers**

a. Provost Michael Halleran

- Reminded the Faculty of the recent launch of the public phase of the Capital Campaign and thanked all those involved.
- Addressed faculty concerns regarding the Virginia Retirement System's recent announcement that it has selected International City Management Association – Retirement Corporation (ICMA-RC) as the new third-party administrator and sole record-keeper for the Optional Retirement Plan (ORP). Provost Halleran clarified that VRS is authorized to make this change and therefore it did not involve a legislative action on the part of the state. He explained that it is not yet clear whether or not this will affect investors' previous option to choose between Fidelity and TIAA-CREF, so the College is currently seeking more information from VRS to determine how the College should respond. Those with further questions are encouraged to contact Kelly Hiers at [khiers@varetire.org](mailto:khiers@varetire.org). Bruce Campbell (Modern Languages and Literatures) emphasized that the TIAA-CREF option has helped the College to attract new hires in the past, because it is highly-regarded and portable. Suzanne Hagedorn (English) asked whether this change was in any way affected by the charter agreement that the College has with other universities in the state such as the University of Virginia; the Provost responded that it is not affected by that restructuring, as the College's employees are still state employees. Scott Nelson (History) drew the Faculty's attention to the fact that the outgoing president of VRS is now head of ICMA-RC. Maryse Fauvel (Modern Languages and Literatures) asked whether the Provost had discussed this change yet with the provosts of other universities in the state; he responded that he had not yet but is scheduled to meet with them in the next two weeks.
- Summarized the data contained in his September 2015 report to the Board of Visitors on merit-based salary increases:  
[http://www.wm.edu/about/administration/provost/documents/2015\\_faculty\\_salary\\_report.pdf](http://www.wm.edu/about/administration/provost/documents/2015_faculty_salary_report.pdf)  
Regarding "the gap to reach the 60<sup>th</sup> percentile" of faculty salaries among peer institutions, the Provost emphasized that the William & Mary Promise has narrowed that gap by 34.1% since FY 2013; he explained that much of the

remaining gap derives from the comparison between the College and private institutions.

b. Dean Kate Conley

- Clarified that, whereas Planning Budget Requests (PBRs) had been submitted online in the past, this year the Deans met directly with Provost Halleran and Sam Jones (Senior Vice President for Finance and Administration) to discuss those requests. The six PBRs totalled more than two million dollars and included the following: (1) administrative and staff costs for the Center for the Liberal Arts in light of the eventual expiration of the Mellon Foundation grant; (2) a large base-funded start-up account of \$900,000 additional over the next two years to support faculty research and enable the College to continue to hire the top candidates; (3) support for graduate studies in the amount of \$200,275, including six diversity recruitment fellowships focused on the sciences and two additional stipends each in American Studies and History; (4) general support for administrative staff salaries in Arts & Sciences in the amount of \$354,936; (5) base funding for salary and benefits for the Director of the Center for Geospatial Analysis; (6) base funding for salary and benefits for the Senior Technician of the Vertebrate Animal Care Unit.
- Thanked all those who spoke at Homecoming and informed the Faculty that the College has raised 532 million dollars so far toward the goal of one billion dollars. For Arts & Sciences specifically, the College has raised at least 63 million dollars toward A&S's goal of 140 million dollars; approximately 30% of that money is testamentary.
- Reported that Arts & Sciences has submitted to the Provost a space allocation request focused on Morton Hall. Morton currently houses the Economics Department, the Government Department, and the Program in Public Policy, but these departments will soon move to Tyler Hall. Arts & Sciences would like more space in Morton to house interdisciplinary programs and to provide temporary quarters for the Center for the Liberal Arts before they are able to move into dedicated space in Swem Library.
- Announced that next month she will deliver to the FAS a slide presentation about the Arts & Sciences budget.
- Also announced that this week she will attend the annual meeting of the Council of Colleges of Arts & Sciences and that next week she will travel to New York with Joel Schwartz (Director of the Charles Center) and Annie Davis (Executive Director for Corporate and Foundation Relations) to report to the Mellon Foundation about the COLL curriculum and Center for the Liberal Arts that they have supported.
- Anne Rasmussen (Music) raised the possibility of an interdisciplinary program conducting a hiring search in which one of the affiliated departments indicates that they could not serve as home department for the new hire; she asked whether any aspect of this scenario would be in violation of policies outlined by the Office of Diversity and Equal Opportunity. Provost Halleran responded that this would not seem to entail any such violation, unless there were evidence of discrimination.

- Suzanne Hagedorn (English) expressed concern that Arts & Sciences might not be adequately showcased in a “donor-driven” capital campaign. Dean Conley assured the Faculty that the Office of University Advancement has placed Arts & Sciences at the heart of its current campaign and has demonstrated a dedication to and fluency in A&S’s talking points when addressing potential donors.

### **III. Report from Faculty Assembly**

Eric Chason (Law School) reminded the Faculty to participate in the FA Survey and clarified that it is *not* identical to the 2015 William & Mary Employee Survey recently distributed by the Gelfond Group via e-mail. He also reminded the Faculty that the FA is considering changes to the Faculty Handbook proposed by the Personnel Policy Committee; these involve the standard of proof and the rights of the accused in cases of alleged gender discrimination or sexual misconduct. For the standard of proof, the Office of Civil Rights at the Department of Education has advised that cases be assessed according to a “preponderance of the evidence” standard, rather than the “clear and convincing” standard currently stated in the Faculty Handbook. For the rights of the accused, the FA seeks to clarify what kind of legal representation would be available to the accused and also whether they would be able to cross-examine witnesses. Any such changes to the Faculty Handbook must be approved by two-thirds of the FA’s twenty-one members.

### **IV. Report from Faculty Affairs Committee**

Mike Deschenes (Kinesiology and Health Sciences) explained that the FAC’s ad hoc committee to assess course evaluations has been consulting with Joel Schwartz (Government, Director of the Charles Center), Mike DiPaola (Education), and Carol MacVaugh (Planning Analyst). He announced that the FAC has filled nearly all committee appointments and that they have discussed VRS’s selection of ICMA-RC as the new third-party administrator for the ORP (see minutes related to the Provost’s report above). The FAC has also discussed retirement incentives as well as changes to the International Studies Advisory Committee (see below).

### **V. Report from Committee on Graduate Studies**

Dean Torczon summarized the highlights of the COGS Annual Report:

<https://www.wm.edu/as/facultyresources/committees/graduatestudies/documents/index.php>

She reminded the Faculty that graduate students who are part-time state employees are not classified as staff, so the recent Planning Budget Requests are particularly important as a way to provide adequate support for these members of the College as their expenses continue to rise. Dean Torczon also explained that COGS has conducted a year-long discussion about the nature of research and grading at the graduate level and that these discussions have now led to significant changes in the Master of Arts and Master of Science programs: the College now requires 30 semester hours of graduate credit and is compliant with federal regulations in advance of the upcoming review by the Southern

Association of Colleges and Schools Commission on Colleges (SACSCOC). She also thanked graduate students and graduate faculty for their participation rates (approximately 48% and 50% respectively) during the One-Tribe/One-Day campaign. She reported that the Arts & Sciences brochure for this campaign placed endowed graduate fellowships at the top of its list, specifying one million dollars for ten recruitment fellowships to attract the best candidates to Arts & Sciences. Scott Nelson (History) suggested that future COGS reports could separate the GRE score data for MA and PhD students, as there is sometimes a significant difference between those two sets of scores.

Peter Vishton (Psychology, Graduate Ombudsperson) explained that a total of 11 graduate students had contacted him for consultation within the past year for a wide range of issues, including student-advisor conflicts over lab access and progress toward degree completion, student collegial conflicts, negotiating a back-dated transcript change for a student who was asked to drop a class by a professor, and problems with the payroll office. All cases have been resolved. Christopher Del Negro (Applied Science) emphasized the need to increase graduate student awareness of the consultation that the Ombudsperson can provide, and Peter explained that he plans to reach out to department chairs to arrange meetings with groups of graduate students.

## **VI. Revisions in language for International Studies Advisory Committee**

Mike Deschenes (Kinesiology and Health Sciences) explained that ISAC proposes to modify its bylaws in order to reduce the size of the committee from 14 members to 6. He also noted that FAC has discussed the possibility of changing the ISAC bylaws in two further ways: (a) to stipulate that open positions would be elected from the membership of the FAC rather than appointed by the Dean, and (b) to allow non-tenure eligible faculty to serve on the committee. Bill Hutton (Classical Studies) observed that the previous total of 14 members was motivated by ISAC's division into two autonomous subcommittees, and he asked whether this division would no longer obtain if ISAC were reduced to 6 members. Dean Conley responded that ISAC seeks to collapse those two subcommittees into a single committee. Jack Martin (English) asked whether *ex officio* members would be voting members, to which Dean Homza (Educational Policy) replied that they would, bringing the total of voting members to 9. Teresa Longo (Modern Languages and Literatures) asked whether the reduction in the number of committee members would also correspond to a reduction in the committee's responsibilities, to which Dean Homza responded that the committee will continue to serve as a forum for policy formation, consultation, and big issues, so that its responsibilities will not be limited to the vetting of study abroad programs. Dean Homza, Dean Conley, and Mike Deschenes further explained that the proposed edits to the bylaws had been distributed prior to this meeting of the FAS, but some of the proposed edits did not convey successfully in all versions of MS Word. Since there was no quorum at this meeting of the FAS, the Faculty decided that this document will be redistributed with all edits displayed in a PDF prior to the next FAS meeting in December.

*The meeting was adjourned at 4:53 PM.*

Respectfully submitted,  
Jeremy Pope (History, [jwpoppe@wm.edu](mailto:jwpoppe@wm.edu))  
Secretary to the Faculty of Arts and Sciences