

MINUTES
Faculty of Arts & Sciences
May 3, 2016
Tidewater A, Sadler Center

Dean Kate Conley opened the meeting at 3:32 PM.
Attendance at the start of the meeting: 51.

I. Minutes of the Last Meeting

The minutes for the meeting of the Faculty on April 5th, 2016, 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

- Reported that the Board of Visitors has allocated \$500,000 next year and \$1 million the following year for the diversification of the Faculty and adding to the total number of faculty members.
- Announced that the Board also passed a resolution that will allow (but not obligate) the College to choose another optional retirement plan instead of the Virginia Retirement System's Optional Retirement Plan (VRS ORP); if the College decides to do so, Provost Halleran tentatively projects open enrollment this autumn that would likely take effect between January 1st and March 1st, 2017.
- In response to questions posed at the April meeting by Leisa Meyer (History) and Barbette Spaeth (Classical Studies), the Provost reported that in recent years 94-95% of candidates have been awarded tenure at the College, with a rate of 97% for women and 93% for men; in Arts & Sciences, specifically, 93% of candidates have been awarded tenure, with a rate of 96% for women and 91% for men. During the same period, 97% of candidates have been awarded promotion at the College, with a rate of 97% for women and 97% for men; in Arts & Sciences, specifically, 95% have been awarded promotion, with a rate of 94% for women and 95% for men.
- Summarized results of the 2015 Faculty Salary Report (http://www.wm.edu/about/administration/provost/documents/2015_faculty_salary_report.pdf), highlighting that faculty salaries at the College are currently about \$11,132 below the 60th percentile in our peer group, as defined by the State Council of Higher Education for Virginia (SCHEV), compared to \$16,888 below in 2013. The Provost then emphasized that the gap between public and private universities has been widening in recent years and that analysis has thus far shown no significant gender difference in salaries at the College when discipline, rank, and seniority are taken into account.

b. Dean Kate Conley

- Reminded the Faculty that the Dean’s Office will invest \$5,000 each in the endowment funds of the two departments or programs which performed best on One Tribe, One Day.
- Announced that the first weekend in June will feature a Raft Debate of Champions in Washington, DC, that will be moderated by Dean Torczon (Graduate Studies & Research).
- Reported that Arts & Sciences have received partial funding for three of six planning budget requests (PBRs): the Center for the Liberal Arts, Graduate Studies, and the Vertebrate Animal Care Unit.
- Announced that Vice Rector Thomas Watkins recently visited three Arts & Sciences classes, including two COLL 100 classes.
- Reported that a group of faculty and staff interested in the digital humanities initiative recently met with the Provost and that they are planning a Digital Equality Lab, as well as a symposium on “Race, Memory, and the Digital Humanities.”
- Honored the following retiring faculty: George Greenia (Modern Languages & Literatures); Barbara King (Anthropology); Terry Meyers (English); Debbie Noonan (Computer Science); Rich Palmer (Theatre); Charles Perdrisat (Physics); Gary Rice (Chemistry); and Larry Ventis (Psychology).

III. Report from Faculty Assembly

Eric Chason (Law) reported that the Board of Visitors has approved the changes the FA had proposed to procedures for dealing with sexual harassment, sexual assault, and gender discrimination: the standard of proof will change from “clear and convincing evidence” to “preponderance of the evidence” to bring the College in alignment with Department of Education requirements; initial investigation will now be conducted by the Compliance Office and assisted by a faculty consultant appointed by the Provost, with hearing and determination then conducted by the Faculty Hearing Committee; and the Faculty Assembly will have the right to approve any further changes to these procedures. In addition, the proposal to allow emeritus status for non-tenure eligible faculty (NTEs) will now go to the Personnel Policy Committee for their judgment. Eric also reported that the Chon Glover (Assistant to the President for Diversity & Community Initiatives) had delivered to the FA a report on race relations. Barbette Spaeth (Classical Studies) then asked whether there would be a Faculty Ombudsperson, and Eric responded that the role of the University Ombudsperson Tatia Granger has been expanded to include faculty concerns.

IV. Report from Faculty Affairs Committee

Mike Deschenes (Kinesiology) reported that the FAC has been preparing a final document of best practices for the Retention, Promotion, and Tenure committee, and has also been recruiting mentors to assist promotion candidates. In addition, the sub-committee headed by Bill Cooke (Physics) is nearing completion of its report on teaching evaluations and will share this at an FAS meeting in the fall. The FAC has also been

examining the Dean's Diversity Mission Statement and has been attempting to fill open spaces on appointed committees.

V. Report from Nominations & Elections Committee

Georgia Irby (Classical Studies) announced the winners of the April election:

Committee on Degrees (Area III): Irina Novikova (Physics)

Committee on Academic Status (Area I): Melanie Dawson (English)

Committee on Academic Status (Area III): James Kaste (Geology)

Georgia then announced that the following candidates are running for election:

- a. For a three-year term representing any area on the Faculty Hearing Committee beginning 2016-2017:

Paul Manna (Government)

Marylou Zapf (Mathematics)

- b. For a one-year term representing Area II on the Personnel Policy Committee/Procedural Review Committee beginning Fall 2016:

Sarah Stafford (Economics)

Simon Stow (Government)

- c. For a one-semester term representing Area I on the Faculty Assembly in Spring 2017:

Michael Daise (Religious Studies)

John "Rio" Riofrio (Modern Languages & Literatures)

Molly Swetnam-Burland (Classical Studies)

- d. For a one-semester term representing Area II on the International Studies Advisory Committee in Fall 2016:

Gerard Chouin (History)

Marcus Holmes (Government)

- e. For a one-year term as Chair of the Faculty Affairs Committee beginning Fall 2016:

Joan Gavalier (Theater, Speech, and Dance)

- f. For a one-year term as co-Chairs of the Educational Policy Committee beginning Fall 2016:

Jennifer Taylor (Modern Languages and Literatures) and Peter Vishton (Psychology)

There were no nominations from the floor.

VI. Report on COLL 100 Survey Results

Christine Nemacheck (Government) summarized the results of a survey conducted by the Center for the Liberal Arts of 17 of the 32 COLL 100 courses: 97% of students responded that they were able to talk about big ideas as a result of the courses, and 75% felt that those courses were either successful or very successful in preparing them for their time at the College. A summary of the results will be posted on the CLA website.

VII. Educational Policy Committee Motions

Bill Hutton (Classical Studies) presented three motions on behalf of the EPC:

1. To establish a new interdisciplinary minor in Asian and Pacific Islander American Studies

Motion 1 **passed** unanimously by voice vote.

2. To add Classical Studies as one of the majors available to students in the William & Mary/St Andrews Joint Degree Programme

Bill Cooke (Physics) asked whether this addition will increase the total number of students enrolled in the programme. Bill Hutton projected five additional students.

Motion 2 **passed** unanimously by voice vote.

3. To add Film Studies as one of the majors available to students in the William & Mary/St Andrews Joint Degree Programme

Motion 3 **passed** unanimously by voice vote.

The meeting was adjourned at 4:54 PM.

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