

MINUTES  
Faculty of Arts & Sciences  
September 6, 2016  
Tidewater A, Sadler Center

*Dean Kate Conley opened the meeting at 3:32 PM.  
Attendance at the start of the meeting: 48.*

## **I. Minutes of the Last Meeting**

The minutes for the meeting of the faculty on May 3, 2016, were **approved** unanimously by voice vote:

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

There was a brief moment of silence to honor Professor Paula Blank (English) who passed away on August 21, 2016.

## **II. Report from Administrative Offices**

### **a. Provost Michael Halleran**

- Reported that last spring The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) indicated the College needs to polish the Quality Enhancement Plan (QEP). The plan was reworked over summer and sent to SACSCOC to be formerly voted on in December for full reaccreditation.
- Announced reports from two initiatives on campus:
  - Faculty Diversity Hiring initiative - Put forward last May, has been reviewed by the Deans and legal counsel and has been sent to the faculty assembly. This will allow for expansion of the racial diversity for faculty hiring with new funds being allocated for this purpose.
  - Report from Engineering and Design Ad Hoc Committee - On the website, a 125 page report and condensed version is available for review. The Deans and Faculty with Dennis Manos were asked to see how this translates into an initiative, program, subprogram and track. Additionally, this group was asked to comment on the cost to fund the project.
- Announced that the Virginia Retirement System (VRS) will allow for employees to remain with Fidelity or Tier or to move to a brokerage account during the open enrollment period. The Board of Visitors (BOV) approved this with continued due diligence with the goal of taking this over in the future.
- Commented on the budget for the 2016-2017 fiscal year with the current financial climate in the state. Two weeks ago, the Governor announced a \$1.5 billion hold for the biennium. Previously, it was put forward will be no more than 3% for raises as a pool with the state providing around 30% if the revenue thresholds were met. These thresholds have not been met so that there will be no state contribution for salary increases. On September 2, 2016, the Governor indicated that every state agency (including VIMS) must produce 5% of the budget. No notification has been received at this point to indicate if the College will receive a request to provide "X%" of the budget. If we do it receive this, it would most likely be after the election on November 8th, 2016. Currently, the College is 1/6th through the fiscal year. A memo will be sent with pertinent information on moving forward to make decisions. The Provost and Sam Jones met with the Committee on

Planning & Research (COPAR) to update them on the situation, as soon as something is known, COPAR will be updated as well.

b. Dean Kate Conley

- Announced that last year a full assortment of COLL 100, 150, 200 and a pilot 300 were offered as a part of the curriculum. This year, additional COLL 300 courses will be offered and there will be discussions looking into the COLL 400 curriculum.
- Commented that we are looking forward to making progress on Study Away through Charles Center with new Staff member addition. Emphasis on greater student involvement in the Study Away and Study Abroad program with these fulfilling the COLL 300 requirement. Key in success of this will be collaboration of the Educational Policy Committee (EPC), the Center for Liberal Arts (CLA) and the faculty throughout campus.
  - The final student in the General Education Requirement (GER) curriculum will be graduated within two years, freeing resources that are currently running two general education curriculum. An extra \$700,000 from the Provost to support the new curriculum will be allocated in two installments next year and the following year. The question of resource allocation across campus for the new curriculum needs to be decided.
- Reported that Office of Graduate Studies and Research processes have almost all been digitized, with the exception of admissions. A collaboration with SWEM is focused on the recording of dissertations and theses and manuscripts through DegreeWorks.
  - Commented on the QEP for reaccreditation with SACSCOC needs to include an effort to make excellence inclusive. This effort in Arts & Sciences is led by Lu Ann Homza (Dean for Educational Policy; History) and Joel Schwartz (Dean for Honors & Interdisciplinary Studies; Charles Center, Director; Government). The success of the QEP collaboration between the Faculty of Arts & Sciences, Academic Advising, Student Affairs, The Office First Year Experience and The Office of the Registrar.
- Encouraged all Faculty from Arts & Sciences in service to the college. The college has a history of shared governance in Arts & Sciences, this is a good way to be involved and serve.
- Updated faculty on Arts & Sciences Diversity Council (formed last spring) that will meet this fall. This council was formed out of the mission plan and statement of Arts & Sciences given last year. Asked for faculty to send recommendations on topics of discussion for the committee, whose members include:
  - Anne Charity Hudley (English)
  - Michael Lewis (Computer Science)
  - Tom Linnemann (Sociology)
  - Monica Griffin (Sociology)
  - Silvia Tandeciarz (Modern Languages & Literature)
  - Janice Zeman (Dean of Undergraduate Studies; Psychology)
  - Two students - one undergraduate and graduate
- Introduction of New Faculty (alphabetically by department): Audrey Horning (Anthropology), Andrea Wright (Anthropology), Myriam Cotten (Applied Science), Saskia Mordijck (Applied Science), Jelena Pantel (Biology), William Soto (Biology), Nathan Kidwell (Chemistry), Shuyin Jiao (Computer Science), Zhenming Liu (Computer Science), Bin Ren (Computer Science), Pasita Chaijaroen (Economics), Shi Qi (Economics), Peter Savelyev (Economics), Keith Johnson (English), Erin Webster (English), Claire McKinney (Government), Sarah Menefee (Kinesiology & Health Sciences), Heather Sasinowska (Mathematics), Sara Mattavelli (Modern Languages and Literature), Tomoyuki Sasaki (Modern Languages and Literatures), David Dominique (Music), Jozef Dudek (Physics), Justin Stevens (Physics), Kaitlyn Harrogen (Psychology), Elizabeth Raposa (Psychology), Alexandra Joosse (Public Policy), Oludamini Ogunnaike (Religious Studies), Elyas Bakhtiari (Sociology), Phaedra McNorton (Theatre, Speech and Dance), Claire Pamment (Theatre, Speech and Dance).
- Reported that the Faculty Affairs Committee (FAC) and FAC subcommittee on Tenure and Promotion aided Dean Conley in the revision of the memo on Tenure and Promotion that

was distributed to the Deans. This is now complete and sent to Procedural Review Committee (PRC).

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

Sophia Sergey (President, Faculty Assembly; Music)

- Reported that Christopher Able was elected secretary at the meeting on August 30, 2016. Christopher is acting as secretary instead of Eric Chason, who was appointed as the Faculty Representative to the BOV.
- Reported that the new University Ombudsperson on campus, Tasha Granger, has an open door policy for the faculty. Going forward, the goal is to learn more about her responsibilities and how she views her role. Goal is to make this role more present on campus.
- Reported Liaison Committee has decided to share insights from Faculty Survey Report with BOV during their meeting on September 22 -24, 2016. Cathy Forestell is assembling this report.
- Reported that the COPAR regularly scheduled meetings will focus on salary increases and allocating funds for research. The committee is reviewing the Planning Budget Requests (PBR) that will then go through the Provost and then be reviewed in committee.
- Reported that the Faculty Assembly has approved the granting of Emeritus Status to Non-Tenure Eligible (NTE) faculty members.

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

Michael Deschenes (Former Chair, Faculty Affairs Committee; Kinesiology & Health Sciences)

- Reported on major issues from last year including, but in no particular order:
  - The final report on Tenure and Promotion Best Practices was completed.
  - The work is continuing with Ad Hoc on Teacher Evaluations. A report on this will be released in the near future.
  - The importance of faculty service was discussed, emphasizing that Tenure does not need to be achieved prior to service to the College. It was also pointed out the Chairs in the various departments across campus should be involved in helping faculty decide where to serve.
  - There has been a full reboot of International Studies Advisory Committee (ISAC). The committee hopes to hold regular meetings and has been scaled down to only six members instead of nine.
  - Recent members of Retention, Promotion, and Tenure Committee (RPT) have been identified as mentors for those who are going for tenure and those going for the rank of Full Professor. Members of RPT will be asked to serve as members following the completion of their committee service. A list is available on the RPT website.
  - The standards for Promotion and Tenure have been clarified.
  - Colleen Kennedy educated the FAC on the St. Andrews program.
  - The FAC worked with Dean Conley to establish the Performance Review for Deans at end of their terms.
  - The FAC worked with Dean Conley on the new diversity plan.
  - Susan Grover was invited to speak on recertification by SACSCOC.
- RPT decisions in the 2015-2016 academic year included:
  - Fall 2015 - Tenure cases
    - 19 cases - all endorsed, 18 moved to BOV, The Provost held one of the cases for unresolved reasons that were not made available to RPT.
  - Spring 2016 - Full Professors
    - 10 cases - 8 endorsed, 1 with 3 positive votes, 3 abstentions based on the dossier, 1 negative vote (mitigating circumstances that were not made available to the committee), all 10 endorsed by the Provost.

## V. Report from Center for Liberal Arts

Gene Tracy (Fellow, Center for Liberal Arts; Physics)

- 2016 Report to the Faculty:
  - The Center for Liberal Arts (CLA) was chartered in 2013 with Fellows being appointed to ensure the continuation of work on the aspirational aspects of the curriculum. Achieved through:
    - Preparing guidelines with EPC and the Dean's Office.
    - Assisting Faculty who want to get involved by creating new courses or redesign courses. This involves Brown Bags and Seminars.
    - Helping faculty incorporate research and scholarship interests into the curriculum, emphasizing the importance of experts in the field teaching the students at the College.
    - Collaborating with the Student Resource Center to ensure that growth is in the same direction.
    - Surveying course offerings through student surveys. This was completed with the COLL 100 courses in the 2015-2016 academic year.
    - Working with Associate Provost on E-Learning to enhance curriculum through technology.
  - New curriculum is still in "start up mode". Going forward, will need to determine how to institutionalize the new curriculum going forward.
  - The CLA is at full staffing levels with 12 fellows and one faculty director. Paula Blank's position will not be filled this year.
  - A new Associate Director Jerry Harp was hired last year but will be leaving for another position.
  - The Strategic Plan of the CLA was approved and is being implemented, including a budget to aid faculty in course design.
  - The CLA held a major event on campus around a single visitor last year - Robert Davidson, who is a Haida artist from Pacific NW, and who is an activist to promote healing in community. This was the COLL 300 pre-pilot program that was conducted in the Spring semester.
    - This year the CLA will be launching a full pilot program for the COLL 300 curriculum on campus. Instructors of these courses will have to agree to have students engage with the three visitors that come to campus and attend the end of semester symposium.
    - Visitors and themes are proposed by the faculty and are available on the COLL 300 website. The theme for the Fall semester is "Well Being".
      - Steven Wise - founder of non human rights project that works to extend rights to non human primates.
      - Tamer Farag - specializes in global children's health.
      - Wilson Wewa - an elder in the in the Paiute tribe in Oregon who focuses on senior citizens health and spiritual well being.
    - The COLL 300 may be fulfilled by the On Campus Experience, Study Abroad, or Study Away.
  - CLA will be housed in Morton 305. A long term home will be in SWEM following the renovation of the ground floor.
  - This year the COLL 300 on campus themes will be (proposals are welcome for visitors for each theme):
    - Fall: Well Being - 3 visitors
    - Spring: Unrest - visitors not yet determined.
    - Fall 2017: INExclusion
    - Spring 2018: Sustainability
  - COLL 400 - conversation needs to be had on campus about the goal of this portion of the curriculum - what is the goal and how will it be achieved?
  - Task Force on Race and Race Relations - Report last spring, several proposals that are related to curriculum.
  - Faculty innovation grants began last year, giving faculty members a chance to do something "out of the box" to create new COLL courses.
  - In the Spring, 6 new Fellows will be chosen for a 2-year term.
  - More Information about the report may be obtained at <http://www.wm.edu/as/center-liberal-arts/>

Dean Conley closed the meeting by asking for nominations for the Dean of Educational Policy, as Lu Ann Homza will be leaving this position after over three years. Dean Homza was thanked for her dedicated service during there time in the position.

- The Chair of the committee for this search will be Adam Potkay. Nominations may be sent to the Chair, Dean Conley, or to any members of the committee.

*The meeting was adjourned at 4:36PM and followed by a reception in Tidewater B.*

Respectfully submitted,

Ashleigh E. Queen (Kinesiology & Health Sciences, [aeverhardt@wm.edu](mailto:aeverhardt@wm.edu))  
Secretary to the Faculty of Arts and Sciences