

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

*Dean Kate Conley opened the meeting at 3:31 PM.
Attendance at the start of the meeting: 32.*

I. Minutes of the Last Meeting

The minutes for the meeting of the Faculty on November 1, 2016, were **approved** unanimously by voice vote:

<http://www.wm.edu/as/facultyresources/fas/minutes/20161101.pdf>

II. Report from Administrative Officers

a. Provost Michael Halleran

The Provost provided the following updates at to the Faculty:

1. The College has been have re-certified/reaffirmed/reaccredited by The Commission on Colleges of the Southern Association of Colleges and Schools (SACSCOC) without any qualifications or recommendations. They will return in 5 years.
2. The College is currently working through the complexity of the Fair Labor Standards Act (FLSA) as changes have been proposed under the Obama Administration to raise the salary threshold of the exempt status. This was challenged in the a Texas court on the Tuesday before Thanksgiving, resulting in a temporary injunction. Human Resources had been working for about 6 months to examine the 100-200 employees on campus who were not correctly classified. If they met the requirements of salary and the duties test, they that would have been adjusted. This has been revisited due to the recent court case and the College is going forward with current \$23,000 threshold, with the duties testing still being applicable. Some that make over the minimum qualify for exemption under the duties test.
3. The Provost commented on the post election climate on campus. Throughout country and on campus there have been incidences (4 incidences at William & Mary), as one candidate legitimized hate for the country. This is not acceptable behavior on campus or in the country. Many faculty have met with students as have other representatives on campus. We do not know what will happen on January 20th but, with regards to William & Mary:
 1. Any election does not change the core values of inclusion, commitment to academic freedom and to the faculty, students and staff at William & Mary.
 2. Deferred Action from Childhood Arrival (DACA) students have been shown support by the President through signing the the Pomona Letter, which is signed by important members of campuses and society. The College is setting up a group to discuss legal options but at this point, it is not certain what should be planned for as President-elect Trump may take no action with these students.
 3. The Office of Attorney General of Virginia is looking into what can we do as a united group.
4. The Provost provided the following information regarding the budget for the next few years:
 1. FY17 -The College went forward with salary increases - letters out 12/8.

2. FY18 - Governor has said that higher education must plan for a 7.5% cut. The budget will be released 12/16, with this cut will be built into the budget. The budget will then go to the General Assembly.

This applies to the College in the following ways:

1. Roughly revenues are known. The Board has set tuition under the promise.
 2. Salary increases must be annualized starting 12/10/2016.
 3. There will probably be an increase in healthcare costs.
 4. With regards to financial aid, there has been an increased tuition but the College is committed to meeting 100% of demonstrated need of in state students.
 5. COLL curriculum commitment must be funded. (\$700,000)
 6. There issue of raises that the College would like to instate if possible.
 7. The Planning & Budget Requests process with new and existing initiatives.
3. Sam Jones and the Provost met with the Committee on Planning and Resources (COPAR) on November 30, 2016. The Provost will write a letter to Deans, Vice-Presidents, and Directors to examine what might these departments might do differently to reduce the budget, not indicating a cut is coming but to have the information going forward.
5. Questions:
 1. Silvia Tandeciarz (Modern Languages and Literatures) - Thanked the Provost for addressing the DACA issue. Silvia also indicated that there is a feeling of faculty that because we don't know what will we need to be proactive not reactive. She also indicated the question of financial aid for DACA and that a statement of commitment to these students is important. The question was raised asking if there plans in place to address what will happen with those revenue sources that are currently available to DACA students and is that part of the working group in the Provost's office?
 2. The Provost responded that Financial Aid would not be an issue, as these students do not receive Pell Grants or Stafford Loans, but receive grants directly from the institution. The Provost was not sure about the question of student working arrangements. The best contact for faculty questions regarding these students is the Reeves Center. Some campuses have declared Sanctuary status, but The President and Provost are unsure if this may be causing more harm that good.
- b. Dean Kate Conley
 1. The Dean provided the following update on the Council of Chairs and Program Directors (CCPD):
 1. Discussions was held on the impact of election on students and the importance of making time in classes for students to talk and maintaining mutual respect for all members of the community.
 2. A Town Hall was organized by Anne Charity Hudley. An older student stated that a lot of comments that came out after election were spoken out of emotion, but that William and Mary is a place where intellect matters and where individuals can have debate instead of argue.
 3. There was a Discussion regarding the handling deferred Scheduled Semester Research Leave (SSRL). It is possible to defer as long as the rotation doesn't change. A deferral decision should be made in consultation with the Department Chair and the Dean's office. Faculty member may defer up to the year before scheduled next SSRL, and the two may be combined for a year's leave at 100% or 2 full years at 80%. No SSLR may be deferred past the scheduled date.
 2. The Dean indicated that there has been great progress in reorganizing the Office of Academic Advisors. There was now 3 professional advisors, one that handles First Year students, one that handles Transfer students, and one that tracks the progress of students towards graduation. In January, there will be a search for an associate director for the office and a new faculty director to replace Monica Potkay.

3. The Dean indicated that interviews were completed for the Associate Director for the Center for Liberal Arts (CLA) and they hope to have an announcement next week.
4. The Dean is interviewing finalists this week for the Dean of Educational Policy and hopes to have announcement before break but by January.
5. Arts and Sciences has met the Cabell Family Foundation Challenge that stated that if we raised \$1 mill they would give \$500,000, which will go towards equipment for ISC.

III. Report from Faculty Assembly

Sophia Serghi (Music) Look at their minutes

The Faculty Assembly met on last week with the following items being discussed:

- a. Bill Cooke (Physics) was guest and gave a presentation on Student Course Evaluations, previously given at the Faculty of Arts & Sciences meeting as well.
- b. The Executive Committee met with Lynn Dillion and Karen Schultz, Chair and Vice-Chair for the Academic Affairs subcommittee of the Board of Visitors (BoV) to discuss concern over harassments incidents on campus, how to handle these cases, salaries, research funds, and the effect of administrative hierarchy on faculty moral. The Assembly amended the wording on the website in response to recent campus events - this was then communicated to the campus community and is available on the website.
- c. The Liaison Committee gave a presentation on Graduate Studies to the BoV.
- d. COPAR met with the Provost and Vice-President to review PBR.
- e. Pattie Roberts (Law School) will be taking over chair of COPAR.
- f. Faculty Affairs considered handbook issues for personnel matters. A resolution was drafted that affirmed the Assembly's commitment to the Faculty Handbook and its commitment to due process for all.

IV. Report from Faculty Affairs Committee

Joan Gavalier (Theatre, Speech, and Dance)

Several items were handled at the FAC meeting this month:

- a. COLL 400 Capstones were discussed in terms of how different departments approach the curriculum and the resources needed.
- b. Discussion of how Faculty groups formed on campus are recognized, as there are no formal procedures. The question of reserving space and making announcements in the Digest was raised.
- c. The Committee is seeking next semester to clarify the perceived differences in NTE wording policies. Currently, there are differences in the wording of the Arts & Sciences policy and the Provost's memo. The Committee is seeking to reconcile the differences.
- d. Met with Gerald Bullock (Executive Director, A&S Development) and Matthew Lambert (Vice-President for University Advancement) to talk about the campaign.
- e. Conversations were held about campus climate in wake of the election.
- f. Discussed the accessibility services for faculty in terms of how information and resources might be better organized and disseminated.

V. Campaign update

Gerald Bullock (Executive Director, A&S Development)

The following updates were provided:

- a. As of September 30, 2016, \$623 mil towards the \$1 bill goal that runs through 2020. Arts & Sciences has raised about \$74.5 mill towards the \$140 mill goal.

- b. For the Bold launched in New York, NY on September 29, 2016, with the Empire State Building lighting.
- c. A background of Gerald's career was provided. He has been at the College for 18 years in different departments. He has met with over 50 Arts & Sciences donors since taking the position in July and has traveled to NY, CA, and DC for alumni events. He has also visited with many subcommittees in Arts & Sciences and has attended many different events.
- d. The faculty were given a background on the original goals in this position. The goal is to spread word about great work in Arts & Sciences to parents, alums, those in Discovery. There is a quarterly newsletter that went out in October that highlighted the departmental accomplishments. CLA spoke to Advancement in September. Deans have met with regional officers. There is an increased effort for publicity as well with different departments and clubs being featured on the website. Warren Buck, a recent new member of the BoV, is the first graduate of Arts & Sciences to serve and will be a champion for Arts & Sciences.
- e. The faculty were also informed of two donors that passed away this fall.
 - a. Annabelle Koenig-Nimmo (Class of 1945, Theatre and Speech) - Freeport, IL - Earned the Alumni Medallion, member of the Endowment Association with endowments in Government, Music, Theatre, Speech, and Dance. Passed away in April 2015.
 - b. Edward Coco (Class of 1955, Chemistry) - Connecticut - Went into Commercial Real Estate. Endowments include the Coco Fellows and for SWEM Library. Coco Fellows are represented in departments across campus. - Passed away in September 2016.
- f. There will be a continued effort to build relationships and tell the departments' stories to others off campus. Matthew Lambert will be visiting the Faculty of Arts & Sciences in February to give further updates.
- g. Bill Cooke (Physics) commented that we are continually hear depressing news about budget cuts, but campaign news has been encouraging. Bill raised the question of what is the build up of the endowment doing today, as it would be beneficial to faculty to hear more detail about what is coming back to university from advancement.
 - a. Gerald indicated that this Fall \$110,000 to the CLA from 1950s graduates to support faculty, not as an endowment but as cash to use now. \$250,000 was given to support students within economics as a result of family that has entered recently. Different cash gifts this fall have gone to many different departments.

VI. Introducing Tatia Granger, University Ombudsperson

Tatia visited the Faculty of Arts & Sciences to share information on the role of Ombudsperson and to put a face with the email that has been sent out about faculty resources. She shared the following information during the meeting:

- a. The position was created in 2008 as a part time position that was designed to engage hourly and operational employees on campus who needed a different avenue for voicing concerns about policies on campus. Since then, significant progress has been made, but there is still more work to be done in those ranks of employees.
- b. Tatia operates as alternative resource to Human Resources, but is not an advocate for individuals. The Ombudsperson advocates for processes and helps individuals shine light on where processes are not working the way they are intended to on campus. She is hopeful that we can all take a step back and think about these processes, including their purpose and why they exist.
- c. From a staff side, Tatia works with individuals and departments to minimize distractions that arise from interpersonal conflict in order for the department to get back to our main institutional purpose. She represents the whole workforce as of Fall 2016 and all information brought to her is completely off the record - Tatia acts on behalf of visitors only as they empower her to act.
- d. Tatia indication that she is an informal contact, not an agent of notice for the college, meaning that claims about discrimination or other items do not initiate any process. She may refer employees to other individuals on campus if the situation may warrant official reporting. Additionally, Tatia does not report through the chain of Human Resources, but reports directly to

the Provost via John Poma (Chief Human Resources Officer) on trends that have been observed throughout the year.

- e. In all aspects of the role of Ombudsperson, Tatia maintains neutrality, offering no judgment about any issue brought to her. She has helped staff members to resolve issues that arise through communication coaching when conversations can be difficult. She is available but asks that not too much be sent in email - no records remain, as all is shredded. At this point, Tatia is working to learn the faculty handbook, as this is a new portion added to the role, within the last 18 months.
- f. Questions:
 - a. Chris Del Negron (Applied Science) - With regards to the housekeeping staff, some serious issues about building security and working conditions have been noted. Do they know how to get in touch with the Ombudsperson and do they use this resource? Is the Ombudsperson available to those that work non-traditional hours? He also suggested that skipping the middleman/woman with this group and going directly to the employees themselves might be beneficial.
 - a. Tatia has met with these individuals, before or after shift or off campus. She works more closely with administrators over housekeeping staff. An outside consultant has also been hired to evaluate morale with this group of employees.
 - b. Paul Manna (Government) - Each department has been asked to create a diversity plan to include faculty and staff from the departments. If the staff provides feedback, with the limited number of individuals in these roles, it is hard to remain anonymous. If individuals need anonymity, would this position facilitate a focus group of staff from multiple departments instead of staff members sitting down with their chair?
 - a. Tatia indicated that unless the issue is crossing departments, then it is pretty obvious who information comes from with regards to issues. Tatia is willing to meeting with lots of staff with a non-departmental facilitator to get staff comments broadly that could apply to the diversity plans.

VII. Integrative Wellness Center

Kelly Crace (Associate Vice President for Health & Wellness)

Kelly provided an update on Wellness Center, including how conversations with faculty have shaped the center and the views on integrated wellness on campus:

- a. This process is an intentional move to try to nudge and challenge the cultural paradigms that are held nationwide and amplified at places like William and Mary, where the students are highly intellectual, deep thinkers, who come from a highly structured culture. The students enter this adult world of uncertainty and a perceived diminished margin of error but without an advanced level of resilience to handle strife while still thriving. From this knowledge, an intentional shift was made from illness based wellness to look at integrative wellness. This is a move to develop young adults into mature, active consumers of what wellness looks like for individuals and how do students manage themselves when affected by strife or challenges and still obtain success in the classroom, to learn how to learn, to integrate wellness in their everyday lives, and to develop and understand their own sense of purpose.
- b. The integrated wellness model that has been developed focuses on resilience, flourishing, and deepening our sense of learning and living in a life that sometimes is harsh or unfair - how are we affected by life but to defined by the events of life.
- c. Another aspect of this conversation is the question of how faculty can be intentional about wellness. The faculty and staff operate in the same high stress environment. With this in mind, new programs will be developed that are for faculty only. This will allow faculty to engage about resilience and flourishing in their lives in order to be more effective in mentoring and teaching roles.
- d. There will be a move from four buildings to two buildings, an Integrated Wellness Center and the Campus Recreation Center. The Integrated Wellness Center will focus on Health Promotion, Prevention and Intervention. This building will have spaces for Traditional Medicine, Yoga

practice, Massage, Acupuncture, Expressive Movement, Biofeedback monitoring. There will be Clinical services available for students, the Prevention & Health Promotion services will be available to students, faculty, and staff.

- e. Kelly indicated that he would like to include continuing conversations with faculty to improve practices, but also include partnerships to understand wellness, to research into wellness, and to try practices related wellness.

The meeting was adjourned at 4:38 PM.

Respectfully submitted,

Ashleigh E. Queen (Kinesiology & Health Sciences, aeverhardt@wm.edu)

Secretary to the Faculty of Arts and Sciences