

MINUTES  
Faculty of Arts & Sciences  
February 7, 2017  
Chesapeake A, Sadler Center

*Dean Kate Conley opened the meeting at 3:32 PM.  
Attendance at the start of the meeting: 38.*

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

The minutes for the meeting of the Faculty on December 6, 2016, were **approved** unanimously by voice vote:

**<http://www.wm.edu/as/facultyresources/fas/minutes/20161206.pdf>**

## **II. Report from Administrative Officers**

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

The Provost provided the following updates to the Faculty:

1. Tomorrow (2/8/2017) is the 324th birthday of the University. Charter Day will be commemorated formally over the weekend. The Board of Visitors, the Alumni Association, the William & Mary Foundation Board will all be here. There are many festivities, including the Jefferson Award and the Jefferson Teaching Award, received by Sharon Zuber (English & Writing Resource Center) and Kara Thompson (English & American Studies), respectively.
2. Nationally, there is much going on, some relative to the college. At the College, there has been confusion with regards to the implications on campus with regards to the recent Executive Orders, specifically as relates to immigration. The Reves Center has reached out to the students & faculty effected by the immigration Executive Order and the DACA students. Much has also been done at the state level to help in aiding and supporting these students. We are eager to aid any at the College that are impacted by the items. The DACA students, it appears, will be unaffected, at this point.
3. House Bill 2001, in the House in Virginia, requiring faculty to aid in helping immigration officials track students. This bill has been shot down, not even making it to a full vote, and will not be enforced. One of the students from William & Mary testified at the General Assembly when the bill was being considered. The Reves Center has provided a helpful website that sheds light on information related to laws and the impact on our international students, faculty, and staff.
4. Legislation has been put forward in the last few years to limit the amount of out of state students that will be allowed at public institutions in Virginia. This will be voted on this year. The new bill proposes a split of 70% in-state students and 30% out-of-state students. If this is not the ratio, all of the extra funds from out-of-state tuition must be used to reduce in-state tuition.
5. With regards to the budget, Sunday (2/5/2017) was crossover day in the capital when the legislature passes the budgets and send to the other side of the house. The House version of the budget differentiated the cuts, with William & Mary's being 6.8%. The senate version says it is the cut is 5%. The final decision will be determined in conference. On salaries the House Bill indicates that there are three institutions that will not get any state funding for faculty raises, William & Mary being one of those. The Senate authorizes a salary increase and would contribute their modest contribution, but this will be played out later in the House and Senate conferences. All Deans and Vice-Presidents were asked

to inform the Provost what a 2% and 4% cut look like. This was not a decision being made but a way to determine what might happen going forwards.

6. A question was raised by a faculty member about the optional retirement plan. The VRS contracts are no longer held individually and could potentially be rolled over to other providers. The Provost indicated that he needed to check with John Poma and report back at a later time.

b. Dean Kate Conley

The Dean provided the following updates to the Faculty:

1. As a university, we strongly support a vibrant international community of students, faculty, and staff. A letter from the Governor at the end of January was produced, reaffirming the Commonwealth's commitment to providing all students, regardless of nationality or faith, a safe environment to learn, grow, and thrive. We are diverse in our views at William & Mary. We need to be inclusive of everyone, regardless of our personal feelings.
2. Faculty and Deans have been planning COLL 400 and will be holding another meeting Thursday, February 9 in Blow 322. The Dean requested that all participate as this is a key part of General Education. Members of the Center for Liberal Arts (CLA) who will be able to answer questions at this meeting.
3. There will be a new common book for the next two years - *Hidden Figures* - the story of success of African American women in mathematics and engineering at NASA in Hampton. This common book supports two projects on campus: 50 years of desegregation at William & Mary in 2017, and 100 years of co-education at William & Mary, when women first came to campus, to be celebrated in 2018. At the Dean's dinner the book is discussed with donors, touching on the way it can be incorporated into the three knowledge domains.
4. The Dean provided an update on the budget. As of this year, we have completed our commitment in Arts & Sciences to reallocate 5% of our budget as is was in 2013 to be given to central administration to help finance the priority of increasing faculty salaries. The 5% added up to \$2.7 million that was given back to the central administration as a sign of good faith on the part of the university, helping to secure the William & Mary Promise. Money was taken from faculty lines, but money has been given from the Provost for M&O and for specific needs such as the need for an increase in enrollment by students from the State of Virginia, requiring the hiring of faculty and creating of new positions. At this point, we have more filled faculty lines now that when we began reallocation. This year, the Provost allowed us to keep the reallocation to use for Dean's 1% of merit increases. That money came from the Arts & Sciences budget. The Provost is going to give us \$700,000, in two installments, to help fund the third and fourth year of the COLL curriculum.
5. With regards to the For the Bold Campaign, the Arts & Sciences goal is \$140 million, currently we have raised \$77 million towards our goal. Since Gerald Bullock took over as Executive Director, \$5 million has been added to the total raised. 125 gifts of \$1000 in December.

### III. Report from Faculty Assembly

Cathy Forestell (Psychology)

The Faculty Assembly met in December and January with the following items being discussed:

- a. On January 31, Steve Hanson (Vice Provost for International Affairs) & Stephen Sechrist (Director of International Students, Scholars, and Programs) spoke regarding how the travel ban is affecting our students. This was informative and allowed Faculty to ask questions about what we can do regarding this situation.

- b. The Assembly considered and unanimously approved an amendment to handbook for NTE to be eligible for emeritus status. This was approved by the Personal Policy Committee (PPC) with a small amendment, but has now been approved.
- c. Faculty Affairs continues to work on changes to the faculty handbook and seems that they will return with significant changes to rectify gaps in personnel policy that have become evident..
- d. The Committee on Planning and Resources (COPAR) is ranking Planning and Budget Requests (PBR) to maintain and enhance core programs, support business innovations, enhance diversity, and promote safety.

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

Joan Gavalier (Theatre, Speech, and Dance)

Several items were discussed at the FAC meetings in January:

- a. Improving accessibility resources and accommodations for faculty and staff. Students are well thought of in this area, but improvements need to be made with regards to faculty and staff resources.
- b. A revision was made to the NTE policy, to be voted on by the faculty during the Arts & Sciences meeting.
- c. A review of the Plumeri Murphy Awards was conducted to advise the Dean.
- d. The committee discussed the balance between confidentiality and transparency in situations with allegations against faculty and how the inquiry processes should proceed in consideration of both items.
- e. The committee discussed the appropriate pool of faculty that can be drawn on when alternatives are needed for Retention, Promotion and Tenure (RPT), as the options can be limited due to small numbers in some cases.
- f. The committee discussed the impact of the travel ban on our students and faculty and registered concerns, but thinks that this is now headed in a better direction.

#### **V. Update from the CLA – COLL 300**

Gene Tracy (Director, Center for the Liberal Arts)

The following updates were provided regarding the On-Campus COLL 300 courses:

- a. At each stage, faculty are invited to contribute to themes, visitors, and campus engagements. Each semester includes a designated theme with three speakers coming to campus to give talks to students. There are forms online to propose themes and speakers for the different semesters. The themes proposals from faculty are reviewed by the CLA Fellows before examining the proposals for speakers. Faculty can engage in courses, through visitors coming to class, having students attend the speeches, assigned readings, or teach-ins. E-Learning is also working on Blackboard archives and Pre/Post-Visit engagement online.
- b. Spring 2017 theme: Unrest - the following visitors will be on campus:
  - a. Eric Sawyer - Presented in February: “Resistance, Activism, and Protest: Time for a Rebirth!”
  - b. Erna Brodber - A Jamaican scholar who will present in March: “Disruptions: The Story of a Jamaican Village”
  - c. Emiko Soltis - The Executive Director of Freedom University will present in April: “Inclusion and the University: Conversations with Students from Freedom University”
- c. Fall 2017 theme: IN/Exclusion - visitors have been chosen, but not dates have been set for the speakers to visit. There will be a Sarah Dear, a Native American warrior to speak on Native American Issues, several spiritual leaders from Nigeria, and Indian trans-activist. Dates and visas are being negotiated at this point, but when determined, faculty will be notified.

- d. Spring 2018 theme: Sustainability - visitor proposals are due by February 23, 2017. This is available on the CLA website.
- e. Fall 2018 theme: Bodies that Matter
- f. Spring 2019 theme: Ceremony

## VI. Campaign Update

Matthew Lambert (Vice President, University Advancement)

Matthew provide the following information about the progression in the campaign: .

- a. The following were presented as the overall goals for the campaign:
  - a. One main goal of the campaign is to increase alumni engagement. This includes moving the focus away from a primarily social interaction and recognize that our students are intellectual beings. After they graduate, the focus needs to be broader and include more than the formally traditional alumni engagement events. Alumni and parents, are a good link to recruit future students, especially at the more elite prep school outside of the Commonwealth. This year, the William & Mary Weekend will be held in New York (May 18-21, 2017) to give parents and alumni the opportunity to interact with students and faculty.
  - b. The second goal is to achieve 40% alumni participation - only four universities in the nation at or above this mark. The highest point of giving was at 29% in 2005. President Reveley, since arriving in 2008, has focused on increasing giving in his time as president. Currently, we have the highest giving among alumni of the national public ivy league schools. The goal for this year is to acheive 31% alumni donors, about 20,000 undergraduate alumni donors.
  - c. One Tribe One Day, March 28, 2017, will be another opportunity for alumni, students, parents, and faculty/staff to donate to the institution. Three prizes will be awarded to the departments that have the highest participation.
    - a. Since the beginning of the campaign, giving from Tenure Eligible faculty has risen to a little above 50%. There is a need for faculty, staff, and students to give back, demonstrating that those who know William & Mary are committed to giving back.
    - b. A peer-to-peer plan - similar to a program at Princeton, Notre Dame, and Dartmouth, that has individuals reach out to their peers to increase giving each year.
  - d. The first round of Tribefunding is underway. This is micro-philanthropy, small projects of approximately \$5000-\$10000, that will allow you to rally a large amount of people around a single project in a short amount of time. Applications have been accepted since November, with about 20 being reviewed so far. The idea is to have a range of products that would bring in new donors or those who aren't interested in supporting the general needs - a popular trend amongst millennials.
  - e. The third goal of the campaign is to raise \$1 billion. The original goal of \$500 million was surpassed last year, with \$660.5 million being raised as of December 31, 2016. Last year, for the first time, philanthropy surpassed state support as a percentage of the operating budget. We are only in the fourth campaign of modern time and we are the only institution of our size that has taken on a campaign of this magnitude.
    - a. William & Mary has the largest gap of the schools ranked in US News and World report for rank and financial resources. This considers endowment per faculty, endowment per student, and salaries among other things. We are currently ranked 112th. We are outperforming - we are do far more with less than many institutions. Ideally, we would see the financial resources catch up with the academic ranking.
  - f. William & Mary has made \$100 million is the new floor for giving each year. This needs to continue to grow each year, but may not grow by a given increment every year going forward.
  - g. Within the campaign , there are three Pillars that are part of the marketing of the campaign:
    - a. Where Great Minds Meet (faculty and scholarships) - relates to the people of the institution.

- b. Marking the Remarkable (engaged learning) - relates to engaged learning such as mentored faculty research.
- c. Passion for Impact (civic engagement, leadership, international initiatives) - relates to taking singular strengths and building upon these.
- h. There will be events this March and April in the western part of the United States and in DC, in order to engage alumni and donors in these markets.
- i. Deborah Morse (English) raised the question about holding seminars over parents weekend, reflecting that many parents attend classes during that weekend.
  - a. The weekend is run by Student Affairs, so collaboration with them would be needed to achieve this goal.

## **VII. Motion from FAC – NTE policies**

Joan Gavalier (Theatre, Speech, and Dance)

The following change was proposed:

### **Section 4C, Governance**

Current wording:

Senior Lecturers and Lecturers may actively participate in governance and policy development at every level except for standing and ad hoc College, Arts & Science, or departmental/program committees related to personnel issues. Senior Lecturers may be eligible for election to key committees including Committee on Nominations and Elections, Committee on Degrees, Academic Status Committee, Educational Policy Committee, Committee on Honors and Interdisciplinary Studies.

*Proposed new wording:*

Senior Lecturers and Lecturers may actively participate in governance and policy development at every level except for standing and ad hoc College, Arts & Science, or departmental/program committees related to **Tenure Eligible** personnel issues **such as Committee on Retention, Promotion, and Tenure and search committees for TE faculty**. Senior Lecturers **and continuing Lecturers are** may be eligible for election to key committees including **but not limited to** Committee on Nominations and Elections, Committee on Degrees, Academic Status Committee, Educational Policy Committee, Committee on Honors and Interdisciplinary Studies, **and International Studies Advisory Committee**.

- a. The proposed changes specify involvement in faculty governance that does not include TE matters, such as RPT or search committees for TE positions.
- b. Senior and continuing lecturers are eligible for any committee that involves teaching or working with students now including International Studies Advisory committee.
- c. Motion voted upon - unanimously accepted.

*The meeting was adjourned at 4:39 PM.*

Respectfully submitted,  
 Ashleigh E. Queen (Kinesiology & Health Sciences, aeverhardt@wm.edu)  
 Secretary to the Faculty of Arts and Sciences