

MINUTES
Faculty of Arts & Sciences
April 4, 2017
Chesapeake A, Sadler Center

*Dean Kate Conley opened the meeting at 3:32 PM.
Attendance at the start of the meeting: 29.*

I. Minutes of the Last Meeting

The minutes for the meeting of the Faculty on March 14, 2017, were **approved** unanimously by voice vote: <http://www.wm.edu/as/facultyresources/fas/minutes/20170314.pdf>

II. Report from Administrative Officers

a. Provost Michael Halleran

1. The Provost opened with three announcements for the faculty:
 1. Asked Babs Bengston (Human Resources) to hold sessions for instructional faculty to discuss having difficult conversations with colleagues. Two interactive sessions will be held the week of April 10th.
 2. Conference being held on the cost and financing of higher education. This is building on a book written by David Feldman (Economics) and Bob Archibald (Economics). The conference was put together by the two faculty members and will be held Friday 21st through afternoon of 22nd. The Provost encouraged faculty to attend if able.
 3. With regards to the FY18 budget, the Provost announced that we know what the state is going to do with the budget. Currently, the College is now working on our budget for the coming year. This will include the annualization of last years salaries, the pool for salaries this year, among other items. The Provost is working with Sam Jones (Senior Vice President for Finance & Administration) to find macro level efforts to reduce the impact to the academic enterprise while still investing in academics as well.
2. The Provost showed a brief slide show on the trends and patterns of transfer students at the College. This was given as an update for the faculty and was also shown to the Board of Visitors (BoV). The following are trends that the Provost presented:
 1. Last year, 14% of first year students were transfer students entering either in the fall or the spring semester. This is a smaller percentage of the undergraduate population than traditional students.
 2. Profile of transfer students;
 1. Typically are older, but this fall 84% were 21 or younger/.
 2. The male:female ratio (58:42) is very similar to traditional first year students.
 3. Transfer students are very similar to the overall population of William & Mary, in terms of race and ethnicity.
 4. Most transfer into the College with sophomore or junior status.
 3. First time:
 1. Acceptance - low to mid 30%
 2. Yield - low to mid 30%
 3. Transfer students are more focused
 4. SAT scores:
 1. Transfer average SAT score is 1260.
 2. First time students (traditional students) average SAT score is 1340.
 5. Transfer students also have college level courses as part of their package when applying. This provides richer data for evaluating their status for entry into the College.
 6. Once on campus:
 1. 67% are in-state (traditional first year ~62%)

2. Roughly half of our transfer students come from 2-year schools, half from 4-year schools.
3. On average, 1/3 of our transfers come with AA/AS degrees.
4. Many of Community College transfers are coming from TNCC, NVCC, TCC, and RBC.
7. Articulation agreements do exist with the VCCS. The following applies to the agreement:
 1. The student must achieve AA/AS with a certain GPA (3.6) guaranteed admission.
 2. The student must be entering from a VCCS institution.
 3. For students from RBC there are similar, but slightly different requirements.
8. Once admitted, the requirements are almost identical to traditional first year students:
 1. The COLL curriculum requirements are modified slightly (COLL 150, 300 and 400 required) and the major requirements are identical.
 2. Intended majors of transfer students are typically similar to those of traditional first year students.
9. In terms of cost of education, transfer students do not receive merit aid, but fall under the same policy as traditional students for need based financial aide, with the College meeting 100% of demonstrated need of in-state students.
10. Many transfer students work jobs outside of school, with many working full time.
11. When entering the College, there are often not as many options for housing when first admit
12. Many transfer student would like more experiences, although there is a comparable orientation to the first year experience.
13. Academic performance:
 1. First semester GPA tends to be lower.
 2. The gap between traditional student GPA and transfer student GPA closes, although not completely, with each successive semester.
 3. Over past 4 years, by term 6 following the transfer into the College, the gap is about 0.02 to 0.21.
14. Graduation rates:
 1. Transfer students typically start later in their academic career.
 2. 4 year graduation rates for traditional and 3 year graduation rate for transfers are almost identical (low 80s%).
 3. The most recent transfer cohort 4 year graduation rate is 91.4%, which is the highest in the state.
3. A question was raised about other state institutions “dangling a carrot” of reduced tuition for these students with a certain GPA. The Provost indicated that transfer students are not treated the same as dual enrollment students, in that dual enrollment does not guarantee admittance.
4. A question was raised about the experience with transfers, specifically with regards to writing skills. It has been noted by some faculty that the writing skills of the students are sometime lower than traditional students. It was commented that the COLL 150 is a good item to require for these students. The Provost added to this that once these students are admitted, we are responsible to aid them in being successful.

b. Dean Kate Conley

1. We are beginning the home stretch of the semester, with the end of Spring semester being an item for celebration.
2. In the Fall, there are 24 new Tenure Eligible Faculty who have accepted offers for employment. There are 3 more offers pending, so this could rise to 27 new faculty.
3. With regards to the budget, the Dean provided the following information:
 1. Cuts and accumulated impacts of reallocation are requiring Arts & Sciences to cut back on hiring this coming year. Requests made for hiring will not be denied but may be deferred. Some hiring will continue, but it will not be at the same rate as previous years.

4. Currently, we are actively looking for a new Faculty Advisor for Advising. The Dean asked for nominations of faculty, either of others or self, for this position. The Office of Academic Advising was reorganized this year with three professional advisors, one specific to transfer students. There is also a concluding search for a new staff position, the Associate Director of Advising.
5. With regards to One Tribe One Day, Arts & Sciences won the new donor category. Arts & Sciences gained 1379 new donors this fiscal year. We were behind athletics in the other two categories (total donors and number of donors this year over and above the number of donors last year).
 1. Arts & Sciences will be awarded \$15,000 from the Gerdelman Challenge. The Dean will distribute 45000 to department/program with highest alumni donor percentage, \$5000 to department/program with highest number of donors, and \$5000 will be held back by the Dean for the Arts & Sciences annual fund that is used for special requests for resources.
 2. Dean Conley was in Atlanta hosting an alumni dinner where she discussed the new common book, *Hidden Figures*. Tonight, there is a screening of the movie in Commonwealth Auditorium. There will be a panel of NASA scientists speaking prior to the showing of the film.
6. Member of BoV, John Littel visited Arts & Sciences. He wanted to visit COLL courses and was able to visit courses including a COLL 100, 200 and 150. Mr. Littel was impressed with the course material and the teaching in the different courses.
7. The Dean Team has been working on updating the Diversity Action and Inclusion plan with advice from the Arts & Sciences Diversity Council and Dania Matos (First Deputy Diversity Officer). The updated plan will be posted by the end of the year. Updates begin in March when the statistics for the previous year are made available.
8. Departments and Programs have been submitting Diversity and Inclusion Action Plans to Dean Conley who has shared these with the Deans, the Arts & Sciences Diversity Council, and the Office of Diversity and Inclusion in order to provide the most helpful feedback.

III. Report from Faculty Assembly

Sophia Serghi (Music)

The Faculty Assembly met recently with the following items being discussed:

- a. The Faculty Affairs Committee proposed a new section in the handbook that deals with interim suspension or reassignment of faculty. The Assembly hopes to vote on this during their next meeting.
- b. There was a discussion of role and constitution of ad hoc committee that will be charged by the Executive Committee with undertaking revising the Faculty Handbook.

IV. Report from Faculty Affairs Committee

Joan Gavalier (Theatre, Speech, and Dance)

Several items were discussed at the FAC meetings in March:

- a. The selection process for a summer school coordinator when the position opens. This discussion included how to best communicate when the position is open.
- b. The FAC discussed two new initiatives in Engineering, Physics and Applied Design & Data Science.
- c. The FAC discussed the Plumeri and Murphy awards. In the past, these have come through FAC prior to being awarded, but will now go to the committee for faculty awards.
- d. There was a discussion of the process for approving TE teaching assignments.

- e. There was a discussion regarding connecting our colleagues to appointments in amazing committees. A survey is possible, especially with regards to Area II and III. Area I has a record of having more volunteers for positions that slots.

V. Nominations and Elections

Brett Wilson (English)

The following names were presented for the ballot for the April elections. No names were added from the floor. The ballot to be released following the meeting today:

- a. Faculty Assembly (Area I) beginning Fall 2017 (choose 2)
 - a. Tim Costelloe (Philosophy)
 - b. Sophia Serghi (Music)
 - c. Denise Damon Wade (Theater, Speech, and Dance)
- b. Faculty Assembly (Area III) beginning Fall 2017
 - a. Rowan Lockwood (Geology)
 - b. JC Poutsma (Chemistry)
- c. Faculty Assembly / Faculty Affairs Committee (Area I) beginning Fall 2017
 - a. Rob Leventhal (Modern Languages and Literatures)
 - b. Jack Martin (English)
- d. Educational Policy Committee (Area II) beginning Fall 2017
 - a. Rani Mullen (Government)
 - b. Gul Ozyegin (Sociology)
- e. Educational Policy Committee (Area III) beginning Fall 2017
 - a. Randy Coleman (Chemistry)
 - b. Mike Kordosky (Physics)
- f. Committee on Academic Status (Any Area) beginning Fall 2017 (choose 2)
 - a. David Feldman (Economics)
 - b. Catherine Levesque (Art and Art History)
 - c. Elizabeth Wiley (Theatre, Speech, and Dance)
- g. Committee on Degrees (Any Area) beginning Fall 2017
 - a. Ayfer Karakaya-Stump (History)
 - b. Elizabeth Losh (English)
- h. Faculty Hearing Committee (Any Area) beginning Fall 2017 (choose 2)
 - a. Victoria Costa (Philosophy)
 - b. Suzanne Hagedorn (English)
 - c. Peter McHenry (Economics)
- i. International Studies Advisory Committee (Area II) beginning Fall 2017 (choose 2—two-year term; one-year term)
 - a. Kathleen Bragdon (Anthropology)
 - b. Andrew Fisher (History)
 - c. Brent Kaup (Sociology)
- j. International Studies Advisory Committee (Area III) beginning Fall 2017 (choose 2—three-year term; two-year term)
 - a. Seth Aubin (Physics)
 - b. Ryan Vinroot (Mathematics)
 - c. Gang Zhou (Computer Science)

VI. Teaching Excellence and Faculty Governance Awards

Dean Kate Conley presented the following awards:

- 1. Teaching Excellence:

1. Victoria Castillo (Gender and Women's Studies)
2. Judith Hand (Sociology)
3. Francesca Sewaya (English)
2. Faculty Governance:
 1. Cathy Forestell (Psychology)
 2. John McGlennon (Government)

The meeting was adjourned at 4:20 PM.

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