

**MINUTES**  
**Faculty of Arts & Sciences**  
**May 7, 2019, 3:30 – 5:00 pm**  
**Washington 201**

*Dean Kate Conley opened the meeting at 3:30PM.*

*Attendance at the start of the meeting: 50.*

- I. Approval of minutes from meeting of faculty on April 2nd, 2019 -  
<https://www.wm.edu/as/facultyresources/fas/minutes/20190402.pdf>
  
- II. Report from Administrative Officers
  - a. Provost Michael Halleran
    - i. The Provost reminded faculty that commencement is Saturday 9am at Zable Stadium with a backup weather plan, to be determined by 3pm. He asked that faculty attend the large commencement ceremony. Provost Halleran indicated that the weather report looks like we will have to utilize the backup option.
      1. Marc Sher (Physics) asked if this decision could be made earlier in order to let students know since the number of tickets decreases in the backup plan.
    - ii. The Board of Visitors met last week during the last day of classes. Below are items that were discussed and decided.
      1. At the policy level:
        - a. The following items were passed:
          - i. Faculty return to work policy - This is for retired faculty who return to work. The policy used to have cap of 67 years of age but that has been removed and now extends to NTE faculty.
          - ii. The A&S Bylaws and Constitution were approved.
          - iii. Consensual amorous relationship policy - This policy reads as an absolute ban on faculty and undergraduate amorous relationships. Additionally, there was a ban for graduate students if the faculty were in a supervisory role. The question is where the line should be drawn with graduate students. The ban now extends to any student in a program or department in which the faculty member has an appointment or teaches. The Assembly will continue this conversation next year.
      2. Salaries - Faculty, operational, and professional employees will receive 3% across the board. Classified will receive 2.75% with a 2.25% merit pool as well. This is all assuming that the state has the funds. All seats are up for re-election so this will be discussed then as well. August 10th is the first pay period that will include the 3% for 9-month faculty.

- a. Bonus pool- this is one time money that will be awarded based on merit. There is around \$725K in the pool. This will most likely be dispensed in the fall but will not be broadly distributed.
- 3. The BoV rescinded a planned tuition increase on incoming students following a monetary incentive by the state. This will be beneficial for the university for 5-6 years. This also reduces the demand on financial aid.
- 4. The major in Data Science and master's in Computer Science were both approved.
- 5. Questions
  - a. Suzanne Hagedorn (English) asked what the financial aid numbers currently look like as this has been miscalculated in the past.
    - i. Provost Halleran indicated that right now things look good. He also commented that we are victims of our policy of meeting 100% of demonstrated need for all in state students. He doesn't anticipate an issue next year.
- iii. Three years ago, the university moved to study-away courses, which has been run by the Charles Center, with the traditional study-abroad falling under the Reeves Center. All study away will not be run through the Reeves Center and the Charles Center will be responsible for domestic away experiences.
- iv. Everyone received an email last Tuesday that a Provost has been appointed. Peggy Agouris from George Mason University will be the new Procost. She is currently serving as the Dean of Science.
- v. The Provost concluded his statements by indicating that is has been a privilege to have served the university for the last 10 years. He pointed to several items that indicate a better environment and shared successes:
  - 1. The faculty are stronger than before, as evidenced by recruitment and numerous awards.
  - 2. The number of faculty has increased.
  - 3. Salaries have increased.
  - 4. There is better integration of NTE faculty into the rest of the faculty.
  - 5. Using the usual metrics, the undergraduate population is stronger. There is greater racial/ethnic, SES, and international diversity. With regards the graduate student population, we are able to recruit more successfully and are seeing students finish in a timely manner.
  - 6. We have successfully adopted and implemented the COLL curriculum.
  - 7. We have added several programs.
- vi. Thinking of the future, the university needs to anticipate there will be an acceleration of change in higher education. We do not know exactly what

this will look like but should be aware that this will present many opportunities.

- vii. Strategic planning will begin next year. This should focus on finding a balance between continuity and change. The university community should focus on the essentials rather than the accidentals.
- viii. The Provost thanked the faculty, indicating that this group is the core is the intellectual contribution, dedication, and energy. Without a strong, dynamic faculty, everything will come up short. The Provost finished his comments by saying that he is eager to return to teaching and research, what he calls the true work of the university. The faculty gave a standing ovation to the Provost as he concluded his remarks.

b. Dean Kate Conley

- i. The Dean reminded the faculty of a reception in Ewell Hall following the meeting to honor retiring faculty members.
- ii. Dean Conley provided the faculty with a summary of One Tribe One Day.
  - 1. A&S won the most new donors award of the Gerdleman Challenge, which represents a \$15K prize. This will be shared with the Music Department who won the highest participation rate and most new donors. The Music Department will receive \$10K. \$5K will be put towards the A&S annual fund to support faculty innovation.
  - 2. Overall, the university has raised \$98.7M in our For the Bold campaign. It is anticipated that we will reach \$100M by June 30th. The Dean will be traveling to Houston with Gerald Bullock next week to meet with donors and alumni to ask for contributions.
- iii. With regards to searches:
  - 1. 16 signed letters of intent
  - 2. Three recruitments still in progress
  - 3. Signed onto faculty positions for Peggy Agouris and her husband
  - 4. Two hires have furthered faculty diversity, with one through the Provost Diversity Initiative
- iv. The Task Force on Diversity & Inclusion (one semester committee) was visited yesterday by Tia Brown McNair (AAC&U) & Pat Lowry (AAC&U) to review our progress in diversity and inclusion.
  - 1. Tia Brown McNair and Pat Lowry met with the Task Force, the A&S Council on Diversity & Inclusion, CLA Fellows, and the Dean team. A variety of different efforts were discussed, and it was evident that they had read the COLL 199 ad hoc document.
  - 2. Tia Brown McNair met with the original Race and Race Relations Task Force, where she was very generous with her time last fall. She was able to come back and help prepare to write the review.
- v. A new working group was charged to look into possibility of setting up a Pre-Doc program to bring one to three pre-doc students from under-represented groups to campus to help diversify our intellectual community. The Global Research Institute is looking into a pilot program

of this nature that may lead to a TE hire in Government. A report on this is due next spring to help in the decision of making this a more regular item in other departments.

- vi. We will be instituting a new registration process for incoming freshman. Students will have a two-week window in July/August to register for 8 credits, including COLL 100/150 and choose courses from a circumscribed list of entry level courses. August 26th will be the day that they register for their other courses.
- vii. The Dean asked faculty to complete the Qualtrix survey about pre-major advising preferences. This was originally emailed by Tom Linneman to the faculty on April 18<sup>th</sup>.
- viii. The CLA has three new fellows starting this summer. Michael Cronin (Japanese Studies) and Alison Scott (Kinesiology & Health Sciences) are cycling off. The current fellows are:
  - 1. Jim Barber (School of Education)
  - 2. Leslie Cochrane (English & Linguistics)
  - 3. Michael Gaynes (Art & Art History)
  - 4. Betsy Konefal (History)
  - 5. Chris Nemacheck (Government, Director of CLA)
  - 6. Giulia Pacini (French & Francophone Studies)
  - 7. John Parman (Economics)
  - 8. Kristen Wustholz (Chemistry)
  - 9. Brennan Harris (Kinesiology & Health Sciences) – new fellow
  - 10. Katherine Barko-Alva (School of Education) – new fellow
  - 11. Jessica Paga (Classical Studies) – new fellow
- ix. The Dean explained that the university is committed to increasing the base salaries of lecturers and senior lectures as long as the anticipated funding is received from the General Assembly. She explained that the individuals in these positions have been underpaid for years and that this step is overdue. This will claim some the A&S budget, but we can all benefit from knowing colleagues are receiving more competitive salaries. This is based on the Oklahoma Salary Data and could take three years to make these salaries competitive. We are not able to increase for visiting assistant professors at the same time.
- x. The Dean gave a report on the progress made since spring of 2013 for lecturers and senior lecturers:
  - 1. These positions are now consistently included in the merit pool.
  - 2. Lecturers and senior lecturers now enjoy greater job security.
  - 3. A modest salary increase is provided at the time of promotion to senior lecturer.
  - 4. The university has been able to provide modest relocation fees.
  - 5. Starting salaries are more competitive than previous years.
- xi. Questions:
  - 1. Suzanne Hagedorn (English) voiced a concern that the English department is short on Tenured and TE creative writing specialists. This has required NTEs to take over advising, although this is not

something that they are compensated for doing so. Suzanne indicated that the faculty were told at a department meeting that stipends had been requested for this but were denied. Suzanne asked if this is a policy statement on behalf of the Dean's office as she sees this as problematic as TE and Tenured faculty receive money for advising student research.

- a. The Dean answered that this is a conversation that we need to continue. Last year and this year there has been no new money and there is very little flexibility in the budget. Dean Conley also commented that NTE roles do vary by department.

### III. EPC Motions (Tuška Beneš)

#### a. New Curriculum for Health Sciences major

<https://www.wm.edu/as/facultyresources/committees/educationalpolicy/about/documents/2019-health-sci-curriculum.pdf>

- i. There will be four concentrations that can be selected. EPC would like to request approval for these changes.
- ii. Michael Deschenes (Chair, Kinesiology & Health Sciences)
  1. In addition to choosing no concentration, three concentrations are currently in place: Allied Health, Pre-Med, and Public Health. The department hopes to add a concentration in Nutrition in the future.
  2. The department has developed new curriculum by rearranging the required courses to provide more rigor and align with SCHEV requirements.
  3. Questions
    - a. Suzanne Hagedorn (English) asked if the Pre-Med concentration aligns with what medical schools expect.
      - i. Mike Deschenes answered that this was developed in consultation with Bev Sher (Chemistry) to ensure this is accurate.
- iii. A vote was held on the motion. The motion passed by a unanimous vote.

#### b. Asian and Pacific Islander American Studies (APIA) concentration with Global Studies

<https://www.wm.edu/as/facultyresources/committees/educationalpolicy/about/documents/2019-apia-major-proposal.pdf>

- i. This existed previously as a self-design major, but the numbers were great enough to create a concentration within an existing major.
- ii. Question
  1. Iyabo Obasanjo (Kinesiology & Health Sciences) asked if there is a program on Native American Studies that is separate. She also asked about the fact that this is Global Studies but also says American Studies, indicating confusion of the true focus.

- a. Dean Conley indicated that there is a minor in Native Studies.
    - b. Francis Tanglao Aguas (Direction, APIA) explained that this is based on exploring research and the knowledge base of Asian American and Pacific Islanders. Ethnic studies, in terms of a native portion mainly cover pacific islanders, especially those colonized by the US are included.
  - iii. A vote was held on the motion. The motion passed by a unanimous vote.
- c. Revisions to interdisciplinary minor in Public Health (Alison Scott & Diane Shakes)
  - i. This is being discussed today due to changes to the minor that needed to come before the faculty.
  - ii. Students who want to minor in public health will now have seven tracks based on interest.
    - 1. Public Health Fundamentals
    - 2. Global Health
    - 3. The Environment and Public Health
    - 4. Health, Wellness, & Society
    - 5. Data & Public Health
    - 6. Health Equity & Justice
  - iii. Questions
    - 1. Suzanne Hagedorn (English) asked if you can be Pre-Med with a Public Health minor.
      - a. Alison Scott (Kinesiology & Health Sciences) indicated that many students choose this option. Bev Sher (Chemistry) has been very involved in this as well.
    - 2. A question was raised about the changes as they relate to Data Science students.
      - a. Alison Scott answered that a track is designed to help guide students who are in Data Science. This did not exist previously but now is available to aid students in blending their major and the minor path that they choose. She also asked that faculty who encounter students who are interested direct students to a one of the Public Health Minor directors.
      - b. Diane Shakes (Biology) commented that an experience and a capstone course has been added. This is a “doing” aspect of the minor.
    - 3. Suzanne Hagedorn (English) asked for an elaboration on the experience component.
      - a. Alison Scott answered that 30 hours of public health experience (volunteering, study away, or research) now is

included as a one credit seminar to reflect on and share with classmates.

4. Ray McCoy (Kinesiology & Health Sciences) asked if the tracks would be reflected on the transcript.

a. Alison Scott answered that she had asked but that, at the time this was asked, no one in the room was aware of the answer.

iv. A vote was held on the motion. The motion passed by a unanimous vote.

#### IV. Nominations & Elections (Brent Owens)

- a. Faculty Assembly/Faculty Affairs Committee (Area I) one-year term commencing at the beginning of the fall 2019 semester.
  - i. Charles Palermo (Art & Art History)
  - ii. William Hunton (Classical Studies)
- b. Educational Policy Committee (Area III) three-year term commencing at the beginning of the fall 2019 semester.
  - i. Joshua Erlich (Physics)
  - ii. Chuck Bailey (Geology)
- c. Committee on Academic Status (Area III) three-year term commencing at the beginning of the fall 2019 semester.
  - i. Justin Stevens (Physics)
  - ii. Douglas Young (Chemistry)
- d. Committee on Academic Status (Any Area) three-year term commencing at the beginning of the fall 2019 semester.
  - i. Jordan Walk (Chemistry)
  - ii. Meghan Miller (Psychological Sciences)
- e. Committee on Degrees (Area I) four-year term commencing at the beginning of the fall 2019 semester.
  - i. Steven Holliday (Theatre, Speech, & Dance)
  - ii. Kim Wheatley (English)
- f. Faculty Compensation Board (Any Area) four-year term commencing at the beginning of the fall 2019 semester.
  - i. Audrey Horning (Anthropology)
  - ii. Nicholas Popper (History)
- g. Nominations & Elections (Area I) three-year term commencing at the beginning of the fall 2019 semester.
  - i. Rob Leventhal (Modern Languages & Literatures)
  - ii. Jennifer Putzi (English and Gender, Sexuality, & Women's Studies)
- h. Nominations & Elections (Area II) three-year term commencing at the beginning of the fall 2019 semester.
  - i. Rani Mullen (Government)
  - ii. Peter McHenry (Economics)
- i. Nominations & Elections (Area III) three-year term commencing at the beginning of the fall 2019 semester.
  - i. Jonathan Frey (Applied Science)
  - ii. Enrico Rossi (Physics)

- j. Faculty Affairs Committee Chair, one-year term commencing at the beginning of the fall 2019 semester.
  - i. David Armstrong (Physics)
- k. Educational Policy Committee Chair, one-year term beginning at the beginning of the fall 2019 semester.
  - i. TBD

No nominations were added from the floor. The ballot will open soon after this meeting and will remain open for a week.

- V. Recognition of retiring faculty (Dean Kate Conley)
  - a. John Conlee (English)
  - b. Will Hausman (Economics)
  - c. Colleen Kennedy (English)
  - d. Ale Lukaszew (Physics)
  - e. John Oakley (Classical Studies)
  - f. George Rublein (Mathematics)
  - g. Nancy Schoenberger (English)
  - h. Joel Schwartz (Government)
  - i. Yanfang Tang (Modern Languages & Literatures)
  - j. Susan Verdi Webster (Art & Art History)
  - k. Sharon Zuber (English)

The Dean invited all faculty to a reception in Ewell Hall to honor retiring colleagues.

*The meeting was adjourned by Dean Conley 4:42 PM.*

Respectfully submitted,

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