

MINUTES
Faculty of Arts & Sciences Meeting
May 5, 2020, 3:30 p.m.
Via Zoom teleconference

Dean Conley called the meeting to order at 3:31p.m. During the meeting, between 92 and 125 faculty members were virtually present. She began by asking for a minute of silence in memory of Professor Emeritus Larry Ventis and others who had died from COVID-19.

I. Approval of Minutes from Meeting of Faculty on April 7, 2020:

<https://www.wm.edu/as/facultyresources/fas/minutes/20200407.pdf>

The minutes of the previous meeting were approved with a virtual show of hands.

II. Report of the Provost (Peggy Agouris):

Provost Agouris reported that she had just finished a cabinet meeting. She described the news from the Commonwealth as “devastating,” since W&M’s budget could be cut by \$100 million. Since half of W&M’s budget is salaries and 30 to 40% are fixed costs that cannot be curtailed, the level of flexibility is very low. She said that hard times would be coming, adding that what we are going through right now is nothing compared to what will be coming.

Provost Agouris noted that student deposits for the 2020-21 were strong at this point, but that the administration would have a better idea of enrollment in August. She noted that the cabinet meeting had discussed possible ways to deal with a \$100 million shortfall and said that she doubted that W&M would be able to avoid furloughs, layoffs, and salary cuts, though she indicated that they would be a last resort.

Provost Agouris said that W&M would have to consider what is coming from other institutions—program cuts, college cuts, and consolidations; she said that more bleak news would be coming. She indicated that W&M would be hearing more from the Commonwealth regarding funding. She stressed the importance of coming through this crisis with strength and optimism and asked for faculty support and understanding. She noted that W&M did not want to do things that will hurt people, but there might not be another way, and that she would be having more consultations with deans and every group that can contribute.

Provost Agouris said that her biggest message was that W&M needs to provide in-person education in August but also needed to be prepared for alternatives. She noted that she had already received requests for tuition rebates if W&M were online only and that students might request gap years or not come back. She said that she was counting on faculty for their support during the hard times ahead. There were no questions.

III. Report of the Dean (Kate Conley)

Dean Conley said that it had been a challenging year with the onset of COVID-19 and congratulated faculty on continuing to teach remotely. She said that it is increasingly clear that the year ahead will also be challenging for the W&M community and listed areas in which faculty and deans have been preparing:

First, she said that they have been working on the Mission Critical Exceptions Review team, which has been reviewing faculty hiring and budget. Two members of the Faculty of Arts

and Sciences serve on this committee, David Armstrong (Physics) in his role as vice President of Faculty Assembly, and Janice Zeman (Psychological Sciences) in her role as Dean of Undergraduate Studies.

Second, Dean Conley described the new university budget process as a bottom-up analysis of spending that will likely result in a downward revision of the fiscal year 2020-1 budget as a result of the loss of revenue due to COVID-19 epidemic. She said that Sherri Powers had been helping the Dean's office and that she had been consulting with department chairs and working with incoming A&S Dean Maria Donoghue Velleca.

Third, Dean Conley discussed the formation of five Planning Ahead Teams (PATs) to respond to the COVID-19 crisis. John Donohue (Dean for Educational Policy, Classical Studies), Josh Burk (Psychological Sciences), Martin Gallivan (Anthropology) and University Registrar Sallie Marchello have been serving on the Resilient Curriculum Delivery team. Graham Henshaw (Mason School of Business) leads team on Broad Calls to Service and Michael Ryan (Mason School of Business) leads the Expanded Careers Pathway team. Sam Jones (Director, COVID-19 Response Team) leads the Operational Resilience team, and Maggie Evans (Student Affairs) leads the De-densify Space team. Planning will take place over a six-week period and conclude in mid-June.

Dean Conley reported that as of May 1, eighteen of twenty-three faculty searches were complete or nearly complete; four had been paused and one had failed. This year's update to the A&S Diversity and Inclusion plan is in draft form and should be posted to the website in June. She noted an increase of 2.2% in the number of female faculty and an increase of 2.8% in the number of faculty of color.

Dean Conley announced that as of May 1, A&S raised \$105 million toward its goal in the For the Bold campaign and encouraged A&S faculty to get colleagues, alumni and students to participate in the One Tribe One Day event on June 23 to help A&S win another prize.

Dean Conley concluded her remarks by reflecting on her years as Dean of A&S at W&M, praising faculty for their passion for research and teaching. She mentioned the faculty approval process for of the COLL curriculum that was launched in 2015 as a major milestone during her time as dean and expressed her appreciation for support from faculty leaders.

Dean Conley listed successful Mellon Foundation curriculum grants, the revised Dean's memo for the Retention, Promotion, Tenure Committee, the process for promotion to Senior Lecturer, the action plan for diversity and inclusion and the establishment of the Center for Liberal Arts as highlights of her term. She also noted the foundation of the St. Andrews Joint Degree program, the creation of a quality enhancement plan to focus on high impact practices, revamping of academic advising, and vertically integrated research team program involving the Charles Center and graduate studies centers. Finally, she praised the increasing attention to diversity, equity, and inclusion in A&S and mentioned the establishment of new programs in Data Science, Native American Studies, Asian and Pacific Islander Studies and Engineering, Physics, and Design. There were no questions for the dean; Provost Agouris thanked her for her leadership of A&S.

IV. Nominations and Elections (Ryan Vinroot & William Fisher)

Ryan Vinroot (Mathematics) reported the results of last month's elections for the Faculty Hearing Committee. Tim Costelloe (Philosophy) was elected to represent Area I and

Sal Saporito (Sociology) was elected to represent Area II. He announced the following slate of candidates for May elections:

Committee on Degrees, Area II: Eric Han (History) Paula Pickering (Government)
Committee on Degrees, Area III: Bill Cooke (Physics) Jim Deverick (Computer Science)
Nominations and Elections, Area I: Faraz Sheikh (Religious Studies) Tom Payne (Music)
Nominations and Elections, Area II: Gerard Chouin (History) Matthew Hilimire (Psychological Sciences)
Nominations and Elections, Area III: Jonathan Frey (Applied Science) Pieter Peers (Computer Science)—substituting for J.C. Poutsma, who was on the agenda but ineligible.

He asked for nominations from the floor; hearing none, he added that the committee would send out ballots in the coming week and noted that the format of ballots had changed.

V.TE/NTE Working Group report (Sylvia Tandeciarz)

<https://www.wm.edu/as/facultyresources/committees/facultyaffairs/documents/2020-4-te-n-te-ad-hoc-committee-final-report.pdf>

Sylvia Tandeciarz (Modern Languages) discussed the TE/NTE Working Group report, which was chaired by J. C. Poutsma (Chemistry). She noted that the full report is long and detailed and that the Working Group recommends the formation of a standing committee to discuss TE/NTE faculty ratios.

Prof. Tandeciarz said that by and large, W&M remains within a healthy ratio for our peer group, but noted significant variation between Area I, II, and III. She observed that there had been a slight decline of TE positions and a slight increase in NTE positions. The report's major conclusions revolved around best practices; the Working Group felt that A&S needs to bring more attention not only to issues of equity but of structures, course allocation, and titles of NTE positions. She noted that the data that the Working Group received was initially skewed because international research categories did not match A&S categories.

Prof. Tandeciarz said that the report proposes a standing committee that can attend to best practices, including the clarification of roles of NTE faculty in A&S governance structures. She said that W&M had a way to go in articulating when NTE faculty can participate in governance, observing that it seemed strange that they do not have representation on the Faculty Affairs Committee. She invited fellow members of the Working Group to comment. Martin Gallivan (Anthropology) pointed out the complexity of measuring the NTE/TE ratio, adding that it was comfortably within the range of W&M's SCHEV peers. Christy Porter (Psychological Sciences) thanked the dean for establishing the group and noted that there had been a slight dip in tenured positions, which had not been visible initially. Leslie Cochrane (English/Linguistics) pointed out the different ways that NTEs function and are included in different departments and encouraged faculty to look at that section of the report. Prof. Tandeciarz asked if there were questions or comments.

Suzanne Hagedorn (English) asked if the Working Group was introducing a motion to establish the proposed committee. David Armstrong (Physics) replied on behalf of the Faculty Affairs Committee that they would be getting reactions from A&S faculty and involving the new dean; he expected that FAC would introduce a motion to this effect early next semester. He thanked the committee for its work.

VI. Report from Faculty Affairs Committee (David Armstrong)

Prof. Armstrong stated that the FAC has filled vacancies on university-wide committees. He said that the FAC had worked on a footnote to dean's RPT memo stating that course evaluations from spring 2020 would not be used in future promotion evaluations, tenure evaluations, or merit evaluations unless the faculty member opted to have them included. He added that the FAC had met with the incoming dean to discuss faculty governance at W&M. He concluded by thanking Dean Conley for her eight years of service and praised her deep knowledge of A&S faculty and concern for them, adding that it has been a joy to work with her on FAC.

VII. Report from Faculty Assembly (Josh Burk)

Prof. Burk noted that the Faculty Assembly had met once since the last A&S meeting, and that many of the topics it had discussed were already mentioned in Dean Conley's report. He added that Chon Glover, Chief Diversity Officer, had presented a report on faculty hiring that highlighted the need to consider best practices in terms of training and supporting search committees that would help lead to increases in faculty diversity.

VIII. Recognition of Retiring Faculty (Kate Conley)

Dean Conley thanked Steve Otto for his help in paying tribute to the following retiring faculty members:

Christy Burns (English, Gender Sexuality and Women's Studies)

Carl Carlson (Physics)

Susan Donaldson (English and American Studies)

Ken Kambis (Kinesiology and Health Sciences)

Katherine Kulik (Modern Languages)

Mary Ann Melfi (English)

Gul Ozegyn (Sociology, Gender, Sexuality, Women's Studies)

Bob Scholnick (English and American Studies)

Dean Conley recognized Prof. Burns as an inspiring and versatile teacher who has introduced hundreds of students to the brilliant obscurity of James Joyce and advised numerous masters, honors theses and independent studies.

She noted that Prof. Carlson was not only an expert in theoretical particle and nuclear physics but was also known as a lecturer of outstanding clarity who has taught courses from the undergraduate 100 level to the graduate 700 level; he has mentored PhD students as well as numerous undergraduate research students.

She praised Prof. Donaldson as exemplifying W&M's scholar/teacher model with her dedication to undergraduate and graduate students, mentoring masters' theses, dissertations and undergraduate honors theses.

She commended Prof. Kambis's remarkable record of providing undergraduate students with high level research opportunities to explore the effects of hypoxia on human physiology in the classroom and introducing formal science-based nutrition courses to the curriculum.

Dean Conley recognized Prof. Kulick's passion for teaching and devotion to student mentorship for changing the lives of generations of students and offering inspiration to her colleagues; she added that Prof. Kulick's love for mathematics has led her to take a slate of courses nearly equivalent to an undergraduate major.

She said that Prof. Melfi has been an inspiring model for her students and her colleagues of passionate critical engagement with literature and has mentored numerous independent studies and Honors projects.

She noted that Prof. Ozegin had been a member of the search committee that had hired her and praised her for developing generations of engaged global citizens, through her teaching and through mentoring honors theses and students research projects.

She said that Prof. Scholnick had taught freshmen through graduate students on subjects ranging on literature and medicine to multiculturalism and manifest destiny. She commended him for his service as the founding director of the American Studies Program, as a contributor to graduate programs in A&S, and as faculty advisor to Hillel, the Jewish students' organization.

Finally, Dean Conley invited the faculty to express their appreciation to the retirees' service with a virtual show of hands.

IX. Adjournment

In closing, Dean Conley announced the upcoming Town Hall for faculty that the Provost would be hosting on May 7th at 5 p.m. She said that she was sorry that she was unable to invite faculty to a reception at Ewell Hall in honor of retiring faculty. She then asked for a motion to adjourn the meeting: Prof. Armstrong made the motion, which was seconded by Rex Kincaid (Mathematics) and passed with a show of hands. The meeting adjourned at 4:22 p.m.

Respectfully submitted,

Suzanne Hagedorn, Secretary to the Faculty of Arts & Sciences