

MINUTES
Faculty of Arts & Sciences Meeting
September 1, 2020, 3:30 – 5:00 pm
Via Zoom teleconference

Dean Maria Donoghue Velleca first went over various procedures that she would be following in running the meeting on Zoom. She called the meeting to order at 3:33 p.m. There were 154 participants at the beginning of the meeting; later in the meeting there were 174 participants.

I. Approval of minutes from meeting of faculty on May 5, 2020

The Minutes of the Meeting of May 5, 2020 were approved, with typographical errors to be corrected.

II. Report from the Provost (Peggy Agouris)

The Provost welcomed the faculty to the new academic year and said that she was trying out new ways to communicate and had introduced a “Five Things Per Week” email to faculty. She noted that three new deans had been hired and that the new Arts & Sciences dean, Dean Donoghue Velleca had her full trust to communicate anything that she hears and the deliberations that she participates in with the President and Provost.

Provost Agouris noted that William & Mary’s enrollment was about the same as last year, which she said was great under the circumstances. She noted that out-of-state enrollment had dropped but that there were more in-state students enrolled.

In terms of finances, she said that the Chief Operating Officer, Amy Sebring, had been providing updates on various scenarios showing how large the impact of the crisis had been on W&M’s finances. The university had already sustained over \$30 million in losses and was looking at scenario of a \$50 million or \$100 million shortfall. She noted that President Rowe had asked the Board of Visitors for a variety of financial tools that could be used as needed, but there was no plan to use everything. She said that across-the-board salary reductions would be a last resort, and that she hoped that, with cooperation, they could be avoided. She noted that support from the Commonwealth of Virginia seemed stable, and that only 11% of W&M’s budget currently comes directly from the Commonwealth.

Provost Agouris said that the freshman class had enjoyed being together and showed great enthusiasm and that she hoped that the rest of the students would be able to come back after Labor Day. She said that the Spring 2021 semester would operate under the usual academic calendar, with the caveat that things could change. In closing, she thanked the Faculty Assembly, Dean Donoghue Velleca, the staff in the Dean’s Office, the Dean of Undergraduate Studies Janice Zeman, and the University Registrar for their tireless work. She agreed to take questions.

Professor Arthur Knight (English) asked the Provost if she could provide further detail on the number of in-state, out of state, and international students, and how many students chose to come back and be in residence and how many were choosing to learn remotely. Provost Agouris replied that we had around eighty students fewer than last year from out of state, which translates to about \$2 million less in revenue.

Professor Suzanne Hagedorn (English) noted that alumni friends of hers had alerted her to the fact that the new W&M website tended to represent the university as a STEM school rather than a liberal arts institution, and expressed her view that the new website did not

accurately reflect W&M with its emphasis on the sciences rather than the liberal arts. She noted that she had written a letter expressing concern about this emphasis, to which Dean Donoghue Velleca had replied. She asked whether she had missed a memo in the strategic planning process saying that W&M was going to make a shift in its strategic plan to focus on STEM because she did not believe that W&M had the money to transform itself into a STEM powerhouse at this point. Provost Agouris noted that she had seen Dean Donoghue Velleca reply to Prof. Hagedorn's message; she emphasized that no decision had been made to represent W&M as a STEM school in strategic planning, which had been paused, but was still ongoing. She noted that the website redesign was not carried out by the Provost's office, but that the previous website was terrible. She said that the content on the website would be rotating, and its current version and STEM focus might have been an overreaction to past complaints that it had concentrated primarily on the humanities and social sciences, and left out W&M's strengths in science disciplines.

Professor Mike Jabbur (Art and Art History) asked whether next semester would also begin with remote learning and then shift to face to face, since Provost Agouris had said that the spring term would be similar to the fall. She replied that she had meant that faculty would select the mode of delivery for their courses, as they had for the fall semester, not that the spring semester would necessarily begin in the same way.

Professor Matthew Allar (Theatre, Speech, & Dance) asked the Provost to provide an update to the status of the Phi Beta Kappa Memorial Hall renovation project. Provost Agouris replied that she did not have much information to provide, but that there was a new lead in Facilities and asked Dean Donoghue Velleca if she could provide additional information. Dean Donoghue Velleca said that currently, there was asbestos abatement work going on at the site, and that the project now has an end date of 2022. She noted that Professors Eric Bradley (Biology) and Arthur Knight (English) were liaisons to Facilities and Planning and could provide more details. Prof. Knight said that there was a new construction firm that had re-started activity on the worksite and that they were doing asbestos abatement. He said that they were waiting to hear from the Virginia General Assembly regarding funding and when that occurred, the project would restart. Dean Donoghue Velleca speculated that inviting the General Assembly to meet at Phi Beta Kappa Hall might be a big motivator and encourage them to fund its completion.

Professor John "Rio" Riofrio (Modern Languages, Hispanic Studies) asked for clarification about the reasons for the large budget shortfall when enrollments were largely the same as last year. Provost Agouris said that COO Amy Sebring had the numbers, but that W&M was down around \$30 million, due to a \$2 million shortfall in tuition, but that the rest of the shortfall had to do with contracts, debt service, and athletics. She noted that having fewer international students was having an impact on W&M's finances, and that the university was having to spend about \$10 million to support various health measures. She said that W&M would be renegotiating its debt and expressed hope that there would not need to be personnel actions. Dean Donoghue Velleca then shared a photograph she had taken of a slide in COO Sebring's presentation on the budget illustrating the current situation. Provost Agouris noted that even though it looked like W&M was in much better financial shape than it had been in the spring, it did not mean that we could relax.

III. Report from the Dean (Maria Donoghue Velleca)

Dean Donoghue Velleca said that she was starting her third month at W&M, and that she had initially shadowed outgoing A&S Dean Kate Conley for a month before beginning her work at W&M. She noted that she was participating in the President's Cabinet and Expanded Cabinet and was on the Provost's Executive Leadership team. She added that she had been meeting regularly with the Faculty Affairs Committee and the Council of Chairs and Program Directors, which was putting together an advisory group for her to meet with. She also was consulting with NTE faculty and staff and had held meetings with every A&S department chair and program director. She said it was strange to be meeting everyone on Zoom meetings, but that she was getting used to that, and asked to be invited to departments and program meetings this fall. She noted that she had started out at W&M by thinking about budgets, and then switched to planning for fall teaching, and said that she had been very impressed by the helpfulness of everyone in A&S, and their patience with expenditure approval processes, which she said would be continuing. She expressed hope that the funding request approval process would move more quickly in the future than it had been. She thanked faculty for working harder than ever through the summer.

Dean Donoghue Velleca said that she was trying to meet faculty and get to know them, and that she would be walking through campus later in the week with Gerard Bullock to see the campus and interact with students. She said that she had hoped to be able to host small virtual gatherings for faculty since she would not be able to host dinner parties at her home to build community. She noted that her house was being renovated at present, but expressed hope that she would be able to invite faculty over once the pandemic was over.

Dean Donoghue Velleca expressed concern about new faculty members in their first faculty positions and said that she had with met pre-tenure faculty and noted the uncertainties for faculty who were nearing their tenure reviews. She noted that she had also met with faculty members who held endowed professorships to ask them to forego research money that came with these positions so that it could be used to support salaries.

Dean Donoghue Velleca noted that in the past she had taught and run a research lab but would be doing neither this semester; she expressed hope that she would be teaching in the future. She noted that she had met with graduate students and was connecting with undergraduates through Student Affairs and the Center for Student Diversity. She said that she expected sophomore, juniors, and seniors would be coming back to campus after Labor Day, but that 25% of student housing contracts had been cancelled, and that students had been requesting underloads or that they take classes remotely, which was increasing W&M's deficit.

Dean Donoghue Velleca noted that she had been speaking with the Kallaco lab regarding COVID-19 testing, and that the testing was compliant with the FDA, and it was a CLIA-certified lab. She said that prevalence testing had begun the previous week. She said that as of the cabinet meeting that morning there were zero cases on campus, but fifteen students had tested positive prior to a planned return to campus and were therefore not permitted to come back. She said that she expected that there would be positive cases on campus in the future, but expressed confidence in COO Sebring and COVID-19 response coordinator Sam Jones.

Dean Velleca said that she was keeping a close eye on COVID-19 rates, distribution, and transmission patterns. She noted that faculty had been allowed to choose their preferred methods of course delivery and said they may need to make adjustments as the semester unfolds. She emphasized the importance of communicating with students and noted the barriers that masks posed to in-person communication, noting that Zoom meetings could actually seem more intimate. She said she had been fielding calls from parents concerned at the shift to remote

learning and encouraged faculty to take extra steps to check in with students to see how they were doing.

Dean Donoghue Velleca expressed hope that A&S would do some hiring in the coming year, noting that the diversity hiring plan had generated important discussions across A&S, and that CCPD was putting a group together to respond to the President's letter. She noted that she viewed hiring as a partnership with the faculty and expressed hope that she could work well with A&S faculty in hiring. She said that hiring could create a more diverse faculty.

Dean Donoghue Velleca said that she had met with NTE faculty and that they had been alarmed by the pause in some promotions. She noted that the Provost hoped to create a system for NTE faculty that made sense across W&M and said that she would be pushing strongly for that system so that NTEs receive recognition. She noted that she wanted to do sustainable curriculum planning, and she would be providing a spreadsheet so that chairs and directors could see what courses they were offering toward degree requirements and what courses had been taught in the last few years. She expressed the hope of building a curriculum that took absences by faculty that built in the leaves taken for chairships or to direct programs and SSRL leaves.

Dean Donoghue Velleca pointed out the need to create career paths for W&M staff and noted that Sherri Powers in her office had been successful at that. Dean Donoghue Velleca said she would be looking at the organization of the A&S Dean's Office and would be making changes, though with plenty of input and vetting. She noted that she had launched an Arts Visioning Committee that would be examining how to highlight the arts as a centerpiece of the W&M community. She noted that Provost Agouris had asked her to look at the SSRL program, and that she would represent the faculty in doing so. She also noted that she would be looking at salary levels, merit systems, tuition assistance in addition to SSRLs and asked faculty to provide input.

Dean Donoghue Velleca said that A&S was the only unit that did not have its own philanthropic advisory board, so that she would be working with Gerald Bullock of the A&S Advancement Office to create one. She encouraged faculty members at W&M to share their stories with her and assured faculty that she would be as strong representative for A&S, and that she would represent A&S broadly.

Finally she noted it was her understanding that this was a Faculty of Arts and Sciences Meeting and that she was a guest but that she had learned that she was an ex officio member of the Faculty Affairs committee. She said she had learned that A&S was the only unit at which the Provost regularly reported to the faculty at monthly meetings. She assured faculty that she could answer the same questions as the Provost did, because she was in the same meetings, and that she wanted to start these meetings on a new foot and that faculty could trust that she would represent their interests on a university-wide level. With that understanding, she proposed that through the end of the calendar year, A&S would hold meetings without the Provost, and that after that, the A&S faculty could decide whether they wanted the Provost to report at meetings. She asked whether a motion would be necessary for the faculty to agree to this, and the FAC indicated that it was not, since their committee set up the meeting agendas. She encouraged faculty to use the dialogue link on the Arts & Sciences website. She said that faculty should email her and encouraged them to meet with her.

IV. Introduction of new faculty (Maria Donoghue Velleca)

With the help of FAC Co-chair Sarah Day, who shared slides with new faculty member's pictures, names, and departments, Dean Donoghue Velleca introduced the following new faculty:

Elizabeth Moran Clayton (Art and Art History)
Michelle Jusino (Biology)
James Skelton (Biology)
Phoebe Williams (Biology)
Yifon Sun (Computer Science)
Arohi Khargonkar (Computer Science)
Luis Baldomero-Quintana (Economics)
Brian Castleberry (English)
Chima Osakwe (English & Africana Studies)
Mark Richard (English—Creative Writer in Residence)
Richard Vachula (Environmental Science and Policy)
Mackenzie Israel-Trummell (Government)
Sarah McCartney (History)
Brianna Nofil (History)
Angel Raphael Roman (Mathematics)
William Fox (Mathematics)
Carlos Rivera Santana (Modern Languages & Linguistics)
Laura Guerrero (Philosophy)
Meghan Quinn (Psychological Sciences)
Randy Raskover (Religious Studies & Judaic Studies)
Dia Bose (Sociology & Gender, Sexuality and Women's Studies)

Dean Donoghue Velleca welcomed the new faculty and noted that she had forgotten to take questions after her report. Since time was short, she asked that faculty contact her via e-mail or through the feedback link on the A&S website. Sarah Day (Mathematics) noted that she and Josh Burk (Psychological Sciences) were collecting questions from the Zoom chat box and would pass them along.

V. Nominations and Elections (Rani Mullen & Thomas Payne)

Reporting for the committee, Professor Thomas Payne (Music) announced the winners of the May Elections:

Committee on Degrees, Area II: Eric Han (History)

Committee on Degrees, Area III: Bill Cooke (Physics)

Nominations and Elections: Thomas Payne (Music, Area I), Gérard Chouin (History, Area II), and Pieter Peers (Computer Science III)

He also added that the committee would be running an election for the new Committee on Diversity, Equity, and Inclusion, with the following nominees:

From Area I:

Alicia Andrzejewski (English)
Leisa Meyer (American Studies)
Laurie Wolf (Theater)

From Area II:

Ayfer Karakaya-Stump (History)
Iyabo Obasanjo (Kinesiology & Health Sciences)

From Area III:

Lizabeth Allison (Biology)
Gene Tracy (Physics)

NTE/Any Area:

Becky Jiron (Geology)
Michael Gaynes (Art & Art History)
Dana Lashley (Chemistry)
Jerry Watkins III (History)
Peiyu Yang (Arabic)

Prof. Payne added that students nominated by administrators would also be serving on this committee,

He called for additional nominations from the floor for these elections. Seeing none, Prof. Payne closed the nominations and said that the ballot would be distributed electronically after the election, and would close on September 8 at 5 p.m.

At this point, Prof. Velleca noted that the meeting time was about to expire, and there did not appear to be time to complete the agenda. She asked for a motion to adjourn. Prof. Hagedorn asked for a motion to extend the meeting by fifteen minutes to hear brief reports from Faculty Affairs Committee and Faculty Assembly, and moved that the EPC motion be heard at the next A&S meeting. The motion to extend the meeting was seconded and passed by raising of hands on Zoom. The motion to table the EPC motion and consider it at the next meeting was then seconded and passed 77-0 by raising of hands on Zoom.

(VI. Motion from Educational Policy Committee (Josh Erlich & Mike Deschenes):

N.B. Discussion of this business was tabled until the October Meeting (see above), but the motion reproduced here for the convenience of faculty reading the minutes.

The Educational Policy Committee is bringing the following motion to the Faculty of Arts & Sciences on behalf of the Department of Kinesiology & Health Sciences:

The Bachelor's of Arts degree in the Department of Kinesiology & Health Sciences will be eliminated. There will be a sunset period during which current Kinesiology & Health Sciences majors eligible to receive the B.A. degree will be grandfathered in the program. Beginning Fall 2020 no new students will be admitted as majors in the Kinesiology & Health Sciences B.A. programs.)

VII. Reports from Faculty Affairs Committee & Faculty Assembly (David Armstrong)

Professor David Armstrong (Physics) shared a slide from Faculty Assembly showing its priorities for the coming year, including working on policies and procedures for NTE faculty, one of the Provost's priorities, as well as looking at the SSRL policy as mentioned by Dean Donoghue Velleca. Faculty Assembly will also be working with President and Provost on the new three-year diversity hiring plan and will be actively engaged with the administration on any salary or personnel actions and would provide input on the budget. FA will also provide input to the chief compliance officer on revisions to the Title IX policy. Finally, they plan to make changes to the Faculty Handbook and represent faculty interests and concerns to the Board of Visitors. He encouraged faculty members to reach out to FA members with feedback and concerns.

He asked for questions; Prof. Peers asked a question in the chat regarding the BOV's discussing W&M's Consensual Amorous Relations policy forbidding relationships between faculty and graduate students. He inquired whether this policy would be considered under the Title IX policy changes or Faculty Handbook revisions. Prof. Armstrong replied that Faculty Assembly was discussing this matter under Handbook revisions.

Professor Rob Leventhal (Modern Languages—German Studies, Judaic Studies) asked about NTE faculty whose promotions had been delayed in the spring by Provost Agouris, and expressed the concern that those faculty had operated under one framework and were now being suddenly asked to shift to another, which was damaging to morale; he also asked that Prof. Armstrong comment on the President's diversity hiring pilot memo.

Prof. Armstrong said that Faculty Assembly was not involved in the drafting of the diversity hiring document but that it had received a report about it from Chief Diversity Officer Chon Glover at its April meeting, and was collaborating with a Working Group that President Rowe had appointed on hiring practices. He said that he and FA Vice President Mark Brush would be meeting with Dr. Glover in the coming week to discuss this topic.

Prof. Armstrong stated that the decision not to promote Lecturers to Senior Lecturers did not come from the A&S Dean's Office, and that the previous and present deans had pushed the provost on the issue and that the FA had made its displeasure known to Provost Agouris, who had a listening session with NTE faculty in July. Prof. Armstrong noted that Provost Agouris had expressed the hope of improving conditions for NTE faculty and changing the rank system now in place. He said that he had advised her a number of times that pausing the promotions at that stage was not best for morale and perhaps not appropriate. He said that he heard faculty concerns and would continue to work on this issue.

Dean Donoghue Velleca agreed that this was an important issue, and that she had held two meetings with NTE faculty. She thanked Prof. Armstrong for his report on Faculty Assembly, and asked Professor Josh Burk (Psychological Sciences) to report on the Faculty Affairs Committee.

Prof. Burk explained the role of the FAC to represent the faculty and provide feedback to the Dean; he said that the FAC had met regularly with the Dean of A&S throughout the summer to discuss a variety of topics, including safety concerns and the academic calendar, and that Dean Velleca had joined these meetings after July 1. He said that there had been interest in integrating the Council of Chairs and Program Directors into the work of A&S and said they would be providing reports to the faculty. He noted that FAC had responded to faculty concerns about a

committee for examining the ratio of TE/NTE faculty, concerns about hearing students in masks in large classrooms, requests for updates on A&S policy on JAMOU's, and a request to delay the November 3 A&S meeting because it falls on Election Day.

On behalf of CCPD, Josh Gert (Philosophy) reported that the CCPD was changing its structure. The CCPD meets twice per month, once with administrators present and once without. This group vets policy initiatives and works to get faculty responses coherently communicated to the Dean.

VIII. Adjourn

Dean Velleca asked for a motion to adjourn, which was moved and seconded; the motion passed on a vote of Zoom hands. The meeting adjourned at 5:15 p.m.

Respectfully submitted,
Suzanne Hagedorn, Secretary to the Faculty of Arts & Sciences