

Minutes
Faculty of Arts & Sciences
February 2, 2021, 3:30 – 5:00 pm
Via Zoom teleconference

Dean Maria Donoghue Velleca called the meeting to order at 3:30 p.m.

I. Approval of minutes from meeting of faculty on December 1, 2020

<https://www.wm.edu/as/facultyresources/fas/minutes/20201201.pdf>

The minutes were approved by unanimous consent after Josh Erlich (Physics) submitted one further correction in the Zoom chat.

II. Report from the Dean (Maria Donoghue Velleca)

Dean Donoghue Velleca noted that her regular schedule of meetings included weekly meetings with the Faculty Affairs Committee, twice-monthly meetings with the Council of Chairs and Program Directors, as well as regular meetings with the co-chairs of CCPD. She also meets with an NTE faculty advisory group and a staff advisory group. Once a month, she meets with the student assembly.

Regarding COVID-19 health issues, Dean Donoghue Velleca noted that everyone must wear a mask all the time on campus. Faculty may encourage students to wear two masks, but that is not required. All campus meals are currently to-go; students are allowed to eat with others and in their rooms. Faculty and staff may not eat with others in public spaces; they may eat in private spaces.

The Dean noted that freshman, transfer students and seniors had already returned to campus, but there would be no in-person meetings or classes until Wednesday, Feb. 10th. Students have been receiving “spit test” for COVID-19 at home and may not return to campus if the test is positive. Twenty-five students tested positive on February 1. The Dean noted that Richmond Hall has capacity of 200 for students who test positive, and that any rumors suggesting that there were more cases than quarantine capacity were untrue. She added that the Woodlands Hotel would be a backup space if W&M needs overflow capacity for quarantining.

Regarding vaccinations, the Dean commented that the rollout has been slow. She said that Chief Financial Officer Amy Sebring has been in touch with Peninsula public health officials, and that 1400 vaccines were delivered on February 1 to the Colonial Williamsburg Visitors Center. She said that she hoped that it would be possible that vaccines would be available for individuals classified as 1-C by the end of the week and encouraged faculty to register with the Virginia Department of Health.

Regarding the timing of academic decisions, the Dean said that the administration would not make a decision about whether to hold an in-person Commencement until March 1. She added that some study abroad programs have already been cancelled and decisions about others would be made in early to mid-March.

The Dean mentioned that the Integrated Science Center-4 building may still be funded by the General Assembly.

She noted that faculty recently received a call for summer school proposals and reminded them that the new COLL 350 requirement will go into effect beginning in Fall 2021; all faculty have been enrolled in a Blackboard website relating to this requirement.

Regarding finances, Dean Donoghue Velleca said that W&M was now facing a confirmed \$40 million budget deficit, though the university was waiting on key indicators and the

governor's budget. The Board of Visitors will meet at the end of February regarding tuition and may decide on an increase. Applications to W&M increased by 23% over last year. She added that the big driver of the budget is undergraduate student enrollment and that the overall budget situation will depend on enrollment numbers.

Dean Donoghue Velleca said that the construction of the new arts center was now under way and that A&S now had a new arts visioning committee to think about what the arts mean to the university and how to resource and staff them in a sustainable way.

The Dean said that a week after the last A&S faculty meeting, she had met with NTE faculty members and had therefore not discussed this meeting in her last report. Some NTE faculty were informed at that time that their contracts had not been renewed or might not be renewed. She said that every unit at W&M had been asked to plan for a 5% budget decrease for Fiscal Year 2022, which meant that A&S needed to find \$4 million in cuts in an \$80 million budget. As a result, it was necessary to decrease all faculty hiring. She noted that in a normal year, W&M would hire 20 to 25 positions, but this year, only 6 had been approved, and five of those were funded out of money W&M had received from Virginia to support technology-related master's programs. She noted that previous Maintenance and Operations budget cuts would remain in place, and that research money that had previously accompanied named professorship was being used for other purposes. She said that she had wanted to alert NTE faculty to the possibility that W&M would not be able to offer them a contract next year, though there might be some change due to unexpected retirements and resignations. She added that she appreciated the memo that she had received from the CCPD on how to support these NTE positions.

Dean Donoghue Velleca said that supervisors were doing a less formal check-in with employees this year. She noted that CCPD had expressed interest in having a 2-year cycle for evaluating faculty but that the Faculty Handbook says that faculty must be evaluated annually. She added that she did not want faculty to spend a lot of time on the merit review process when it may not be needed this year.

Dean Donoghue Velleca said that the Dean's Office had taken the first steps in the planning process for a sustainable curriculum. She said that the A&S Dean's office was undergoing reorganization and that she wanted the office to reflect the diversity of A&S. She noted that the search for a new dean of Diversity, Equity, and Inclusion was going well, and that the committee was moving to a short list for the position. Gerald Bullock, the A&S advancement officer was creating a philanthropic advisory board.

The Dean asked for questions. Arthur Knight (English & American Studies) asked about enrollments for the spring semester. The Dean replied that they were approximately the same: 170 students who had deferred were coming to campus now, but there were students who had decided to take a semester off. She added that housing numbers were about the same as in the fall, and 75% of campus housing was filled. She said that the \$40 million projected budget deficit would be if things remained the same, but it could be more.

Steve Hanson (Reves Center/ Government) clarified that the summer teaching memo recently sent by Dean John Donohue does not apply to Reves Center programs. He said that the Reves Center would see whether some study abroad programs might be able to be turned into virtual study abroad programs and that the Reves Center was working with the EPC to see how COLL 300 credit might be given for such classes. He noted that decisions about Study Abroad programs would be made in mid-March, and that there was an 85% likelihood that the Reves Center would not be able to hold programs abroad, but that he was holding on to hope.

III. Report from Chief Information Officer Ed Aractingi

Dean Donoghue Velleca welcomed W&M's new Chief Information Officer who gave a PowerPoint presentation introducing himself. He said he had come to W&M from Marshall University where he had served as CIO as well as a professor of the practice in engineering and technology.

Dr. Aractingi gave an overview of the roles of Information Technology at W&M, including Academic Support, Hardware, Software, Productivity Tools, Research Computing, Data Governance, Institutional Research and Analytics. He noted that the role of IT had changed from overseeing centralized computing to being a strategic partner for campus units and organizations. He said that IT was examining governance and making sure that it had representation from all groups on campus to guide the decision-making process. Second, IT was working on project and portfolio management and improving transparency. Third, IT was working on strategic planning as it seeks ways to transform and create new horizons.

Dr. Aractingi noted that IT had dealt with 17,000 service tickets in the past six months. IT also continued operational work on updates, patches and security, took on tactical projects with specific objectives, as well as strategic projects to change the way we do things. He shared the department's new advisory group model and noted that IT had begun a security audit and compliance team. He said that in terms of infrastructure, IT was looking at expanding internet and Wifi coverage. He mentioned the establishment of a teaching and learning technologies advisory group that was working closely with faculty thinking about which technologies would be helpful. He highlighted research computing and said that he wanted to look at the high performance computing cluster to see how much teaching can be done with it. He emphasized the importance of linking IT goals to university goals and noted that current strategic priorities included teaching and learning, looking at administrative systems.

Dr. Aractingi mentioned IT's participation in the university's COVID-19 response in creating a dashboard to report testing or the vaccine plan. He said that IT also continued to support teaching and learning in the classroom, including webcams and computers and managing the Learning Management System (Blackboard) and the modules associated with it. He said that IT had worked with faculty on a proposal to upgrade the research computing cluster and was looking at expanding network bandwidth. He noted IT's involvement with an upgrade to Banner. He said that he hoped faculty would be involved with IT's strategic planning process and advisory groups and asked for questions.

Saskia Mordijck (Physics) asked about where she could find information about IT's strategic plans and advisory committees on the web. Dr. Aractingi said that will be published on the web as soon as names are finalized, and that IT would be reviving strategic planning as of March 1. Dean Donoghue Velleca stressed interest in faculty governance and asked that faculty be included. Tyler Frazier (Data Science) asked whether underclass students will have access to GPUs (Graphical Processing Units) with research computing investments. Dr. Aractingi said that he personally supported that and if the research computing proposal were funded, IT would have the capacity to separate nodes for teaching and learning as well as research.

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

Rani Mullen (Government) announced the results of December 2020 elections:

Results from December 2020 election

Silvia Tandeciarz - Faculty Affairs Committee (FAC): Area I

Marc Sher - Joint Faculty Assembly (FA) / Faculty Affairs Committee (FAC): Area III

Jessica Paga - International Studies Advisory Committee: Area I

Kathrin Levitan -International Studies Advisory Committee: Area II

The committee then announced a slate of nominees for open committee positions for the 2021-22 academic year, and asked for nominations from the floor:

Candidates for election to open committee positions in 2021-2022 AY:

Faculty Assembly (FA)

Area I (vote for one)

Gayle Murchison (Music)

Brett Wilson (English)

Area II (vote for one)

John Gilmour (Government / Public Policy)

Jerry (Jay) Watkins III (History)

Area III (vote for one)

Robert D. Pike (Chemistry)

Evgenia Smirni (Computer Science)

Procedural Review Committee (PRC)

Area I (vote for one)

Bill Hutton (Classical Studies)

Jack Martin (English and Linguistics)

Area II (vote for one)

Neil Norman (Anthropology)

Philip Roessler (Government)

Committee on Faculty Awards, Prizes, and Professorships

Area I (two positions distributed to the two candidates with the most votes)

Alan Braddock (Art and Art History)

Omiyemi (Artisia) Green (Theatre, Speech, and Dance)

Michael Halleran (Classical Studies)

Area II (vote for one)

M. Brennan Harris (Kinesiology and Health Sciences)

Simon Middleton (History)

There were no further nominations from the floor; the ballot went out after the meeting and was open for a week.

V. International Studies Advisory Committee (ISAC) Report (Amy Quark)

<https://www.wm.edu/as/facultyresources/committees/international/documents/2019-20-annual-report.pdf>

Amy Quark (Sociology), the chair of the committee, explained that its role was to oversee and support internationalization, promote liability and risk management, and

supervise Reves Center study abroad programs. She noted that the committee had approved the launch of a continuing study abroad program at St. Andrew's and had selected 2020 program directors for St. Andrew's and Rome/Pompeii programs, reviewed reports from 2019 programs in Bengaluru/Goa, Cape Town, Galway, and Santiago de Compostela. The committee selected faculty reviewers for 2020 programs in Montpellier, Cadiz, and the Florence and Rome/Pompeii reviews, reviewed applications for embedded programs for Spring 2021 in Norway, Kenya, Spain, and Ecuador, approved new Winter 2021 study abroad programs approved for Argentina and New Zealand. The committee also selected a new local partner for the Cape Town Program and approved a new pilot program for a study abroad program in Nantes, France. In addition, the committee developed rubrics to evaluate programs and program reviewer applications.

Prof. Quark said that COVID-19 had caused some programs to be cancelled or converted to on-campus programs and that the program directors for 2020 had been offered right of first refusal for 2021 programs. She noted that the virtual Geneva program had received strong reviews, and that ISAC has developed best practices for virtual study abroad programs.

Prof. Quark said that ISAC has been advising the university on global priorities for strategic planning and had conducted a survey of chairs and program directors. ISAC was also discussing the overlaps between COLL 300 and the new COLL 350 with the CLA and COLL 300 Implementation committee. The committee was monitoring discussions of an expanded summer term and its implications for summer study abroad and having discussions of the campus Climate Action Pact and its impact on study abroad. In addition, the committee surveyed junior faculty and developed a statement on the implications of COVID-19 and the climate of racial violence for tenure and promotion, which it submitted to the Dean of A&S and the Vice Provost for International Affairs. She asked for questions. Arthur Knight (English and American Studies) asked if the report about racial justice issues and tenure could be shared more widely. Prof. Quark replied that it could; Prof. Knight requested that it be distributed to CCPD.

VI. Revisions to the new Joint Appointment Policy (Cathy Levesque)

<https://www.wm.edu/as/facultyresources/fas/documents/other/2021-01-draft-joint-appointment-policy.pdf>

Cathy Levesque (Art & Art History) shared a document that had been distributed with the agenda containing minor revisions to the Joint Appointment Policy. She noted that the original revisions to the policy had been approved in October; those revisions had been suggested by a committee including Fred Corney (History) and Jennifer Bickham-Mendez (Sociology). The Procedural Review Committee had some minor quibbles and wanted to clean up some terminology in the report. She asked for a motion to accept the revised JAMOU policy. Suzanne Raitt (English) made the motion, which was seconded by Francis Tanglao Aguas (Theatre, Speech, and Dance and Asian and Pacific Islander American Studies). Prof. Raitt asked for guidelines in doing joint hires between units, since this was mentioned at one point in the policy. Prof. Levesque suggested that A&S approve the current set of revisions and ask the Faculty Affairs Committee to draw up guidelines. Dean Donoghue Velleca noted that was an important issue, since the Institute for Integrative Conservation (IIC) was currently hiring university-wide but that the tenure home would be in A&S. Prof. Knight asked for clarification about references to JAMOUs between schools.

Prof. Bickham-Mendez noted that a working group had been appointed by Dean Conley that had to read all JAMOUs and that some were between schools. David Armstrong (Physics) commented that the JAMOU policy has not been discussed university-wide, noting that A&S cannot dictate policy unilaterally between the schools. Dean Donoghue Velleca noted that the motion could be tabled. Prof. Levesque indicated that she favored taking a vote at this point, she noted that the body could amend to remove all language referring to schools. Prof. Armstrong moved to amend to strike all language referring to schools; the amendment was seconded by Prof. Knight. The vote was tallied; 86% voted yes on the amendment. A vote followed on the motion to approve the entire policy as amended. The vote was tallied; 82% voted yes.

Prof. Bickham-Mendez said that there was an impression that the State Council on Higher Education in Virginia (SCHEV) had decided that we were unable to have tenure lines in programs due to SCHEV regulations. She noted that Jack Martin (English and Linguistics) and Teresa Longo (Modern Languages and Charles Center) had provided language in W&M's Faculty Handbook to that effect. Prof. Levesque noted that this restriction is only in the Faculty Handbook, but that Prof. Martin had checked and that the University of Virginia has it as well. She said that she did not know whether the rule existed in SCHEV's archive. Dean Donoghue Velleca said that she referred the matter to the FAC for further investigation.

VII. Report from the Faculty Assembly (David Armstrong)

Prof. Armstrong said that the Faculty Assembly had met in December and January and had other ad hoc meetings. He noted that it had communicated to the Rector concern about the optics of President Rowe's \$75,000 bonus and asked for information about it. The FA also communicated support for modest tuition increase and recommended an increase for out of state student tuition by 1% per year. He said a committee looking at the Provost's three-year pilot plan on hiring had presented a draft report to assembly that would be approved in at its February meeting. He said the FA's working group on SSRL policy would report in March. The FA is also working on an NTE policy report. At the request of CCPD, FA is also looking to see whether merit evaluations could be deferred this year, given the fact that merit raises unlikely. He asked for questions. Pieter Peers (Computer Science) asked whether a consensual amorous relations policy had been adopted. Prof. Armstrong said that the Handbook Committee was working on it.

VIII. Report from the Faculty Affairs Committee (Josh Burk)

Josh Burk (Psychological Sciences) said that the FAC had been working on various issues including NTE contracts, the restructuring of dean's office, and meeting with the e-sports advisory board. The FAC had also given Dean Donoghue Velleca names of faculty who could serve on a Charles Center review committee and had been discussing the implementation of the diversity hiring pilot plan memo from the President's office.

IX. Report from the Council of Chairs and Program Directors (Rowan Lockwood & Laurie Wolf)

Laurie Wolf (Theatre, Speech, and Dance) reported that CCPD had formed an ad hoc committee to review proposed cuts to NTE positions. The Committee drafted a memo in consultation with Sherri Powers, the Director of Finance and Administration for A&S. The funding proposals included having chairs and program directors give up part of their stipends

Dean Donoghue Velleca expressed appreciation of CCPD's feedback, saying that it was not an easy situation.

X. Adjourn

The Dean asked to adjourn the meeting by unanimous consent. Seeing no objects, the meeting adjourned at 5 p.m.

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