

MINUTES
Faculty of Arts & Sciences
September 7, 2021, 3:30 – 5:00 pm
Via Zoom teleconference

Dean Maria Donoghue Velleca called the meeting to order at 3:31 p.m. There were 138 faculty members present.

I. Approval of minutes from meeting of faculty on May 4, 2021.

<https://www.wm.edu/as/facultyresources/fas/minutes/20210504.pdf>

Jim Deverick (Computer Science) moved to approve the minutes of the last meeting. David Armstrong (Physics) seconded. The minutes were approved by unanimous consent.

II. Report from the Provost (Peggy Agouris)

Provost Peggy Agouris welcomed faculty to the new academic year, and noted changes in the Provost's Office: Ann Marie Stock has moved to the President's Office; Steve Hansen is now the new Vice Provost for Academic and International Affairs. In addition to the Vice Provost for Research, there will also be a new position at the associate provost level focused on faculty. Provost Agouris said she expected the position would be posted soon for this internal search.

Provost Agouris commented on current initiatives: the Sustainable Curriculum initiative, which aims to understand and support the needs of A&S programs, and the Academic Leadership initiative, aimed at those who wish to participate in moving the university forward. She mentioned the relocation of the W&M Center in Washington, DC to a new facility with more capabilities as well as an initiative relating to online learning. She said that strategic planning was moving forward, with five-year goals being distilled from the process, and emphasized the importance of wellness. She asked for questions.

Dean Donoghue Velleca asked the provost to update the faculty on the COVID-19 situation. Provost Agouris said that there was an increased number of cases among students but not among faculty and staff. She said there was no evidence for classroom transmission; cases were coming from social interactions. Dean Donoghue Velleca noted that although the current dashboard stood at 11 cases, when it is next updated it would be an order of magnitude higher, probably around 100 cases. She asked Iyabo Obasanjo (Kinesiology and Health Sciences) of the COVID-19 response team to comment.

Prof. Obasanjo said that the spread was due to social interactions, and said she expected more guidelines to be put in place for students. Carrie Dolan (Health Sciences and Kinesiology) added that she expected a significant increase in positive cases when the dashboard was updated, but this was not unexpected. Rani Mullen (Government) asked about the definition of social interaction and expressed concerns about cases coming from the cheer team and athletics. She also asked about the turnaround time for students to receive a response. Prof. Obasanjo said that the cases were not coming from the sports themselves but from social events held off campus. She noted that contact tracing was now being done by the state rather than by the university.

Dean Donoghue Velleca asked the members of the response team to clarify the current procedure. Prof. Obasanjo explained that testing is different this year: non-vaccinated students are tested weekly and vaccinated students are tested at will. Students who test positive go into the case management system. Dean Donoghue Velleca said that students who test positive should report their status at ReportCovid.wm.edu; she noted that there had been some confusion

among those looking for help. Provost Agouris said that W&M would be assigning more case managers. She indicated that she had to leave the meeting at this point to attend another one.

Dean Donoghue Velleca continued the question and answers regarding COVID-19, saying that the administration had expected a small increase in cases, but that current numbers were now considerably higher. Madelyn Labella (Psychological Sciences) asked whether the COVID-19 cases were among unvaccinated students or were breakthrough cases among vaccinated students; the health team replied that they were breakthrough cases. Prof. Obasanjo said that faculty who think they have COVID-19 should be tested by their local healthcare provider or pharmacy, not on campus.

Dean Donoghue Velleca said that if students are symptomatic, they should go to the student health center to be tested and use the survey to report their status if they test positive; if they are asymptomatic and concerned about exposure, they should get into the case management system, whose managers might recommend that they wait a few days before being tested. She said that students concerned about exposure had bought up tests at local pharmacies on the peninsula over the past weekend, which meant there were not tests for the local community, and that the students should have waited a few days before being tested. At this point, she said that she wished to move to the next agenda item, introducing new faculty members.

III. Introduction of New Faculty (Maria Donoghue Velleca)

Dean Donoghue Velleca introduced the following new members of the faculty:

Mara Dicenta Vilker (Anthropology)

Cemile Kumas (Chemistry)

Jiajia Li (Computer Science)

Huajie Shao (Computer Science)

Andra Hirascau (Economics)

Jessica Jenkins (Environmental Science and Policy)

Dominick Ciruzzi (Geology)

Fabia da Silva Campos dos Santos (Global Studies/Latin American Studies)

Lina Kassem (Government)

Kelebogile Zvogo (Government)

Erdene Chadraa (Mathematics)

Hurtado Lange (Mathematics)

Dian Christie Pelejo (Mathematics)

Catherine Brix (Modern Languages & Literatures)

Rebecca Pineda Burgos (Modern Languages & Literatures)

Sowmya Ramanathan (Modern Languages & Literatures)

Alex Blue (Music)

Daniel Parks (Music)

Bjorg Larson (Physics)

Madelyn Labella (Psychological Sciences)

Alan Kennedy (Public Policy)

Fernando Galeana Rodriguez (Sociology)

David Garrett (Theatre, Speech, and Dance)

Len Neighbors (Theatre, Speech, and Dance)

The dean invited the faculty to give their new colleagues a round of applause.

IV. Report from the Dean (Maria Donoghue Velleca)

Dean Donoghue Velleca asked the A&S Parliamentarian, Georgia Irby (Classical Studies), to discuss meeting protocols; Prof. Irby referred faculty to the “cheat sheet” on Robert’s Rules of Order distributed with the meeting agenda and reminded faculty to keep their remarks brief.

Dean Donoghue Velleca said that she would like to focus on questions from the faculty and announced that she wanted to schedule a town hall meeting for the faculty to discuss COVID-19. Alicia Andrzejewski (English) asked about teaching classes in mixed modalities, because students were fearful about coming to class. Dean Donoghue Velleca noted the importance of faculty going through the process with Human Resources to teach virtually but noted that there was not a similar procedure for students. She said had heard that most students preferred to have classes in person. The dean said her office would send a message for faculty relating to remote teaching soon. Prof. Andrzejewski noted faculty and student discomfort with recording class sessions. Dean Donoghue Velleca said that FERPA rules did not require consent from all class members to record a class provided the recording was only available to students enrolled in the class. She also mentioned the possibility of students in isolation or quarantine accessing classes through Zoom.

Andrea Wright (Anthropology) asked about the difference between the Centers for Disease Control definition of “close contact” and W&M’s. Before answering that query on behalf of the health team, Prof. Obasanjo commented on an earlier question and recommended the use of Panopto in Blackboard for recording classes rather than Zoom. She added that there were not CDC guidelines for higher education; she invited faculty members to contact her directly with concerns.

Leisa Meyer (American Studies) noted that students are in close physical proximity in a small classroom, so that students in these classrooms would be “close contacts” in spite of the university definition. Prof. Dolan responded on behalf of the Health Advisory Team that the university was hiring more contact tracers and encouraged faculty in these types of classrooms to communicate with members of the public health advisory committee. Prof. Dolan said that she would be following up individually with Prof. Meyer.

Dean Donoghue Velleca said that given there were many more questions regarding the current public health situation, she would like to defer those to a town hall meeting and proceed with the next agenda item. She asked for a show of hands to gauge interest in such a meeting, and given the response, said that she would schedule one soon.

V. New Title IX reporting structure (Pamela Mason)

Pamela Mason, Chief Compliance Officer and Title IX Coordinator, noted that updates on policies had been posted to the website with Title IX regulations and university regulations. She said there were no plans to completely overhaul campus Title IX policies but that some changes might be needed if the Biden administration adopted new policies. She reminded faculty of their reporting obligations under Title IX. She discussed the role that faculty advisors play in reporting harassment concerns stemming from summer internships and gave examples. She also noted that there had been a faculty report of a student in a physically abusive relationship in the spring semester; some other faculty members had apparently known about this situation, but had not reported it earlier. She said that if this student’s case had been reported

earlier, W&M could have helped the student with protective orders that would have permitted the student to stay on campus rather than going home. Ms. Mason reminded faculty that stalking and relationship violence are also covered by Title IX in addition to sexual harassment. There were no questions for Ms. Mason.

VI. CDEI Report (Dana Lashley)

Dana Lashley (Chemistry) the Interim Chair of the committee reported on the work of the A&S Committee on Diversity, Equity, and Inclusion over the past year. She noted the committee's brief to create a diverse, equitable, and inclusive community and listed its current members: Faraz Sheikh (Religious Studies) for Area I, Berhanu Abegaz (Economics) for Area II, Liz Allison (Biology) for Area III, Dana Lashley for NTE faculty, Lynnette Bolden for A&S staff, an A&S graduate student to be determined, Erica Schipper for A&S undergraduate students, the A&S Associate Dean for Diversity, Equity, and Inclusion, who will be an *ex officio* member once that appointment has been made. Cheryl Dickter (Psychological Sciences) is working in an advisory role to the committee, and Steve Otto is providing staff support in the absence since the dean position has yet to be filled.

Prof. Lashley described the work of the committee, which conducted a review of diversity reports submitted by departments from 2017-2020, and served as the hiring committee for the Associate Dean for DEI during the spring semester. The committee's report on the diversity reports was previously presented at the February 2020 meeting of A&S and is posted at: <https://www.wm.edu/as/facultyresources/committees/diversity-equity-inclusion/reports/20210218-review-diversity-plans.pdf>

Prof. Lashley noted that the majority of the committee resigned in the spring semester and listed its earlier members: Leisa Meyer for Area I, Iyabo Obasanjo for Area II, Gene Tracy (Physics) for Area III (committee chair), Jabria Craft for A&S staff, Malik Obeidallah (fall) and Erica Schipper (spring) for A&S undergraduate students and Ravynn Stringfield for A&S graduate students. The committee found that these reports were of uneven quality and many did not address the new COLL 350 requirement, and therefore decided to create a template for these reports, recommended that they be submitted every three years rather than annually, and recommended implicit bias training for all faculty and staff.

In its work as the hiring committee for the new A&S Associate Dean for DEI, the committee elected Leisa Meyer to serve as chair, and reviewed more than 80 applications for this role, interviewed 12 candidates, and shortlisted 4 individuals whose names were forwarded to the A&S Dean. The administration halted the search; Prof. Lashley said that a new search would be occurring this year. After the resignations of committee members in the spring, the new committee spent time over the summer developing the new template for departmental reports and a diversity workshop for the upcoming retreat of the Council of Chairs and Program Directors in September.

Prof. Lashley said that going forward, the committee wishes to research the data collected by other universities relating to DEI and forward recommendations for data collection at W&M, to serve as a resource for departments and programs with their DEI reports, and to be involved in some way with the upcoming A&S DEI Associate Dean search, though the committee would not be serving as the hiring committee for that search. She said that she expected one or two current committee members to serve on the hiring committee appointed by Dean Donoghue Velleca. She welcomed comments or feedback at as-cdei@wm.edu and asked for questions. Dean Donoghue Velleca thanked the committee; she added that Hannah Rosen (History) had asked for

a forensic analysis of last spring's DEI search, and that this work had been done this summer and she hoped to share it with the faculty at the next meeting.

Suzanne Hagedorn (English) noted that the W&M administration had contracted in March for an outside consulting firm to run focus groups relating to DEI issues at the cost of \$190,000, and asked whether the A&S DEI committee had been involved in any way with this work and whether A&S would be receiving a report about the results of the focus group research. Prof. Lashley said the DEI committee had yet not received a report about the focus groups, but that she had heard that it was supposed to complete its work by the end of the summer; members of the DEI committee had been invited to participate in the focus groups and had done so. She added that she had participated in a focus group and had found it helpful. Dean Donoghue Velleca said she would check with the cabinet about the status of the consulting firm's report.

Michael Blakey (Anthropology) asked in the meeting chat about the reason for the resignations of members of the DEI committee; Dean Donoghue Velleca said that she would cover that in the next meeting in discussing the forensic analysis. Prof. Blakey also asked about the status of the \$1 million that President Taylor Reveley had pledged toward addressing the underhiring of Black faculty members in response to the report of the Racism Task Force. Dean Donoghue Velleca said that there was a diversity hiring fund through the Provost's Office. Prof. Blakey asked for a report on the use of those funds. Dean Donoghue Velleca noted that 40% of new faculty hires this past year represented diversity in racial, ethnic, socioeconomic or international background, but said that W&M had not been successful in hiring native-born Black faculty members. She said that she would look into the diversity fund and report back on it. Prof. Blakey commented that the issue of hiring African American faculty needed to be addressed and that he looked forward to seeing progress in annual reports.

VII. Nominations and Elections (Rani Mullen)

On behalf of the committee, Prof. Mullen announce candidates for election to committee positions open during the 2021-2022 academic year and asked for nominations from the floor:

- Faculty Affairs Committee (3-year term)
 - Area I (vote for one)
 - Randi Rashkover, Religion
 - Liz Barnes, English & American Studies

- Retention, Promotion & Tenure (3-year term)
 - Area I (vote for one)
 - Laurie Wolf, Theatre
 - Hermine Pinson, English/Africana Studies

- Faculty Hearing Committee (Replacement election for Fall 2021)
 - Area II (vote for one)
 - Jaime Settle, Government
 - Nathaniel Throckmorton, Economics

There were no additional nominations; Pieter Peers (Computer Science) will distribute the ballot.

VIII. Additional Updates from the Dean

Following the Nominations & Elections Committee, Dean Donoghue Velleca called on former Provost Michael Halleran (Classics) to share information he had regarding the Provost's diversity hiring fund. Prof. Halleran said he believed that the fund had hired seven faculty from underrepresented groups in four years, and that he believed that some of these hires were African American but that he did not know its current status. Dean Donoghue Velleca said she would follow up.

Dean Donoghue Velleca related information that had just come in from the Health Advisory committee and said that the COVID-19 dashboard would likely reflect 94 cases when updated. Of those cases, the majority had evacuation plans; fewer than ten students were staying at local hotels, where W&M was providing free housing for two nights. She added that the HEART fund would provide money for students who could not return home and for whom additional hotel expenses would be a hardship. She said that Richmond Hall was not very full last year, which was one of the reasons it was not being used for quarantine this year.

Dean Donoghue Velleca said that 95% of students who had tested positive for COVID-19 had been vaccinated, adding that said the cases involved minor respiratory symptoms. Since students, faculty, and staff have until September 17 to report their second vaccination, she said she expected that the vaccination rate should be 97% by then. She expressed her appreciation to faculty for their efforts to help students and encouraged faculty with concerns to reach out to her or her office. In closing, she asked faculty to watch for follow-up information on e-mail regarding the COVID-19 situation and the town hall meeting on this topic.

Due to time constraints, the other items on the original agenda were omitted.

XII. Adjourn

Prof. Armstrong moved to adjourn. Marc Sher (Physics) seconded. The meeting adjourned by unanimous consent.

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