

MINUTES
Faculty of Arts & Sciences
February 1, 2022, 3:30 – 5:00 pm
Via Zoom teleconference

Dean Maria Donoghue Velleca called the meeting to order at 3:30 p.m. with 74 participants.

I. Approval of minutes from meeting of faculty on December 7, 2021.

There was a motion to approve the minutes of the previous meeting, which were approved by unanimous consent.

II. Report from the Dean (Maria Donoghue Velleca)

Dean Donoghue Velleca said that Chief Operating Officer Amy Sebring would be visiting the meeting to discuss COVID-19 protocols and that Arts & Sciences Advancement Officer Gerald Bullock would discuss development work

Dean Donoghue Velleca noted that Charter Day had garnered a great deal of interest this year and that it was a tradition at William & Mary that the new governor of Virginia would receive an honorary degree. She said that she was aware that there were strong opinions about the governor and that the administration was being careful about planning the visit. She asked faculty to save questions relating to COVID-19 protocols for Amy Sebring.

Dean Donoghue Velleca said that the General Assembly was creating budgets for the new fiscal year and that the administration expected W&M and all Virginia universities to receive a merit increase of 5% for employees. She added that though the Commonwealth might mandate a merit pool increase of 5%, the General Assembly did not fully fund the increase, and that in the previous year, \$3 million in salary increases was funded by the Commonwealth and the rest was funded internally, at a cost to the institution.

Dean Donoghue Velleca said that the Council of Chairs and Program Directors had drafted a response to President Rowe's faculty hiring plan; this response was forwarded to the Faculty Assembly, the Faculty Affairs Committee, Provost Agouris, President Rowe, and herself. She said that she had just met with the FAC about this issue and that she was aware that the administration needed to be responsive to disciplinary concerns about hiring. She said that she felt that the process was working well so far, with a lot of communication between the chair of the hiring unit, the chair of the search committee and her office.

Dean Donoghue Velleca said that Vice Dean Suzanne Raitt and Chief Diversity Officer Chon Glover were chairing the search for the A&S Dean of Diversity, Equity, and Inclusion. Three candidates have been asked to campus, and faculty have been issued an invitation to the presentation on the A&S faculty e-mail list. She said that the first candidate's talk would take place later in the week and would be livestreamed on Zoom.

Dean Donoghue Velleca said that the Ivy Planning Group had issued its report, and that CDO Glover had sent out a link to the report. She added that she knew that there were many aspects of that report that are of interest and that she was aware of some concerns. She said that the administration was reading the report thoroughly and figuring out ways to address diversity matters in Arts & Sciences.

Dean Donoghue Velleca noted that she had been pushing strongly for a phased retirement program for faculty at William & Mary. She thanked David Feldman (Economics) and Peter McHenry (Economics) for creating a first draft that was forwarded to the President's Office

and the Provost's Office. She said that the Academic Affairs Committee of the Board of Visitors would be considering a motion to support a phased retirement plan. She said that faculty would be eligible for the plan based on their age and years of service and that the plan would allow faculty to phase into retirement gradually. She noted that it is not legal to tie future employment to any kind of retirement agreement. She added that she thought it would be an interesting idea to have a pool of adjunct faculty who were emeritus and would continue to teach courses. She said that she was glad that this option would be available to faculty and expressed her appreciation to Profs. Feldman and McHenry. The plan would be piloted for a year.

Finally, she noted that Vice Dean Silvia Tandeciarz was leading a non-tenure-eligible faculty working group and that Associate Dean Shelly Laurenzo and Mark Sikes are looking at undergraduate experiences and issues relating to academic status, continuance, and academic management. She then called upon the Director for the Center for Liberal Arts, John Parman (Economics) to discuss the Ad Hoc Committee on Sustainable curriculum to report.

III. Presentation from CLA Director on COLL ad hoc group (John Parman)

Prof. Parman listed the committee's members: Annie Blazer (Religious Studies), Pierre Clare (Mathematics), Cathy Forestell (Psychological Sciences), Michael Gibbs Hill (Modern Languages, Chinese Studies), Kathy Levitan (History), Kristin Wustholz (Chemistry), John Parman (Economics) and Ben Boone (Assistant Dean for Undergraduate Education). He said that he encouraged faculty to bring their concerns to committee members and to the committee as a whole. He said that the committee would be discussing how to make the COLL curriculum sustainable and issues surrounding needs for COLL 100s, 150s and 300s. He added that the committee would be considering ways of streamlining the course proposal process and changing the catalog requirements, which would be a long process involving faculty feedback. He said that the committee was considering changes to catalog requirements that would still preserve the learning objectives of the original curriculum. He said the committee was also discussing what more the CLA could do to have better communication with faculty and better deadlines for the course development process so that it would be rewarding rather than difficult to offer a COLL class. He said the committee was considering exit survey and enrollment data; it was also discussing barriers that prevent faculty from offering COLL classes. Finally, he said that consultation with the State Council on Higher Education in Virginia may be needed.

Dean Donoghue Velleca noted that she is teaching a COLL 150 this semester and had opinions as a result of that experience. Since Amy Sebring had arrived, she asked to hold questions about her report and the Sustainable Curriculum report until after that presentation.

IV. Discussion with Chief Operating Officer Amy Sebring

Chief Operating Office Amy Sebring reported on where W&M stood with respect to COVID-19. She said that the caseload was low at the moment, with 20 active student cases and 13 active employee cases. She said there were 417 students who tested positive during pre-arrival testing. She said that the semester last fall had gotten off to a bumpy start because that there had not been pre-arrival testing and there was a subsequent spike in COVID-19 cases in September. She noted that even when W&M had done pre-arrival testing there were usually spikes in the caseload after students arrived on campus.

Ms. Sebring said that there have been questions regarding vaccine mandates in light of Governor Younkin's Executive Order on the first day of his term that ended the mandate for employees. The Attorney General subsequently sent down his opinion that mandates should no

longer apply to students. Ms. Sebring noted that neither of those political decisions had affected the current situation, since most students and employees had already had vaccines and boosters. She said that the administration did not know what fall 2022 would look like; some other universities have set target dates for removing mask mandates.

Ms. Sebring said that masks remain an important part of COVID-19 protocols, and that W&M would be staying the course. She noted that in contrast to last fall, when there was a testing shortage and students were encouraged to report to the health center and employees were told to see their own physicians, W&M now had testing resources available to employees.

Dean Donoghue Velleca asked when the Attorney General's opinion would turn into policy. Ms. Sebring noted that it was simply an opinion, but that it could become law if it were not contested or if the General Assembly did not affirm or refute it or if there is a court case. She noted that at this point, it is an opinion and W&M would read it, review it and evaluate it in the fall.

Dean Donoghue Velleca asked Ms. Sebring to deliver and update on the General Assembly's budget process. She noted that the General Assembly is now voting on budgets and that the first real indication would be a report from the finance committee on February 20th that would go into the budget conference in mid-March.

Hannah Rosen (History) noted that Virginia Tech and the University of Virginia were no longer requiring boosters and that W&M was not disenrolling students who had not received a booster. She asked whether there was any discussion of legally challenging the Attorney General's opinion.

Ms. Sebring replied that it was likely to be a fight and that the Board of Visitors had delegated authority to President Rowe to set COVID-19 policies and procedures. She noted that it was possible to win the battle but to lose the war, and that there was a great deal of politics surrounding university budgets. She noted that the Commonwealth's Attorney General appoints the General Counsel for the university and that the governor appoints the Board of Visitors. Prof. Rosen asked Ms. Sebring to confirm that W&M retains the legal authority to require vaccine boosters and that not doing so was a decision by W&M and not a response to the Attorney General.

Suzanne Hagedorn (English) noted that many parents of children in the K-12 system in Virginia were dealing with the fallout from Gov. Youngkin's Executive Order #2 that permitted parents to opt their school age children out of mask mandates, and some parents were currently involved in lawsuits against the Commonwealth and the governor. She asked what W&M would do if Governor Youngkin issued an Executive Order making it possible for students to opt out of mask mandates or prohibiting such mandates, nothing that some faculty were willing to teach in person under current circumstances if masks are required, but were not comfortable teaching unmasked students whom they did not know to be vaccinated.

Ms. Sebring replied that the Council of Presidents of Virginia's colleges and universities had been meeting routinely and discussing the issue of masks as a mitigation tool. She noted that her own message to the campus community did not mention masks, as that was not an issue on the table right now. She said that President Rowe and other university presidents had met privately with Governor Youngkin to share with him their view of the importance of masks as a mitigation strategy, so that she would be surprised if the governor would issue such a directive, though she said that it was possible. She noted that there was language in Virginia's code requiring vaccinations of students studying at public institutions, but that COVID-19 was not mentioned in that statute.

Dean Donoghue Velleca thanked Ms. Sebring for her time and encouraged faculty with questions to direct them to herself rather than contacting Ms. Sebring directly. She then introduced the next guest speaker, Gerald Bullock of the A&S Advancement team noting that A&S had 500 faculty members and was twelve times bigger than the Mason School of Business but only had a single development officer in contrast to the Mason School's 11: A&S does not presently have a foundation, but the business school does. She asked faculty to channel external development requests through her office so that Mr. Bullock's meetings could continue to be focused on external outreach.

V. Report on A&S Development (Gerald Bullock)

Mr. Bullock reported that he was able to resume visits to sites rather than meeting with donors on Zoom. He said the Council of Arts & Sciences, inaugurated earlier this academic year, would return to campus to meet in April and that his goal was to maintain strong relationships with donors and build new relationships. He said he and Dean Donoghue Velleca had recently returned from a successful trip to Atlanta and noted that the Council on Arts & Sciences consisted of sixteen members, including alumni and honorary alumni who ranged from the Class of 1968 to the Class of 2020. He noted that he was promoting arts visioning in preparation for the new Arts Quarter on campus, adding that there would be pop-up events for the arts this semester.

Mr. Bullock highlighted the availability of the Dean's Innovation Fund to fund new ideas and the Arts & Sciences Annual fund to pay for enhanced programming across Arts & Sciences. He said that it was a goal to increase overall support by 5%. In the previous fiscal year, A&S had brought in \$5.12 million, with \$3.41 million in expendable funds and \$1.63 million in endowment. He noted there had been recent gifts to support the English and Modern Languages Departments as well as an unrestricted estate gift to support the Center for the Liberal Arts. He said that there were naming opportunities available for donors who wished to fund a new recording studio and a new pipe organ in the music building.

Mr. Bullock noted that Charter Day would bring the For the Bold campaign to a close and that the One Tribe, One Day appeal would be on April 12. He said that the Council of Arts & Sciences would meet on April 21-2 and would hear poster presentations and attend the Asian Centennial events, which are being sponsored by the A&S Annual Fund. He agreed to remain to take questions after the next guest speaker.

VI. Discussion with Dean and Director of VIMS Derek Aday

Dean

Dean Donoghue Velleca introduced the new dean of the Virginia Institute of Marine Science, whose father, David Aday (Sociology) was a longtime W&M faculty member. Dean Aday said that he did not have a presentation but would be happy to discuss what faculty wished to bring up. He said that VIMS had a world class marine science program that would be good to extend to undergraduates. He mentioned the new M.A. program that VIMS had recently instituted to deal with policy and social science issues relating to marine science, noting that there were 18 to 20 students in this next round of admissions.

Dean Aday said that he is interested in building an undergraduate major at VIMS, and that wish has hit various roadblocks, despite support from the president, provost, and dean. He said this plan was still at a "larval stage" and that there were issues with transporting students the thirteen miles from the main campus to VIMS. He noted that block scheduling of courses would

be helpful; a dorm had been suggested, but was a trickier proposition due to issues with food services and other amenities on the Gloucester campus. He noted that there is a house at VIMS that might be able to house a smaller group of students.

He said that he is examining how faculty appointments and NTE appointments look at VIMS and that these appointments would be changing. He said that tenure eligible faculty at VIMS spend 70% of their time on research. NTE positions were “soft money” positions, but like TE faculty, these faculty members had an up or out vote in their sixth year with the expectation of continuation. He said that he was not in favor of the current structure, as it creates expectations that it cannot maintain. He said that he would favor shorter term NTEs with more targeted hiring.

Prof. Feldman asked about the status of the cooperation between VIMS and the Public Policy program and other units on campus. Prof. Aday replied that he hoped to hold discussion on campus with Public Policy as well as discussions with the Integrative Conservation program. Dean Donoghue Velleca noted her willingness to facilitate these discussions.

Prof. Hagedorn joked that VIMS could feed students by ordering barbecue from various establishments in Gloucester and noted the excellent seafood feasts that the VIMS faculty had cooked in past years. She said that her family had enjoyed in-person Marine Science Days in the past, but in 2021 the event was virtual due to COVID-19. She asked whether VIMS would host an in-person Marine Science Day this year, and whether there would be summer camps for K-12 students at VIMS’s Eastern Shore location. Dean Aday replied that Marine Science Day would take place on the VIMS campus on June 4, unless pandemic conditions prevented it. He noted that in-person summer camps were in the planning stage, though a bit behind schedule due to COVID-19 complications.

VII. Questions for Dean Donoghue Velleca, Mr. Bullock, and Prof. Parham

Prof. Hagedorn asked whether the resolution that was to be brought to the Board of Visitors regarding the phased retirement plan was available for circulation to and comment by the faculty. Dean Donoghue Velleca said that Profs. McHenry and Feldman had created a draft, which she had sent forward with changes and shared with the provost, who shared it with the President and President’s Cabinet. She said that the resolution before the BOV was very brief and was not a plan or report, but simply a resolution in favor of the development. Prof. Hagedorn expressed the view that the faculty would like to see the version drafted by Profs. McHenry and Feldman or the revised version before it went into effect. Dean Donoghue Velleca replied that the details of the plan would be worked out after the Board of Visitors had endorsed the concept. Prof. Hagedorn asked whether the motion was available on the Board of Visitors’ website. Dean Donoghue Velleca indicated that the resolution was due by 5 p.m. that day and would be appearing in the Board Book later in the week. Prof. Hagedorn noted that it would be possible for individual faculty to get in touch with the Board to provide feedback once they had read the language of the resolution. Cathy Forestall (Psychological Sciences) said the resolution would appear in the full board packet and that faculty could get in touch with the Faculty Affairs Committee of the BOV if they had concerns.

FAC Co-chair Josh Burk (Psychological Sciences) and Dean Donoghue Velleca announced that the next order of business would be nominations and elections.

VIII. Nominations & Elections (Rani Mullen)

On behalf of the committee, Rani Mullen (Government) announced the following state of nominations and asked for additional nominations from the floor:

Joint Faculty Assembly / Faculty Affairs Committee (FA/FAC) - Area II

- Ayfer Karakaya-Stump, History
- David Feldman, Economics

Faculty Assembly - Area I

- Laurie Wolf, Theater
- Randi Rashkover, Religious Studies

Faculty Assembly - Area II

- Ashleigh Queen, Kinesiology
- Nicolas Popper, History

Faculty Assembly - Area III

- J.C. Poutsma, Chemistry
- Christopher Bailey, Geology

Committee on Faculty Awards, Prizes, and Professorships (CFAAP) – Area III

- Kostas Orginos, Physics
- Matthew Wawersik, Biology

Procedural Review Committee - Any Area

- William Hutton, Classical Studies
- Gayle Murchison, Music

Seeing no motions from the floor, Prof. Mullen told the assembled faculty to look for a ballot from Peter Piers (Computer Science) in their e-mail; the election would be open for a week.

IX. Motion on changes to the Joint Appointment Policy (Peter McHenry)

On behalf of the FAC, Peter McHenry presented proposed changes to the current Joint Appointment policy. The document had been pre-circulated with the agenda, both in a marked-up version with comments and a clean version:

www.wm.edu/as/facultyresources/fas/documents/fas/2022-jamou-policy-markedup.pdf

www.wm.edu/as/facultyresources/fas/documents/fas/2022-joint-appointment-policy.pdf

Prof. McHenry explained that the revisions were based on changes from the Procedural Review Committee so that the A&S policy would be consistent with the Joint Appointment policy.

There was no discussion of the motion; 80% voted yes, no one voted no, 12% abstained, and 8% did not register a vote. The motion passed.

X. Report from the Council of Chairs and Program Directors (Arthur Knight)

Arthur Knight noted that the CCPD had elected an executive committee among the membership of the CCPD to meet with the dean every other week to discuss matters of concern to the Dean. He and Sue Petersen (Government) were the Executive Committee's co-chairs. He thanked previous co-chairs Rowan Lockwood (Geology) and Laurie Wolf (Theatre, Speech, and Dance.) He noted the current members of the executive committee: Paul Manna (Government) represents programs, Matt Haug (Philosophy) represents Area I, Tuska Benes (History) represents Area II, and Eric Bradley (Biology) represents Area III.

CCPD discussed the A&S response to the President's hiring memo. The second response reiterated the concerns expressed in the first response as well as discussing how the implementation of the hiring memo was going. Prof. Knight invited faculty to send reactions to the hiring pilot to CCPD. CCPD also discussed issues of free speech.

Dean Donoghue Velleca commented that since the full CCPD comprised 80 members, it was helpful to meet with the smaller Executive Committee.

XI. Report from Faculty Assembly (John Eisele)

John Eisele (Modern Languages, Arabic Studies) said that Paula Pickering (Government) and Francesca Sawaya (English & American Studies) had come to speak to FA regarding the suicide prevention coalition to raise awareness at W&M and highlight the resources at the Counseling Center. The FA had also discussed many issues raised earlier in the meeting.

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

Prof. Burk indicated that the FAC had discussed phased retirement, and was putting together working groups relating to term faculty. They had also spoken to the COLL curriculum subcommittee about the sustainable curriculum and to Nominations and Elections about filling vacancies on committees.

XIII. FAC Motion on updates to CHIS wording in the Bylaws (Marc Sher)

On behalf of the FAC, Marc Sher (Physics) presented the changes to wording that had been distributed with the minutes. Prof. Sher commented that the committee's functions had changed, hence the need for the handbook revision.

~~Section 3. There shall be a standing Committee on Honors & Interdisciplinary Studies (CHIS), which will consist of six faculty members (appointed for terms of three years in consultation with the Vice-Deans of Interdisciplinary Studies), one undergraduate student, and one graduate student. It will be chaired by one of the Vice-Deans the Dean for Interdisciplinary Studies. The CHIS serves as the advisory committee to the Charles Center. In this capacity, CHIS serves as the supervisory committee for honors programs, and as the curriculum committee for all self-designed majors, and for all courses with an INTR prefix, and minors administered through the Charles Center~~

Vice Dean Suzanne Raitt thanked the Faculty Affairs Committee for cleaning up the wording of the faculty of A&S handbook, and discussed the committee's workload; among other things, the committee approves self-designed majors. Seeing no debate, the motion went to a vote: 88% voted in favor no one voted no 3% abstained and the remaining 9 % did not register a vote. After the motion passed. Dean Raitt noted that it would need to go to the Board of Visitors for approval before the change was completely official.

XIV. Adjournment

Seeing no further business and no objections, Dean Donoghue Velleca adjourned the meeting by unanimous consent at 5 p.m.

Respectfully submitted,

Suzanne Hagedorn, Secretary to the Faculty of Arts & Sciences