

MINUTES
Meeting of the Faculty of Arts & Sciences
March 1, 2022, 3:30 – 5:00 pm
Via Zoom Teleconference

I. Approval of minutes from the meeting of faculty on February 1, 2022.

Due to a delay in distribution, these minutes will be approved at the next meeting.

II. Report from the Dean (Maria Donoghue Velleca)

Dean Donoghue Velleca announced that President Rowe would join the faculty at the end of the meeting to discuss the Vision 2026 Strategic Plan and its themes of Water, Data, Careers, and Democracy, to which Arts & Sciences contributed. She said that Deans Ben Boone and Shelly Laurenzo were finishing their work on the sustainable curriculum. She noted that they would be seeking operational efficiencies, and that the COLL curriculum is ambitious and takes a great deal of time. She noted that her previous institution, Georgetown, had begun looking into its General Education curriculum in 1993 and still had not completed its review, so that she was impressed by W&M and did not aspire to be Georgetown.

Dean Donoghue Velleca noted that there were many questions relating to the Integrated Science Center 4 building and that all space on campus is being reexamined. The building is currently \$12 million over budget due to supply chain issues. She said that there would be news by the end of March on buildings, and that there has been uncertainty about this issue.

Dean Donoghue Velleca said that the Board of Visitors had approved a phased transition to retirement at its last meeting and that Provost Agouris would be consulting with Chief Operating Officer Amy Sebring and with other Virginia institutions in developing the plan. She added that she hoped that there would be an announcement soon to define what would be possible in a two-year pilot plan. She said that one sticking point with the proposed plan is a legal interpretation that if one is to receive full benefits, one must work at least 75% time, and she did not yet have clarity on that issue, and that Amy Sebring was working on this issue.

Dean Donoghue Velleca noted that the search for the Associate Dean for Diversity, Equity, and Inclusion had concluded with the search committee providing her with an unranked list. She said that the search had been a good one, and that she would be speaking with each of the candidates, references, and people around campus in the coming weeks as she negotiated a package. She reminded the faculty that the negotiation process can take time and that candidates may need a few weeks to decide on a response to an offer. She added that she hoped to have an announcement by the end of April.

Dean Donoghue Velleca said that she had met with the Arts & Sciences Committee on Diversity, Equity, and Inclusion to develop a template for diversity action plans; the new due date for diversity plans will be June 30. She mentioned that five departments had been through external reviews within the last three weeks, an exhausting but helpful process. She offered to take questions.

Suzanne Hagedorn (English) asked whether there would be consultation with the Faculty Assembly regarding the Phased Retirement Plan, since she and other faculty were concerned that the administration had not consulted with Faculty Assembly until after the plan was already going before the Board of Visitors. Dean Donoghue Velleca said that the Arts & Sciences Faculty Affairs Committee had been consulted and that two Arts & Sciences faculty had developed the initial plan. She said that her understanding was that Provost Agouris had

consulted with the Executive Committee of the Faculty Assembly before the plan went to the Board and would do so going forward.

Prof. Hagedorn said she had attended an event sponsored by the ACLS in which Dean Donoghue Velleca had discussed a design workshop for a humanities innovation hub and that Dean Donoghue Velleca had mentioned at that event that the humanities innovation hub was going to be a part of the Vision 2026 strategic plan. Prof. Hagedorn noted that she had not seen this plan mentioned in the Vision 2026 website released on Charter Day and asked the Dean to clarify the status of the humanities innovation hub proposal. Dean Donoghue Velleca said that she had been part of a group developing a plan for a humanities and humanistic social sciences hub under the auspices of the ACLS and that this proposed humanities center was part of Vision 2026 under the second of the plan's three areas; Dean Ben Boone provided the language relating to it.

III. Nominations & Elections (Rani Mullen)

On behalf of the Committee on Nominations & Elections, Prof. Mullen presented the following slates of candidates:

Committee on Faculty Awards, Prizes, and Professorships (CFAPP) - Area III

Kostas Orginos, Physics

Matthew Wawersik, Biology

Committee on Diversity, Equity, and Inclusion (CDEI) - Area I - 1 Year Replacement

Sibel Zandi-Sayek (Art and Art History)

Stephen Sheehi (Modern Languages/Literatures-Middle Eastern Studies)

Committee on Diversity, Equity, and Inclusion (CDEI) - Area II - 1 Year Replacement

Admasu Shiferaw (Economics)

Chinua Thelwell (History)

Committee on Retention, Promotion, and Tenure (RPT) - Area II

Danielle Dallaire (Psychological Sciences)

Carol Sheriff (History)

Committee on Retention, Promotion, and Tenure (RPT) - Area III

Randy Chambers (Biology)

Patricia Vahle (Physics)

Education Policy Committee (EPC) - Area I

Liz Moran (Art History)

Michael Cronin (Japanese Studies)

Education Policy Committee (EPC) - Area III

Oliver Kerscher (Biology)

GuanNan Wang (Mathematics)

Committee on Academic Status (CAS) - 1x Area III & 2x Any Area
(Cast votes for a maximum of 3 names. The top 3 will be elected)

Douglas Young (Chemistry)
Drew LaMar (Biology)
Charles McGovern (American Studies/History)
Steve Holliday (Theatre, Speech & Dance)

Hearing no nominations from the floor, Prof. Mullen closed the ballot and said that Pieter Piers (Computer Science) would be emailing the ballot to faculty.

IV. EPC Motion to add an Integrative Conservation concentration in Interdisciplinary Studies (Kristin Wustholz, Chemistry; John Swaddle, Biology)

Prof. Swaddle (Biology) presented the proposal for creating the Integrative Conservation concentration, which had been distributed with the meeting agenda:

<https://www.wm.edu/as/facultyresources/committees/educationalpolicy/about/documents/2021-22-documents/cons-concentration-in-intr.pdf> .

The faculty director of the Institute for Integrative Conservation brought the proposal to the Education Policy Committee. The Institute was launched in 2020 in collaboration with a working group. The major considers the intersection of diversity and well-being in human communities, examining biodiversity and cultural diversity, and includes courses in entrepreneurship and a required research project, with courses also required at the Virginia Institute of Marine Science. This would be the first such major in the U.S. and will be taught by tenured and tenure-track faculty. Prof. Swaddle thanked faculty partners for their collaboration during this 18-month process and asked for questions.

Iyabo Obasanjo (Kinesiology) commented that she supported the proposal and pointed out that climate change was putting humanity at risk. Mike Tierney (Government) expressed his support for the proposal and commended the working group for integrating research into the curriculum. He noted that there was room for students from many different majors to take the major. He wondered whether the major would work on a larger scale, since he thought demand would be high. Prof. Swaddle said that the major was attracting a broad range of students and had many research opportunities and would be looking for more collaborations. He noted that the major was about solving real-world problems rather than simply studying them. Prof. Hagedorn pointed out that English did not have any permanent courses cross-listed with Environmental Sciences, but that two courses in English and Creative Writing that will be taught next year have an environmental focus; she hoped that students would receive credit for these humanities electives. Prof. Swaddle said that he would be interested in hearing about further opportunities. Dean Donoghue Velleca noted that there will be a new humanities track in Environmental Science, adding that a generous gift by an external donor had created the Institute for Integrative Conservation. Deborah Morse (English) also expressed her support for the major and noted her teaching in animal studies and a recent conference in culture and environment in Britain in which she had taken part. Prof. Swaddle noted that one of the next projects for the IIC would be an art installation outside Swem. Seeing no further debate, Dean Donoghue Velleca called for a vote: 81% voted in favor, 1% voted against, 6% abstained and 13% did not vote. The motion passed.

V. Motion to add a Graduate Certificate in Data and Computer Science (Michael Lewis, Tony Stefanidis)

Michael Lewis (Computer Science) presented the proposal for a Graduate Certificate in Data and Computer Science which he said would recognize 15 credits of coursework, an amount of coursework that was halfway to the master's degree. The proposal had previously been distributed with the meeting agenda:

<https://www.wm.edu/as/facultyresources/committees/educationalpolicy/about/documents/2021-22-documents/dcs-certificate-formatted-catalogue.pdf>

Dean Donoghue Velleca noted that the proposal had been unanimously approved by Computer Science and had been approved by the Committee on Graduate Studies. She said that a member of the William & Mary Foundation board who worked at a technology company in Northern Virginia had suggested a certificate like this would help employees at such companies do their job better. He pitched the idea to Henry Broaddus, who then contacted Tony Stefanides (Computer Science, Data Science) to develop the idea. The company, Mantech, has committed to putting a certain number of employees through the certificate program.

Prof. Stefanides said that this was an outside initiative that was presented to W&M, much as IIC had been, adding that the new certificate program would address the Data and Careers goals of the Vision 2026 strategic plan by providing benefits for students and faculty growth potential for the Computer Science Department and Data Science Program. He said that the program would create internship opportunities for students and would help W&M through faculty involvement with real-world research activities. He noted that having a direct relationship with a Virginia company would help W&M secure continued funding from the Commonwealth, which had supported W&M's programs in Computer and Data Science and would help students secure jobs after graduation in the field of data science. Dean Donoghue Velleca asked who would be teaching courses and how they were selected. Prof. Stefanides said that Computer Science and Data Science were in the process of hiring new faculty and that the courses in the program were selected in consultation with Mantech. Dean Donoghue Velleca asked whether it would be possible to use adjuncts. Prof. Stefanides said that using adjuncts would be possible but does raise some philosophical issues.

Vice Dean Suzanne Raitt (English) asked whether there were comparable certificates elsewhere in Virginia and how many students were expected to enroll each year. Prof. Stefanides noted that there were programs in cybersecurity at Virginia Tech and George Mason; there are other Data Science programs at the University of Virginia, Virginia Tech and George Mason. Rex Kincaid (Mathematics) said he was in favor of the proposal but wanted to know what percentage of the revenue would come back to Arts & Sciences. Dean Donoghue Velleca emphasized that this program would bring back money to Arts & Sciences, noting that 75% of the income would go to A&S and 25% to the central administration; 60% of the funds that A&S receives would be directed to Computer Science and Data Science. Prof. Kincaid expressed hope that other master's programs would be able to benefit similarly from the funds that they generated. Dean Donoghue Velleca said she hoped that the funds that come back to A&S could be used to support graduate students. Dean Donoghue Velleca asked about the administration of the program. Prof. Stefanides said that he would be handling applications and admissions, and that Data Science would be hiring a full-time assistant. Steve Hanson, Vice Provost for Academic and International Affairs said the proposal was before the Institutional Change Committee and should be approved and said that SCHEV requirements would be met. Dean Donoghue Velleca noted that in the past there have been some problems with SCHEV approval for new programs. The motion to adopt the program was made by the dean and seconded; the vote (with 119 participants in the meeting) was 69% yes, 5% no, 12% abstaining, and 14% nonvoting. The motion passed.

VI. International Studies Advisory Committee Report (Deborah Bebout)

Deborah Bebout (Chemistry) reported on behalf of last year's committee, which Amy Quark (Sociology) had chaired. (The annual report had been previously distributed with the meeting agenda: www.wm.edu/as/facultyresources/committees/international/documents/2020-21-annual-report.pdf.) Prof. Bebout said the committee was looking forward to developing new winter programs. Most programs were cancelled last year, though the Winter program in Geneva and the summer program in Cambridge had been changed to virtual programs; as a result, ISAC developed some best practices for virtual COLL 300 courses. The committee also developed structures for future COLL 300 approval and also prepared a survey-based statement on racial violence and COVID-19. She offered to take questions; there were none.

VII. CCPD Report (Arthur Knight)

Arthur Knight (English) reported the CCPD met last week for their second meeting of the semester, where considerable time was spent discussing points already covered today by Dean Donoghue Velleca. Prof. Knight also reported that the Dean's office is examining adjunct pay across A&S, and more information around that will be forthcoming. Prof. Knight said the Dean's office also responded to a letter that the CCPD wrote regarding the new hiring pilot sent to her through FAC. The last thing the Dean brought to the CCPD was a request that CCPD discuss the ways in which we currently think about our "research active" designation. Finally, CCPD had a discussion around ways in which we might best support our secondary school-teaching colleagues. Prof. Knight advised the group that Leisa Meyer and Andy Fisher are heading up that ad hoc group and suggested that any faculty with interest in this topic reach out to Prof. Meyer or Prof. Fisher, who will likely be reaching out more broadly to faculty about this topic. Prof. Knight requested that faculty send ideas collectively up through chairs and directors, Sue Peterson or Arthur Knight, or any other members of the CCPD Executive Committee. After Prof. Knight's report, the Dean Donoghue Velleca noted that she and Sherri Powers have been modeling out what adjunct pay looks like and are especially focused on those adjuncts who are earning \$3,500.00 per course. She let FAC know that increases will be communicated soon, but that they won't be across the board.

VIII. Faculty Assembly Report (John Eisele)

John Eisele (Modern Languages & Literatures) reported the last meeting of the Faculty Assembly was held on February 22 and a number of topics were discussed, including the phased retirement program. The provost also included in her comments to the Faculty Assembly information about the phased retirement plan, including an emphasis on the program being phased in over a two year period, as well as the need to review the benefits for participants in the program. Another topic of discussion at the February 22 meeting was the consensual amorous relationship policy, but no action was taken.

IX. Faculty Affairs Committee (Josh Burk)

Josh Burk (Psychological Sciences) noted the most recent meeting of the FAC was with the provost, just prior to this current meeting. The phased retirement plan and Vision 2026 were discussed. Other topics currently being discussed with Dean Donoghue Velleca are the DEI dean search, and appointed committees for AY 2022-23.

X. President's Report (Katherine Rowe)

President Rowe began the discussion with Vision 2026. She informed the faculty that an in-person community conversation will be held this week, also webcast for those who cannot make it in person. She looked to map out in a macro sense how the plan is being used and where to go from here. She directed members to the webpage for Vision 2026, and noted there will not be any brochures or other materials. She feels it's best to have the webpage as a simple and easy destination.

President Rowe explained the plan is in two parts: A set of goals for every part of the institution and initial action plans from those goals by division, and university-wide initiatives that set the direction to build over the next five years. She said we have gotten to this point by working from a very expansive and inclusive set of exploratory conversations before the Covid pandemic, leading up to an environmental scan led by the strategic planning steering committee, and breaking out into domain areas of expertise who then wrote white papers. From there, the steering committee digested those white papers into a set of principles. From here, she plans to formulate priorities used in the past by doing some background data analysis and a positioning study.

President Rowe has prepared a large group of faculty and staff to prepare a roadmap for sustainability for W&M. Cabinet took all the input from that planning to synthesize it into three goals over the next five years: expand our reach, educate for impact, and evolve to excel. President Rowe believes five years is a reasonable timeframe, but she surmised it may take closer to ten years to be fully recognized. She cited societal, governmental and environmental issues as reasons for the longer timeframe. However, she wishes for everyone to focus on concrete, substantive actions that will measurably improve these three areas, as well as the overall W&M mission areas.

She also noted another reason why 2026 is an important goalpost is it coincides with the 250th anniversary of the founding of our country. Her hypothesis is that it will be a very different anniversary than 1776 was in that the country is now grappling with post-pandemic, post-Floyd issues, as well as a deeply divided political landscape. She feels, however, W&M is extraordinarily positioned to tell the origin stories of our country more powerfully and expansively. She hopes this will ultimately help bridge the kinds of divides described above.

Finally, she feels the third reason for the importance of Vision 2026 is the "demographic cliff", meaning the anticipated drop in traditional-age college-going students. Virginia is likely to face a 7% drop, which is among the lowest percentages in the country. President Rowe notes California and the Midwest are looking at 15% or more. Because of this, President Rowe says it is imperative to be thinking about how to be competitive, to make the case for the best talent to come to W&M and other state schools, and how to be affordable for all.

At this time, President Rowe opened the floor for questions about Vision 2026. Suzanne Hagedorn (English) raised a question about DEI, and the report released earlier this year. Prof. Hagedorn asked why the University spent \$190,000 on a 160-page report, and also questioned why the report wasn't released in its entirety, but rather in an executive summary. Prof. Hagedorn believes the summary glossed over serious criticisms in the rest of the report and called it a white wash. Prof. Hagedorn also implied the full report wasn't released to the BOV, and cited personal communication with a Board member. Prof. Hagedorn claimed W&M does not to pay housekeeping and grounds maintenance staff (many of whom are people of color) a living wage. Prof. Hagedorn claimed W&M does not treat non-tenure eligible faculty with respect. Prof. Hagedorn claimed Dean Donoghue Velleca treated a faculty member on the DEI dean search committee with disrespect. Prof. Hagedorn called for more accountability.

President Rowe thanked Prof. Hagedorn for her comments and questions and assured her the full report was released in a timely manner. President Rowe noted the full report and executive summary were not prepared by her or her cabinet, but by an outside, independent group. She assured Prof. Hagedorn that the BOV did, indeed, see the full report. President Rowe noted that DEI work is very important and that we have a lot to do. She said that DEI accountability is an essential part of Vision 2026.

Before taking more questions, President Rowe talked about the University cross-cutting initiatives, and how those came to be. Cabinet was working through the process of synthesizing the planning that happened last fall by different units. They began to see areas of convergence that were very strong, particularly around areas where W&M already has a clear competitive advantage, and real depth in teaching capacity. Those areas emerged around the four key terms of data, water, democracy and careers. Different from the goal and the action section, these are University-wide initiatives into which the whole University is invited and will in turn, expand and evolve. She noted if anyone is interested in a more in-depth discussion about these initiatives, to join the upcoming community conversation. President Rowe said what is different about these four initiatives is they are framed around problem statements. Attached with each initiative is a “problem” statement where W&M can be best in the world at bringing solutions. She explained this is a slightly different framing of what a strategic plan might be, rather than a goal. She said this is the crosscutting of University initiatives, and while W&M is not at that stage quite yet, she anticipates arriving at that early stage in a couple of years. In each of these four areas, the President anticipates seeing real depth of expertise across the institution. Dean Donoghue Velleca asked what this means from the viewpoint of A&S. President Rowe explained the faculty of A&S should be looking through Vision 2026 and figuring out where they see themselves, and then work within their groups and departments up to her office to coordinate with other members of her cabinet. She encouraged concrete ideas rather than abstract. She understands concrete can sometimes breed conflict, but that we shouldn’t be afraid of conflict as a way to gain a better understanding and gain traction in all areas. She wants A&S to identify ways to make measurable advances. She reminded the group we are looking at five years, not forever and a day. This plan is intended to ensure being stalwart against some really tough headwinds to come in about four and a half years. She also noted these four areas are cornerstone areas, built upon things W&M is exceptionally good at. She advised the faculty if anyone wants to know more, or has more questions, to email her at president@wm.edu, to be built into the community conversation.

Dean Donoghue Velleca noted the meeting had run out of time, and Peter McHenry moved to close. The motion was seconded and carried. The meeting adjourned at 4:59 pm.

Submitted by Peter McHenry (Economics, FAC chair) with transcription assistance from Suzanne Hagedorn and Erica MacLeod