

MINUTES
Faculty of Arts & Sciences
April 5, 2022, 3:30 – 5:00 pm
Zoom Teleconference

I. Approval of minutes from meetings of faculty on February 2 and March 1, 2022

The minutes for the meeting of the faculty on February 2, 2022 were approved by unanimous consent:

<https://www.wm.edu/as/facultyresources/fas/minutes/20220201.pdf>

Dean Donoghue Velleca noted that the March meeting minutes were not ready and would be presented for approval at the next FAS meeting.

II. Discussion with Provost Peggy Agouris

Provost Agouris gave an update on open positions and searches. She first spoke about the internal search for the new Associate Provost for Faculty Affairs. The search has been concluded, and an official announcement will be coming at the end of the week. Provost Agouris was impressed by the quality of the finalists, which made the process very difficult yet rewarding. She also talked about the search for the Vice Provost for Academic Affairs, which is being facilitated by Russell Reynolds, and staffed by the office of the Dean of A&S. This search committee is chaired by Maria Donoghue Velleca and is in the initial stage of the search. Finally, the Provost spoke about the national search for the Dean of the Mason School of Business. She said there is a lot of interest in this position, and is hopeful it will produce some talented candidates. She has charged the search committee with completing their search by the end of summer.

Provost Agouris also reported the Provost's office recently had a retreat to brainstorm about how these positions will interact, what is expected, and how to maximize efficiency and support the University.

Arthur Knight (English) asked the Provost about space and space planning. He asked the Provost to talk a little bit about plans for the buildings that will be vacated when the Sadler Center gets completed, and Ewell Hall renovation. The Provost explained it can take a few years for funding to be allocated or for a budget with funding for a new building to occur. She recognized there is excitement around a new building being built, but also says that by the time the building is in planning mode a lot of things may have changed. She feels there are two goals to be achieved when thinking about space needs and resources: faculty and student needs, and what we can build to successfully support Vision 2026. For the plans for the buildings that will be vacated, she will need to go back to the schools and consider what the urgent needs are, and hopes there will be resources for renovation of spaces as needed. Provost Agouris suggested further questions be directed to COO, Amy Sebring.

Dean Donoghue Velleca noted Ginger Ambler and her office recently did an evaluation of all residence halls. Results showed 70% of all residence halls are found to be substandard by today's standards, and the price tag to renovate those residence

halls would be \$500 million. She also explained the state does not cover those costs, but only costs associated with the renovation of academic buildings. Dean Donoghue Velleca wants faculty to know there are also conversations being had around this issue, and how public-private partnerships could be developed to help fund renovations in residence hall.

Suzanne Hagedorn (English) asked a question about the recent health inspection of Sodexo's dining services, and what is being done about the poor rating. The Provost reported there is a tremendous effort by Amy Sebring to address these issues. Prof. Hagedorn's second question is why there wasn't any advance communication to HR about dropping the mask mandate. Provost Agouris said she doesn't know why HR wasn't given any advance notice, as this isn't something she participates in regularly.

Marc Sher (Physics) asked for clarification on ISC4, as there seems to be a disconnect between what the faculty knows and what the Provost thinks they know. He asked specifically who will not be moving into ISC4. The Provost declined to answer in specifics, as she has had ongoing meetings with chairs of the departments who were slated years ago to move into ISC4, and wants to continue having conversations with those groups first. The Provost did let Prof. Sher know there is no intention to leave people in subpar facilities, but needs to ensure the resources are in place to renovate other spaces as needed. She will report more on this after she has had a chance to meet with the specific departments slated to move into ISC4.

III. Report from the Dean (Maria Donoghue Velleca)

Dean Donoghue Velleca started her report with merit increases, as well as what tuition increases will be for AY 2022-23. There is no news from the legislature yet, but she says tuition increases could range anywhere from 0% to 4.6%. There was a bill proposed for no tuition increases, but it is not expected to make it out of the committee. The BOV will be in town for their public meeting on tuition increases and that decision will be voted on in the April 21 meeting.

As for merit, the range is anywhere from 0% to 7%. Dean Donoghue Velleca hoped to see a merit increase similar to last year. She reminded everyone last year's 5% merit increase cost W&M \$10 million, since only 3.5% of the 5% was state funded. The Dean also noted the minimum wage at W&M is likely to increase to match what Colonial Williamsburg is now paying its workers, and this would be another necessary addition that is very important. She noted A&S is working to increase graduate student stipends, as they did not receive an increase last year.

Next, the Dean addressed the phased retirement plan. The idea is for an open enrollment period for this pilot policy, in which faculty would be asked to submit a proposal of what your year one, and year two would look like, followed by a discussion with the Dean's office. It would be concluded with an approval and a signature of agreement.

Dean Donoghue Velleca noted that Silvia Tandeciarz has been working diligently with non-tenure eligible (NTE) faculty on guidelines and clarity about work conditions. Dean Donoghue Velleca thanked her for her dedication. She asked Prof. Tandeciarz for some comments on this topic. Prof. Tandeciarz shared that she

received feedback from the NTE faculty assembly around the parameters of a proposed plan, and she expects to have a draft document available to share within the next couple of weeks.

Dean Donoghue Velleca moved on to the topic of shepherding undergraduate students in A&S. This year, A&S established the Office of Undergraduate Academic Affairs, which includes the Office of Academic Advising and university fellowships, which will be taking on the responsibility for the continuance of our students. As such, the Committee on Academic Status will be staffed from A&S.

Dean Donoghue Velleca reported on the current searches underway in A&S, including the search for a Dean of DEI. While she has nothing significant to report today, she told the group the search is going well and will have more to report soon. Additionally, A&S is looking for a Vice Dean for Research and Graduate Studies. Rex Kincaid and Martin Gallivan are co-chairing that committee. A search is also underway for a permanent director of the Charles Center, and the search committee co-chairs for that search are LuAnn Homza and Omiyemi Green. Finally, there is an external search going on for an Assistant Dean for Graduate Studies.

Dean Donoghue Velleca ended her report by saying there have been a lot of changes in A&S and she would like to hear from people about what is working and what isn't working. A survey is going to be created that will be shared with CCPD, and she welcomes any and all feedback. The link will be found on the A&S webpage and will be fully anonymous, or named, if you prefer.

IV. COLL Sustainability Discussion (John Parman)

John Parman (Economics) reminded the faculty which of our colleagues are members of the COLL sustainability working group: John Parman, Michael Hill, Cathy Forestell, Annie Blazer, Kathrin Levitan, Pierre Clare, Kristin Wustholz, and Ben Boone. Prof. Parman reported that in the weeks prior to spring break, the working group members agreed to meet every week to start looking over sustainable curriculum surveys from units to think about how sustainability relates to the COLL curriculum, and also to dig into enrollment data on past courses at all different levels of COLL across all units. Between this, informal conversations with other colleagues and the nine coffee hours they held, they began to get a shared understanding of where the challenges of offering COLL curriculum are, and how much it varies across units. All of that work led to a meeting last week for discussion sessions with department chairs and program directors to use some of the data collected and challenges they identified to have conversations about where language and policies could be changed to make it easier to sustain COLL offerings. Prof. Parman reported similar information will be presented in two faculty-wide townhalls. From there, the working group will take all the feedback from the townhalls and put together a document that will outline how COLL is offered, where the challenges are with offering COLL, and where they see opportunities in terms of changes to current policies and procedures. He hopes to have this document completed the first week of May.

Ben Boone described that the sustainability work is integrated with sustainability work at the department and program level. A&S dean's office staff will be meeting

with chairs and program directors on next steps (e.g., catalog updates, space use plans for classes).

Suzanne Hagedorn (English) complained that sustainability needs are being communicated primarily with chairs and program directors. She is an undergraduate coordinator in her department and would have appreciated direct communication to her about sustainability work. Prof. Hagedorn also stated that her program has lost faculty teaching power.

Dean Donoghue Velleca noted that the total number of faculty in Arts & Sciences was the same in 2015 and today, but she recognized that some units within A&S have fewer faculty today while others have grown to meet student demand.

V. Committee an Academic Status Report (Doug Young)

Doug Young (Chemistry) gave a brief explanation of the work of CAS. He reminded faculty that the written 2020-21 CAS report is available online. He noted that the data provided in the report are from the last academic year during the pandemic. Student petitions continue to increase over time.

Prof. Young asked faculty to submit faculty statements associated with student petitions in a timely manner. He also noted that Incompletes are digging students in holes they are unlikely to escape: sometimes an F and retaking the course is a better path for the student.

2020-21 CAS Report

<https://www.wm.edu/as/facultyresources/committees/academicstatus/reports/2020-21-cas-annual-report.pdf>

VI. Nominations & Elections (Rani Mullen)

April 2022 Elections-List of Nominations

Faculty Hearing Committee (FHC)- Any Area

- Anh Ninh, Mathematics
- Chris Tucker, Philosophy
- Omiyemi Green, TSD

Faculty Compensation Board (FCB)- Area I

- Molly Swetnam-Burland, Classical Studies
- Erin Minear, English

Nominations and Elections (N&E)- Area II (candidates nominated by FAC)

- Danielle Dallaire, Psychological Sciences
- Shi Qi, Economics

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

Prof. Knight said that at the most recent CCPD meeting, Silvia Tandeciarz reported out on the NTE working groups, as heard about earlier in this meeting. CCPD heard about the upcoming commemoration of the upcoming anniversary of the Brafferton School. CCPD discussed undergraduate department awards, such as the different levels of awards, and how many awards different units have. A survey was taken on these two topics, which Prof. Knight will send to his colleagues on the CCPD. There was also an extensive discussion about pre-major advising practices across the university, and their department and programs' feelings about them. Former Provost Halleran asked the group to think about what kind of advising they would like to see, rather than thinking exclusively about the advising system currently in place. CCPD will be returning to this topic. Also in their last meeting, Dean Donoghue Velleca expressed her desire to revisit the definition of "research active," which CCPD will also continue discussing in future meetings.

VIII. Report from Faculty Assembly (John Eisele)

Prof. Eisele (Modern Languages & Literatures) gave a general summary of topics discussed in the meeting last month in the Faculty Assembly. FA discussed approving a new section of the Faculty Handbook clarifying the authority and process for excluding a faculty member from campus when they pose a danger. FA is continuing to work with HR to identify changes to the leave section of the Handbook. FA is working to develop a revised faculty position description and process for faculty with disabilities to request accommodations. A group of FA members also met with the Associate Provost finalist. FA will be partnering with the Student Assembly for a townhall meeting this week, focused on academic stress. Faculty Assembly decided against adopting a resolution calling for student debt relief.

Prof. Hagedorn asked Prof. Eisele to talk more about any communication with HR about disability accommodations. Prof. Eisele reported he has not had any further discussion with HR on the topic. Prof. Eisele said the FA is well aware of the challenges, and while they have just begun those conversations within the Assembly, they will be going to HR to discuss further at some point. He said it is a very complex issue that touches upon different parts of the administration. At Dean Donoghue Velleca's request, Prof. Eisele agreed to be a contact for faculty members who have issues they'd like brought to the Faculty Assembly.

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

Prof. Burk (Psychological Sciences) noted FAC has been working on ISC4 plans, CAS restructuring, and the phased retirement plan. FAC has also been working on appointed committees and replacements for Nominations & Elections, in addition to the other topics already discussed here today.

X. Other Business

No other business is brought to the floor.

XI. Adjourn

Marc Sher (Physics) moved to adjourn. Peter McHenry (Economics) seconded.
Meeting adjourned by unanimous consent at 5 pm.

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