

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

I. Approval of minutes from meetings of faculty on March 1 and April 5, 2022

Meeting minutes for March and April will be ready for approval at the first meeting this fall.

II. Report from the Dean (Maria Donoghue Velleca)

Dean Donoghue Velleca started with an update on sustainable curriculum and COLL work from Ben Boone (Assistant Dean for Undergraduate Education), who reported that sustainable curriculum work is winding down. Dean Boone will be compiling all the notes from the working group and will send them out to chairs and program directors through the Vice Deans, and then compile everything into a report for Provost Agouris at the end of the semester. He also noted the working group for sustainable COLL is wrapping up its efforts this week, and will have the report to EPC, FAC and the Dean's office by the end of the week. After the report is reviewed by those groups, it will be more widely distributed to FAS in the coming weeks.

The Dean let faculty know the voluntary transition to retirement plan is now available. The deadline for proposals is May 31, with the deadline for signatures being July 15.

The dean's office is waiting for state budget announcements before moving forward with merit pay increases. COO Amy Sebring will give an update later in the meeting about the state budget process.

Dean Donoghue Velleca noted that Vice-Dean Silvia Tandeciarz has been working with a committee on a term faculty framework. That committee recently submitted a draft proposal to Dean Donoghue Velleca, which she will read soon. The dean's office will be working on that framework over the summer.

Dean Donoghue Velleca announced there will be a survey going out to faculty and staff to evaluate what is working in A&S and what isn't, and hopes everyone will take the time to fill it out. She noted it can be done anonymously, but it will require department identification.

Dean Donoghue Velleca thanked Virginia Torczon for excellent work as Dean of Graduate Studies for the past nine years. Prof. Torczon will transition out of the dean's office after this semester. Dean Donoghue Velleca congratulated Elizabeth Harbron on her new appointment as Director of the Charles Center. The Dean also let faculty know that Wanjiru Mbure will join A&S as the new Assistant Dean for DEI. Also there is currently a search ongoing for a new Vice Dean for Research and Graduate Studies.

Dean Donoghue Velleca told the faculty about a mid-level leadership pitch event that took place last week at the Mason School of Business. The program was led by Pam Eddy and Martha Wescoat-Andes, and there were 14 members of A&S who participated.

The Dean reminded faculty that the Plumeri Award ceremony is on Friday, May 13th, and that this Saturday is the dedication for W&M's Memorial to the Enslaved.

She also reminded everyone to come to the reception at Ewell Hall after this meeting to celebrate the end of the academic year.

III. Celebration of Retirements (Maria Donoghue Velleca)

Dean Donoghue Velleca recognized the following faculty who are retiring:

- Professor Jamie Armstrong is retiring from Music.
- Professor Robert Leventhal is retiring from Modern Languages and Literatures.
- Professor Heather McDonald is retiring from Geology.
- Professor Brent Owens is retiring from Geology.
- Professor Gene Tracy is retiring from Physics.
- Professor Patricia West is retiring from Theatre, Speech and Dance.

Dean Donoghue Velleca recognized faculty who are stepping down as department chairs and program directors:

- Omiyemi Green from Africana Studies
- Leisa Meyer from American Studies
- Michael Lewis from Computer Science
- Andy Fisher from ENSP
- Rich Lowery from Film and Media Studies
- Rowan Lockwood from Geology
- Amy Oakes from International Relations
- Michael Deschenes from Kinesiology and Health Sciences
- Anya Hogoboom from Linguistics
- Junping Shi from Mathematics
- Chris Abelt from Music
- Josh Burk from Psychological Sciences
- Laurie Wolf from Theatre, Speech and Dance

IV. Announcement of Faculty Awards (Maria Donoghue Velleca)

- Adrian Bravo, Psychological Sciences, Graduate Faculty Mentoring Award
- Audrey Horning, Anthropology, Graduate Faculty Mentoring Award (2020)
- David Armstrong, Physics, Faculty Governance Award
- Dana Lashley, Chemistry, Faculty Governance Award
- Kim Wheatley, English, Faculty Governance Award (2021)
- Kay Jenkins, Sociology, Faculty Governance Award (2020)
- Doug Young, Chemistry, Faculty Governance Award (2020)
- Michael Iyanaga, Music, Arts & Sciences Faculty Award for Teaching Excellence
- Jay Watkins, History, Arts & Sciences Faculty Award for Teaching Excellence
- Michael Iyanaga, Music, Arts & Sciences Faculty Award for Teaching Excellence

- Kathy Forestall, Psychological Sciences Arts & Sciences Faculty Award for Teaching Excellence
- Robin Ellis, Modern Languages, Arts & Sciences Faculty Award for Teaching Excellence (2021)
- Leisa Meyer, History, Arts & Sciences Faculty Award for Teaching Excellence (2021)
- Adrian Petty, History, Arts & Sciences Faculty Award for Teaching Excellence (2021)
- Mark Forsythe, Biology, Arts & Sciences Faculty Award for Teaching Excellence (2020)
- Veronica Burney, Modern Languages, Arts & Sciences Faculty Award for Teaching Excellence (2020)
- Jackson Sasser, Government, Arts & Sciences Faculty Award for Teaching Excellence (2020)

V. Nominations & Elections (Tom Payne)

May 2022 Elections-List of Nominations Faculty Hearing Committee (FHC)- Any Area

- Anh Ninh, Mathematics
- Chris Tucker, Philosophy

Faculty Affairs Committee (FAC)- Area III

- Denys Poshyvanyk, Computer Science
- J. C. Poutsma, Chemistry

Nominations and Elections (N&E)- Area I

- Melanie Dawson, English
- Jenny Taylor, Modern Languages

Nominations and Elections (N&E)- Area III

- Seth Aubin, Physics
- Tyler Meldrum, Chemistry

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

Prof. Knight (English) said the last meeting of the CCPD consisted entirely of a visit from the Provost. The first topic discussed was the current status of the SSRL program and any proposed changes. The Provost said there are no changes coming to the program “any time soon.” The Provost told CCPD the next step for them would be for all units to examine their understanding, definitions and measures of “research active.” Prof. Knight also noted there are a lot of questions from humanities

departments about how grants and fellowships work, and the Provost was interested in having a conversation with them about both. She urged people to reach out to her about those topics.

The Provost was also asked about sustainable curriculum and enrollment pressures. Provost Agouris noted that enrollment management does not fall to her office, but she anticipates enrollment will stabilize around 6400 students. Provost Agouris was also asked about space needs and how decisions around the allocation of space are made. She told CCPD she was working with Amy Sebring and the Deans to develop guidelines and processes to review space allocations, space inventory and space assignments. She alerted CCPD to be on the lookout for the rolling out of a space inventory process and asked them to be good collaborators.

Provost Agouris was asked about Covid planning for the next academic year. The Provost said as of right now it continues to be handled by emergency management, Covid response, and public health advisory committees, tracking, CDC guidance and other state-level guidance.

Finally, CCPD asked for an updated organization chart for the Provost's Office, given all the changes in upper administration over the last couple of years. Provost Agouris indicated the reorganization is ongoing, and she will get them a new organization chart as soon as possible.

The next meeting of CCPD will include Dean Donoghue Velleca, Eva Wong from the Reeves Center, and Sallie Marchello, the University Registrar.

Dean Donoghue Velleca noted that A&S is very interested in creating a policy for fellowship top-offs. The relationship between top-offs and SSRL is complex. Dean Donoghue Velleca asked Shelly Laurenzo to give an update on new student enrollments. Dean Laurenzo said there are now about 1700 freshmen deposits. We are waiting for more information about the number of transfer students. We are tracking about the same number of new students as last year.

VII. Report from Faculty Assembly (John Eisele)

Prof. Eisele (Modern Languages & Literatures) reported that FA continues to work on leave policies with HR and the Faculty Affairs Committee of FA. The FA has put together several one-page position statements on a range of topics which they hope to vote on next week, including the SSRL policy, tuition benefits to dependents of faculty and staff, and faculty salaries. Faculty Assembly also discussed building projects, already covered here today. They also discussed the phased retirement plan: not so much the plan itself but rather how it was developed and executed. Prof. Eisele reported the Provost held a good discussion about this and explained how it was developed and why it took the form that it did. Amy Sebring also updated FA on the budget, although there wasn't much to update since the Virginia Assembly is still working on a final budget.

Silvia Tandeciarz (Modern Languages & Literatures) asked if the position papers will be made available, and where faculty will be able to access them. Prof. Eisele said he doesn't have that information at this time, but will find out and pass it on when he gets it.

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

Prof. Burk (Psychological Sciences) reported that FAC has most recently been working on appointed committees, and he thanks everyone who has agreed to be appointed to a committee. FAC is close to filling all the appointed committees.

FAC discussed what could A&S do structurally to more broadly support transfer students to ensure they are prepared for W&M classes.

Looking forward to next year, FAC discussed faculty meeting modalities and what works best. Prof. Burk noted attendance has been higher since meetings started being held on Zoom. FAC plans to explore best practices for a variety of meetings, including the A&S faculty meetings.

FAC started looking into filling the secretary position and if anyone is interested, they are encouraged to reach out to Prof. Burk directly, or Sarah Day (Mathematics, and FAC co-chair).

Dean Donoghue Velleca asked Shelly Laurenzo (Assistant Dean for Undergraduate Education) to weigh in on the student transfer topic, as Dean Laurenzo is very involved in the transfer process. She said there is a team of folks from around campus who meet once a month to discuss transfer students and how to best support their onboarding. That team includes representation from admissions, academic advising, the registrar's office, and housing. Dean Laurenzo said they do communicate regularly, and are happy to help with the onboarding process. Dean Donoghue Velleca encouraged anyone with questions or comments about student transfers to reach out to Dean Laurenzo directly.

IX. Discussion with Chief Operating Officer Amy Sebring

COO Sebring's first order of business was discussing the budget. The General Assembly adjourned from their regular session without a budget, and they are now in a special session to finalize the budget. The BOV usually takes action in April with regard to the budget but since it is late this year, they took no action at the April BOV meeting. Sebring reported the BOV is planning an executive committee meeting on May 19 where they will take action on tuition and the budget regardless of where the state is in their budget talks. It will likely be a provisional budget in the event something comes out of the state budget that they may need to revisit. Sebring does not anticipate any major budget cuts or disruptions and is assuming a 3% increase in undergraduate tuition, and a 2.5% increase in fees. She also anticipates a 3% increase for graduate tuition. She feels it is a reasonable increase in tuition that will generate \$4.5 million. She reported the House and Senate will move for a 5% increase in salary for faculty and staff, of which the state only funds a portion. W&M's portion of that action would be \$5.5 million, and as such, the tuition increase would not cover what is needed to pay the merit pay increases. Enrollment growth (an increase in the number of undergraduates) will fund the pay increases.

Other initiatives in the budget included more funding for academic advising, increased staffing for the libraries, moving the minimum wage to \$15.50 an hour, and wage increases for campus police and administrative assistants across campus. Other compensation areas under review are HR and Admissions.

Dean Donoghue Velleca asked whether the state will mandate a particular distribution of salaries increases between across-the-board or merit-based. Sebring said that most years it has been directed to be merit-based for most of our employees.

Sometimes that mandate comes from the state, and other years that mandate comes from the BOV.

David Armstrong (Physics) thanked Sebring for the recent bond issue, and asked how much of it has been allocated to new initiatives. Sebring explained that at the September BOV meeting, the administration made a recommendation to allocate \$60 million of the \$70 million into a quasi-endowment, which the BOV did agree to do. This allows W&M to be able to break into the corpus of those funds for a strategic initiative, priority or crisis that required doing so. She reported \$60 million of that is now being invested. The other \$10 million is liquid, which has decreased a bit, and the administration is still thinking about how to use the rest. Prof. Armstrong asked if that will be treated as the rest of the endowment or if it will be targeted primarily toward new initiatives. Sebring said it will be used to pay the debt service, which is \$2.3 million a year for the next 30 years. She reported the investment of those monies isn't doing well at the moment, and W&M will not fully cover the debt service next year with that income, but over time, it will. She told Prof. Armstrong that whatever is left over can then be put into strategic initiatives.

Suzanne Hagedorn (English) asked about long-term housing initiatives, the public/private partnerships, and wondered who they will be. She also asked Sebring to address what is going on in dining services and specifically, the Sodexo health violations. She noted a consultant was brought in to help, and wonders how much is being paid to consultants to sort out the Sodexo contract. Sebring responded that Sodexo has addressed the health violations from February, and has since had another inspection and received 100% scores in health and safety. For the housing portion of Prof. Hagedorn's question, Sebring reported that the university would work with a private developer for some new construction, particularly on West Campus. Over the summer, W&M will go through an RFP process to identify a developer. Sebring explained they will execute a ground lease with a developer, and they will build, finance, and operate the property from a facilities standpoint. At the end of the agreement, it would come back to the university after maintaining the university's standards.

Laura Guerrero (Philosophy) asked how much religious accommodations are included in the discussions around dining, as some students have reported there isn't a lot of flexibility. Sebring said part of what the consultant is working on is understanding student needs and preferences, and the best way to meet them. While they have discussed locations and hours, Sebring says she has not heard religious preferences being brought up but has added it to her list of things to look at.

X. Adjourn

As there was no other business, the meeting was adjourned by unanimous consent at 4:45 pm.

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