

**MINUTES**  
**Faculty of Arts & Sciences**  
**September 6, 2022, 3:30 – 5:00 pm**  
**Zoom Teleconference**

I. Approval of minutes from meetings on March 1, April 5, and May 3, 2022.

March 1, 2022: <https://www.wm.edu/as/facultyresources/fas/minutes/20220301.pdf>

April 5, 2022: <https://www.wm.edu/as/facultyresources/fas/minutes/20220405.pdf>

May 3, 2022: <https://www.wm.edu/as/facultyresources/fas/minutes/20220503.pdf>

Minutes from March, April and May meetings are approved by unanimous consent.

II. Introduction of new faculty (Maria Donoghue Velleca)

The Dean and Vice-Deans introduce the new faculty:

- Gamze Bulut, Assistant Professor of Biology
- James Tumulty, Visiting Assistant Professor of Biology
- John Bedford, Lecturer of Chemistry & Director of General Chemistry Laboratories
- Isabelle R. Taylor, Assistant Professor of Chemistry
- Matthew Schueller, Visiting Assistant Professor of Classical Studies
- Stephen Herwig, Assistant Professor of Computer Science
- Jie Ren, Assistant Professor of Computer Science
- Kevin Coogan, Lecturer of Computer Science
- Mei Zhang, Lecturer of Computer Science
- Haipeng Chen, Assistant Professor of Data Science
- Alexander Nwala, Assistant Professor of Data Science
- Cristiano Fanelli, Assistant Professor of Data Science
- Ranjan Shrestha, Lecturer of Economics
- Enrique Valdes, Visiting Assistant Professor of Economics
- Addie Tsai, Lecturer in English and Creative Writing
- Lidia Ponce de la Vega, Mellon Postdoctoral Fellow in the Environment and Sustainability Program
- Clémentine (Clem) Hamelin, Assistant Professor of Geology
- Mark Deming, Lecturer of Government
- Seonhee Kim, Visiting Assistant Professor of Government
- Julia Gaffield, Associate Professor of History
- Peyman Jafari, Assistant Professor of History and International Relations
- Amy Rains, Visiting Instructor of Kinesiology

- Ibe Patrick Okezie, Visiting Instructor of Kinesiology
- Sadhwi Srinivas, Visiting Assistant Professor of Linguistics
- Chuangtian Guan, Visiting Assistant Professor of Mathematics
- Nick Russoniello, Visiting Assistant Professor of Mathematics
- Harsimran Somal, Lecturer of Mathematics
- Yuting Yuan, Visiting Assistant Professor of Mathematics and Data Science
- Álvaro Garrote Pascual, Assistant Professor of Modern Languages
- Daniel Johnson, Assistant Professor of Modern Languages and Literatures (Japanese Studies)
- Valentina Sorbera, Visiting Instructor of Modern Languages and Literatures (Italian Studies)
- Elisse La Barre, Visiting Assistant Professor of Music
- Benjamin Whiting, Lecturer of Music
- Akshay Gupta, Visiting Assistant Professor
- Abigail Cathcart, Visiting Assistant Professor of Theatre, Speech, and Dance

### III. Report from the Dean (Maria Donoghue Velleca)

The Dean reports of numerous new faculty and staff in A&S departments and programs, including Jen Dahnke as the Assistant Dean of Graduate Studies, Wanjiru Mbure as Assistant Dean for Diversity, Equity, and Inclusion, Bill Mullen as Director of Center of Geospatial Analysis, Ted Maris-Wolf as Associate Director of the Charles Center and Megan Sanbury as Assistant Director of the Office of Undergraduate Affairs. The Dean congratulated Prof. David Armstrong, who was voted the Undergraduate Advisor of the Year.

For the Dean's last AY at W&M, she would like to focus on merit process and standards. She will be holding listening sessions on the proposed Term Faculty Framework which are being held September 13, 14 and 15. The framework will be discussed at the October A&S meeting. She would also like to discuss how A&S is handling SSRs, and how it can be improved.

The Dean then reports out on the survey that went out last semester to assess how the Dean's office is working for A&S. She notes the majority of the feedback was good, with respondents reporting good things about the Vice Deans and Finance Administration team, as well as the Assistant Dean positions for undergraduate education. Respondents also reported interactions with CCPD were much improved, but had mixed feelings on the value of FAS meetings. Additionally, respondents feel the Faculty Grant Fund is generally working, but that more information needs to be distributed. Areas of improvement include clarifying who to go to under different circumstances, faculty overwork and stress, better pay, and unnecessary bureaucracy. When asked what relationships within W&M are working well and which aren't, reports show IT came out with high scores. HR proves problematic, and there is uniform disdain for BuyW&M by anyone who uses it.

Dean Donoghue Velleca then reports out on the Faculty Grant Fund. The goal was to create a one-stop shop for faculty grants, with an initial amount of \$250k being set aside. The process would include regular deadlines, funding cycles and a Faculty Review Committee. Guidelines around what amount can be requested were never established, but

going forward the limit has been set at \$5k limit per individual. The Dean presented data on the number of requests and award amounts, which totaled close to \$250K for both TTE and NTE faculty. The survey noted that faculty appreciated the centralized process for requesting funds.

Moving on to hiring, the Dean reports there were 73 requests for new faculty positions. 52 were for TTE positions from 26 units, and 21 were for NTE positions from 18 units. The decision-making process including the Dean and Vice Dean going through all the requests and culling the list to prioritize. After a week of contemplation, they met again to move some things around and make their final decisions. The Dean feels this was a good process with a good outcome with approval of 50% of requests. The Provost has approved 25 TTE and 11 NTE faculty hires.

In early August, the Dean sent out a communication about needing to look at the merit process. She notes each academic unit has their own merit process who then forward the scores on to the Dean's office. From there, the unit average and standard deviation are calculated and norms all the data across all of A&S and places individuals into bins A-E based on how far they are from the average in their department. This year there were about 357 faculty who were norming over. From there, faculty received a cost-of-living increase and a merit increase. Faculty who fell to lower bins for multiple years were asked to collaborate on a plan for improvement. Peter McHenry reiterates the conversation earlier about merit, and tells the faculty FAC also has candid discussions about this process. He asks the faculty to bring any additional concerns or thoughts on other issues to the FAC for further discussion. Peter then goes on to explain the meeting schedule for FAS. He has heard suggestions from faculty that FAS meetings would be preferable in-person, although attendance has been high with Zoom; FAC will continue discussing the appropriate FAS meeting mode. Peter is also working to connect faculty with training on constructive dialogue and is communicating with the Student Affairs staff about their partnership with the Constructive Dialogue Institute.

Pam Hunt asks the Dean why merit scores from the time of Covid during lockdown were considered when faculty were struggling with remote teaching. The Dean notes there's a lot of data that says that once a faculty member gets tenure their scholarship really slows down. Dean Donoghue Velleca notes the intention of the merit letters was to say, "We notice that you're not getting the raises that we would expect someone of your caliber to receive, and how can we help you?"

Jennifer Bickham Mendez asks the Dean to elaborate on how teaching did figure into the different bins, and whether or not teaching evaluations were part of the process. She also asks the Dean to elaborate on how chairs and program directors were involved with the plans for improvement. The Dean notes the teaching evaluation had stalled, but she hopes it will be picked up again, and she is asking chairs and program directors to look at both their merit process and merit standards. She doesn't feel it should all be based on evaluations as implicit bias can come through in those evaluations. She also says student evaluations also can't be heavily relied upon, as they correlate to the grade the student is getting in any given class. The Dean points out that when a faculty member is in bin D or E for a number of years, it is usually related to their research score, and asks chairs and program directors to look at that, as well.

Andrea Wright then asks about the thought process behind merit. She says some people are always going to fall below the average, and some people are always going to be above the average. It seems to Andrea that the idea behind it doesn't allow for all faculty to collectively grow together, but rather asks faculty to be individually ranked, and therefore

competing with one another. Dean Donoghue Velleca validates this point and because of the complicated nature of it, and doesn't know what to do about it. She asks the faculty to also think about how to better differentiate between average and excellent in their respective units. The Dean reports the current issues with merit include needing feedback so a person receiving a low score can hear why they received a low score, transparency so there's a way of reporting out to the entire academic unit, and developing a best practice of more than one person assigning scores. Chairs and program directors have been tasked with addressing these challenges and to address the process.

Shantá Hinton asks how choices for TTE and NTE lines were decided amongst departments. The Dean notes that replacements hires still aren't available, but sometimes a hire is made in a critical discipline to make the department viable.

#### IV. Introduction of Wanjiru Mbure, Assistant Dean for Diversity, Equity & Inclusion

Wanjiru lays out her goals for the year for DEI:

- Collaborate with Committee on Diversity, Equity, and Inclusion and A&S to capture student, staff and faculty experiences
- Diversity Action Plans: The Assistant Dean has received feedback on the current cycle and timeline and will collaborate with the Committee to A&S offer formal feedback on the action plan processes. The Assistant Dean notes that going forward, there will be an emphasis on outcome-based action plans as well as goals, and then assessing those.
- Collaborate with Office of D&I and Student Affairs to train students involved in searches
- Fall A&S community DEI conversation series, and A&S DEI conference in Spring 2023. The Assistant Dean welcomes suggestions regarding topics to consider for the conference and notes one such topic includes discussing how inclusion competencies are defined in each discipline.

The Assistant Dean provides the link for the National Center for Faculty Diversity and Development (NCFDD) for further on faculty diversity:

<http://www.FacultyDiversity.org/Join>

She encourages faculty to join this organization as W&M has institutional membership. She also asks faculty to send their submissions for the Diversity Champions and Innovative Diversity Efforts Award (IDEA) Grant (deadline October 14). The Diversity Champions award (rolling deadline) is for a white faculty member who has done exemplary work in DEI.

The Assistant Dean asks Elizabeth Harbron, Director of the Charles Center, to speak on research in conjunction with the Charles Center. Elizabeth Harbron announces that the first event, the undergraduate research symposium will be held on Friday, September 30 in Swem. Elizabeth asks faculty working with students who were not funded by the Charles Center to contact Kay Patterson if they would like to present. Elizabeth announces applications for three Research Faculty Fellows, one from each area, to help connect undergraduates with faculty conducting research.

#### V. Educational Policy Committee report (Kristin Wustholz)

Kristin Wustholz, Chair of Education Policy Committee, reports that last year the committee approved 267 proposals, the majority of which were COLL attributes, new courses, and curriculum. Additionally, the committee made recommendations on the pass file revisions, modifications to incomplete and underload. She notes the catalogue and the registrar's office include summaries of these recommendations on their website. Kristin also reports that she and Annie Blazer also participated in the COLL curriculum workgroup, and provided recommendations to more sustainably offer a vibrant COLL curriculum. The full COLL curriculum report will be distributed to faculty shortly. In the year ahead, the EPC will be addressing the working group recommendations, and established a subcommittee to do so. The subgroup consists of Jim Deverick as Chair, Annie Blazer, Michael Cronin, Lori Jacobsen and Christy Porter. Faculty will have the opportunity to give feedback prior to an FAS vote. Additional activities include rolling out new websites and Curriculog forms which the faculty will be able to preview before filling out the real Curriculog forms. EPC has also updated the deadline page.

#### VI. Nominations & Elections (Pieter Peers)

##### **A&S Secretary – Any Area**

- Aaron Griffith, Philosophy
- Christy Porter, Psychological Sciences

##### **Committee on Degrees (COD) – Area III**

- Ross Iaci, Mathematics
- Kurt Williamson, Biology

##### **Faculty Compensation Board (FCB) – Area III**

- Jozef Dudek, Physics
- Denys Poshyvanyk, Computer Science

There were no nominations from the floor and Pieter encouraged people to fill in the form for serving on a committee.

#### VII. Faculty Affairs Committee report (Peter McHenry)

Peter reiterates the conversation earlier about merit, and tells the faculty FAC also has candid discussions about this process. He asks the faculty to bring any additional concerns or thoughts on other issues to the FAC for further discussion. Peter then goes on to explain the meeting schedule for FAS. He has heard suggestions from faculty that FAS meetings would be preferable in-person, although attendance has been high with Zoom; FAC will continue discussing the appropriate FAS meeting mode. Peter is also working to connect faculty with training on constructive dialogue and is communicating with the Student Affairs staff about their partnership with the Constructive Dialogue Institute.

#### VIII. Adjourn (to reception outside Ewell Hall)

Motion to adjourn is approved by unanimous consent.