

Faculty of Arts & Sciences
November 1, 2022, 3:30 – 5:00 pm
Zoom Teleconference

I. Approval of minutes from FAS meeting on October 4, 2022

- Marc Sher motions to approve the minutes from the October FAS meeting, David Armstrong seconds the motion. November minutes are approved by unanimous consent.

II. Arts & Sciences Teaching or Research Faculty Framework

- The Faculty Affairs Committee presented a motion to replace the A&S Non-tenure Eligible (NTE) Faculty Personnel Policy with the Arts & Sciences Teaching or Research Faculty Framework (TORF) pending Personnel Policy Committee (PPC) review.
- Dean Donoghue Velleca reminds the group this requires a vote because it would replace the current NTE Personnel Policy which is now included in the A& Faculty Manual.
- The Dean asks that her departure from W&M at the end of December not influence the implementation of the new framework. Vice-Dean Silvia Tandeciarz and her team including TTE and NTE faculty, and several working groups, have developed this plan and the Dean and Vice-Dean have planned a process which will consult Chairs and Program Directors in placing individual faculty into the framework.
- The Dean notes her disappointment, and that of her team and the FAC, around the decision about who can vote for the new framework. Last week, a plan for two votes was devised, but Section III.B.2.b. of the *Faculty Handbook* says that TTE faculty establish retention, promotion, and hiring practices for NTE faculty. The Dean does not believe this reflects the faculty we are today and notes the need to update the *Handbook*. The strong recommendation of University Counsel and that of the Procedural Review Committee (PRC) was that the *Handbook* must be followed and there needs to be only one vote of TTE faculty.
- Last week an informal poll of lecturers and senior lecturers demonstrated that 47 NTE faculty were in support of the new framework and 9 were not.
- **MOTION:** At this time, the FAC moves to replace the current NTE personnel policy with the new framework, pending personnel policy committee review. Dean Donoghue Velleca opens the floor for discussion.
- **DISCUSSION:** Marc Sher reiterates everyone on FAC is furious about NTE not being permitted to vote on this and feels very strongly about TTE faculty making decisions about NTE faculty. As a member of Faculty Assembly, he will work to change this *Handbook* policy. He reminds people that if FAS wants to change the TORF, through the TORF committee, they can.
 - **MOTION:** Harvey Langholtz shares those feelings. Professor Langholtz then motions to table the vote on the new framework until the handbook can be changed to reflect NTE voting rights, and the motion is seconded by Peter Vishton. There is no discussion on a table vote.

- **RESULTS:** NTE Faculty may not vote and motion to table must pass by 2/3 majority. Results show 24 votes to table the FAC motion to replace the NTE policy, 80 not to table, and there are some abstentions. The discussion continued.
- **DISCUSSION CONTINUES:** Leslie Cochrane notes the new framework is good and long overdue for NTE colleagues and she asks that it be implemented.
 - **MOTION:** Peter Vishton, after speaking with NTE faculty, feels the new framework seems hurried. He voted to table it until the new Dean is in place, and that it will require buy-in from many stakeholders.
 - Catherine Forestell says was also in favor of tabling the vote and proposes a change to the *Handbook* isn't required, although A&S Manual would have to be. She suggests we wait until the FAS could have a more inclusive vote. Maria responds that Carrie Nee, University counsel says *Handbook* supersedes schools.
 - Adrian Bravo asks if the vote is purely on the framework and not the process. The Dean confirms the vote would be on the framework. Adrian also asks what happens if it doesn't pass, and the Dean explains that faculty would continue under the current policies, and a new framework would have to be revisited.
 - Christy Porter asks why University counsel is making the decision for the FAS as opposed to making recommendations or acting in more of an advisory capacity. The Dean clarifies that she works with counsel weekly on several different topics, and she brought this to counsel's attention for clarity on voting. Christy goes on to ask what specific threat counsel sees with NTE voting on the framework, given they have been voting on other things since 2014. The Dean again points out that per the Faculty Handbook, NTE faculty are not allowed to vote on personnel issues.
 - Mike Tierney asks about the substance of the argument against this particular framework. He feels faculty have had ample opportunity to weigh in and doesn't really understand the continued pushback. He notes that 100% of his department are for this new framework.
 - Sue Peterson shares these concerns, as it is her understanding that the majority of NTE faculty want this new framework. She feels strongly that this should be voted on today by those who are eligible to vote.
 - Marc Sher then calls the question, Lu Ann Homza seconds. The FAC votes to call the question to vote on the new framework.
- **MOTION:** Peter McHenry motions to have all TTE faculty to vote for the new framework. A majority is required.
- **RESULTS:** The TTE faculty votes 94 to 14 in favor of the new framework. Because it is a personnel policy, will move to PRC and then PPC.

III. Report from the Dean (Maria Donoghue Velleca)

- The Dean appreciates the dedicated work to develop the framework and congratulates Silvia on it.
- The Dean notes that relationships have been strengthened between Ewell and Chairs and Programs Directors in recent years.

- The Dean shares her reason for moving her departure to the end of this semester: she was surprised that, although a member of the design group, she learned about the exploration of the new school of computational data science the day before the BOV meeting via a press release. At that time, she communicated to the Provost that she no longer felt she could be effective in her role as Dean. She doesn't feel proper alignment is in place, nor disciplined processes or clear communications between her office and the offices of the President and the Provost.
- The Dean tells FAS that an interim Dean will be announced soon, and she feels it is an excellent choice. The Dean expresses her gratitude to W&M and hopes for a strong finish to the semester.
- Two other updates from her and the FAC: Seats for spring COLL 100s and 150s are sufficient or almost so, but about 150 seats in COLL 300s for graduating students are needed. EPC is handling course approvals and we are not sure how many seats will be approved for the winter COLL 300s yet.
- Finally, the Dean reports Jeremy Martin is overseeing a working group on enrollment projections. The group includes members of the Dean's office, Housing, Budget, Finance, Institutional research and Admissions. The President's Office 1,650 is a stable number of admissions in the coming years.

IV. Update from the Charles Center (Elizabeth Harbron)

- Elizabeth Harbron thanks Theresa Longo and Dan Cristol, her predecessors at the Charles Center.
- She reports that since summer of 2021 she has been able to transition some programs to other offices and units. The programs are undergrad research, study away and academic internships, interdisciplinary programs and self-designed majors, Scholars programs (WMSURE, Sharpe, 1693, Monroe) and national/international fellowships.
 - National/international fellowships moved to the Office of Undergraduate Academic Affairs (OUAA) under Lindsay Love and Michael Clay to take advantage of Lindsay's experience and the advising capabilities of the office.
 - Interdisciplinary programs and self-designed majors have moved to the Dean's office under Suzanne Raitt
 - Programs remaining in the Charles Center involve research and close mentorship by a faculty member or expert.
 - Elizabeth outlined five transformative mentoring goals for the Charles Center: (1) expand research opportunities for students collaborating with W&M faculty and other experts by making summer grants available, encouraging faculty-student fellowships, assessing the new two-year faculty incubator program; a summer student research symposium, and an Honors research program in conjunction with the Office of Graduate Studies. Three new faculty fellows will be starting in January to help faculty mentor students: Prof. Alex Angelov, Prof. Josh Puzey, and Prof. Doug Young.
 - (2) increase applied learning opportunities by developing more partnerships with museums, the City of Williamsburg, local non-profits, and news organizations. Elizabeth reminds FAS that November is the time for students to figure out what their summer plans are. She asks that any faculty who are also

offering summer opportunities to students to reach out to her so they can participate in the tabling event on Friday, 11/4.

- (3) maintain the Scholars and departmental Honors programs by reducing related paperwork. One Scholars focus in 2021 was to solicit stable funding for WMSURE, after the expiration of the Mellon grant. The University now includes it in base funding. Dan Cristol now runs 1693 Scholars, and Katherine Barko-Alva runs WMSURE.
- (4) restore the study away programs, which are currently paused, to ensure a stable funding model. These programs connect students and faculty mentors with people, places, and issues examined in coursework. The risk management side of study away programs also requires some revision;
- (5) provide stable funding through fundraising to support student presentations
- Elizabeth then informed the group that there are many new and highly dedicated members in the Charles Center and the Who To Ask Page is updated.
- Jennifer Bickham-Mendez asks for additional details on the pause of study away programs. Elizabeth answers that the Charles Center needs to investigate all funding sources and how to efficiently administer the away programs. In the past all students paid the same amount for study away but that's not always possible for students with financial need.

V. Report from the Committee on Diversity, Equity and Inclusion (Dana Lashley)

- Dana gives the annual report for the Committee on DEI and introduces current members. The CDEI meets twice a month, and undergrad and graduate students will serve a two-year term starting this year. Main activities for the CDEI in 2021-2022 includes a DEI retreat for CCPD, the introduction of a Diversity Action Plan and template, involvement on the hiring committee for the Dean of DEI by two members of CDEI,
- The CDEI wrote an open letter to President Rowe regarding the decision to offer an Honorary degree to Governor Glenn Youngkin on Charter Day. Several faculty signed this letter which proposed that the tradition of new governors speaking and receiving an honorary degree should be ended. A meeting between CDEI and the President and second letter was not fruitful. The second letter reiterated CDEI's position and noted that the Vision 2026 language regarding inclusivity was vague, incomplete, and not actionable. CDEI next suggested edits and actionable items to Vision 2026 and submitted them to the Ivy Group report that suggested W&M should be more accountable. CDEI met with Chon Glover today. This was a productive meeting but Chon said the edits couldn't be included because Vision 2026 is too far along. All agreed better communication would be useful.
- CDEI is currently developing a climate survey for A&S academic units with help from Cheryl Dickter and focused on services offered by other institutions who are champions in DI. The survey is being internally reviewed and will be sent out to students in spring, 2023.
- Future plans include researching the kinds of DEI data collected by our peer and aspirational institutions recommend data collection and analysis at W&M. They would also like to work closely with the new A&S Assistant Director for Assessment &

Reporting, as well as assisting Assistant Dean Mbure with reviewing the submitted DAPs from A&S academic units. Finally, after the climate survey goes live, CDEI will help analyze data. Dana thanks the members for their hard and meaningful work.

VI. Report from the Committee on Retention, Promotion, & Tenure (Lu Ann Homza and Christopher Del Negro)

- Lu Ann references the report circulated by Peter McHenry and the FAC. RPT processes are covered in the report as well of the number of cases they have, which Lu Ann feels is a high number.
- The report details some of the issues RPT has found in the last three years around dossiers for tenure and promotion. She reports having 13 tenure cases, and 14 promotion cases from 2021 and 2022. Some of the issues were external letters that they didn't feel were at arm's length, peer evaluations of teaching where the original evals were missing from the dossier, and inconsistent nomenclature of classes.
- RPT also needs copies of manuscripts and information on where in the publishing pipeline the manuscripts are included in dossiers.

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

- Arthur Knight reports CCPD met at the start of the month and much of that meeting was taken up speaking about the ToR framework.
- They also discussed some administrative concerns going on with People Admin which have since been corrected. He notes Ben Boone will need to meet with CCPD to discuss some issues around SCHEV that they have been raising, as well as some issues around SACC review.
- They spoke briefly about the ongoing process of regularizing and adopting best practices in merit framework, and the updating of CCPD by-laws and self-governance. The balance of time was spent discussing CCPD's upcoming meeting with President Rowe.

VIII. Report from the Faculty Assembly (Marc Sher)

- Marc reports the Faculty Assembly met with President Rowe after the latest open letter, but she then met with faculty to discuss, and that information has already been disseminated.
- Additionally, the FAC has put together numerous white papers on a number of topics, one of which was dual career couples. They are hoping to form a Tidewater Consortium of 7 institutions. Marc, along with Josh Burk, Chon Glover and Debbie Howe met with HR from 6 of the institutions (CNU, ODU, Norfolk State, Hampton, BCU and Richmond). The idea is to add the language to any job posting, "W&M is a member of the dual career Tidewater Consortium."
- Potential applicants would then look up the Tidewater Consortium, visit the website, and upload their materials as well as those for their spouse or partner. The admin of the site would then contact appropriate chairs at the other institutions to let them know the applicant is moving to the area. The idea is spousal/partner information could then be distributed to all seven institutions. The white paper Josh, current Provost Faculty Fellow, wrote is now with HR. Marc expects this to kick off in Fall of 2024.

- John Gilmour, President of Faculty Assembly, notes that the data science initiative has generated a lot of faculty interest. Faculty Assembly will hold a special meeting in the Faculty Assembly on December 15 and all faculty are invited. This meeting will discuss the design of the CDS.
- Emily Wilcox is encouraged by the new dual spousal hiring program and proposes this program not take the place of any long-standing commitments of W&M to recruit and retain dual hires.
- Suzanne Hagedorn asks Marc whether Faculty Assembly, who was charged by the BOV to review Vision 2026, has had time to discuss it. She further wonders what form the review will take and if individual schools should elect committees to provide feedback on Vision 2026. Suzanne notes the Provost suggested committees be appointed to discuss the 4 pillars of Visions 2026, but perhaps feedback could be provided beyond the four initiatives.
- John Gilmour responds that the October Assembly meeting addressed something else, but the November 15th meeting could address that along with the BOV request that Assembly investigate faculty productivity for a report in April 2023.

IX. Report from the Faculty Affairs Committee (Peter McHenry)

- Peter reports FAC has spent a lot of time on ToR. He reiterates how disappointing it was to have the vote be TTE only.
- FAC has been communicating with the Provost about the Computing and Data Science initiative. They met with the Provost on 10/11, and while the conversation was open, it was inconclusive. Peter submitted 12 questions on 10/20/22 curated from FAS with a preference for written answers. The set included questions about the process, setting up the entity, and the ways that Computing and Data Science entity is a good move for W&M.
- As of today, the Provost has not provided written answers but asked instead to hold a meeting with faculty to discuss them. Peter plans to provide the set of questions to faculty and to schedule the special meeting.
- FAC also discussed how best to support the transition of an acting Dean after Maria's departure.
- There are no major changes coming, but continued attention to current topics such as SSRL policies, and external grants and prizes.

X. Adjournment

By unanimous consent, the meeting is adjourned.