

## Faculty of Arts & Sciences

February 7, 2023

3:30 – 5:00 pm

### Zoom teleconference

#### I. Approval of minutes from FAS meeting on December 6, 2022.

- Minutes from the December meeting are unanimously approved.

#### II. Report from the Acting Dean (Suzanne Raitt)

- Acting Dean Raitt welcomes Abbie Schaefer and welcomes back Janice Zeman.
  - *Abbie Schaefer is the new A&S Director of Communications for Arts & Sciences. Abbie arrived recently from a regional K-12 non-profit called An Achievable Dream where she was Director of Communications. She looks forward to continuing to meet the faculty. A second member of the Communications team will be hired in the next few months.*
  - *Janice Zeman is also welcomed as Interim Vice Dean of Arts, Humanities, and Interdisciplinary Studies. Suzanne is grateful Janice will fill that role.*
- Asst. Dean for Diversity, Equity, and Inclusion, Wanjiru Mbure, will bring novelist Colin McCann to speak Thursday, Feb. 16 at 7:00 PM in Commonwealth auditorium.
  - *As a complement to his visit, he'll bring a team from his non-profit Narrative 4 to train 10 A&S faculty members to become facilitators of story exchange as a means of community building and diversity and inclusion work. The story exchanges will occur Friday morning, February 17th. This work will promote story exchange experiences and workshops for all teaching, particularly COLL 350s. Faculty should look for these events which are separate from Thursday's event.*
- The estate of William & Mary graduate, Dr. Henry Rosovsky ('49), has given a large unrestricted gift. Arts & Sciences is very grateful for Dr. Rosovsky's generosity toward us through the years.
- The call for applications for the next CLA director was sent this morning. Suzanne thanks John Parman for his good work while serving in this role. She notes that things will look slightly different at the CLA under a new director.
- An announcement was made this morning that a \$1,000,000 gift has been given to support students completing internships.
  - *Applied learning and internships are a priority for Vision 2026, and Elizabeth Harbron and her staff in the Charles Center are developing academic programming to accompany some of those internships. A&S is very grateful to the donor who is supporting our students in these important internships.*

- At the end of the Dean's announcements, Suzanne expresses gratitude for the opportunity to be the A&S Acting Dean and provides updates on three initiatives she has taken over in her new role.
  - 1. Dean's recap on the Teaching and Research Faculty Framework [ToRFF November 2022] and a new vote to approve a slightly edited version of the framework [ToRFF January 2023]. This vote will occur on Thursday, February 14 at a special A&S meeting.
    - *In November 2022, TTE faculty approved the ToRFF for the employment, conditions, and contracts governing full-time A&S non-tenure eligible faculty. A separate vote held for NTE colleagues was not official because university counsel found language in the Faculty Handbook prohibited it. Many found this regrettable and felt strongly that NTE colleagues' votes were crucial. The framework approved by TTE faculty In November 2022 was submitted to the Personnel Policy Committee (PPC). Carrie Nee, University counsel, asked to review it as well before PPC approved it.*
    - *As a result of that review, and further work over Winter break by Carrie, Suzanne, and Silvia, slight edits were made, resulting in ToRFF [January, 2023]. There are no extensive or substantive changes. University counsel and the Provost have approved these most recent changes. As this is isn't the same document as approved by TTE faculty during the November 2022, another A&S faculty vote is required.*
    - *If, on Friday, February 10, the Board of Visitors approves changes to the Faculty Handbook language which permit A&S NTE faculty to vote on faculty policies, a vote including A&S TTE and full-time NTE faculty will occur on Tuesday, February 14 at 3:30 pm in a special FAS meeting via Zoom.*
    - *If approved by A&S TTE and full-time NTE faculty that day, the Personnel Policy Committee will meet on February 15th to approve the ToRFF [January 2023]. Once approved by that body, the Dean can start to implement new contracts.*
  - 2. Dean's update on the computer, data, and applied science initiative.
    - *A steering committee selected by the Provost and chaired by Acting Dean Raitt and Vice Provost of Academic Affairs David Yalo has met once and has formed two subcommittees. One of these will work on operational models for a potential new unit; the other will collect input from faculty and other stakeholders to determine the impact on, and role for, A&S in parallel with the possible creation of a new school.*
    - *A dedicated website is available listing the charge and committee membership. Members are from all schools, but more members are from A&S.*
    - *Several ways to provide the committee feedback and comments, and to ask questions will be employed. There is an online form for anonymous or signed comments. Two surveys will be deployed. The initial one is*

*for questions stakeholders would like addressed, or things they are eager to learn from the steering committee. A link will be provided to a form for requests to meet the steering committee individually, in groups, or with one's department. Staff and students will also be invited to meet with the subcommittee. Suzanne and David will also be holding a few town halls for anybody to attend and ask any question they like.*

- *David's subcommittee is speaking with people at other institutions with these disciplines to gather data on potential configurations. Once this subcommittee gets more information on potential models, it will send out another survey that runs through those models. It will ask for reactions and what will be a good fit for William & Mary. The committee is eager to hear from as many people as possible, as soon as possible, as frankly as possible, and as often as possible.*
  - *The Provost has charged the steering committee to deliver a report by the end of May. It will be the decision of the Provost, President, BOV, and SCHEV whether to move forward with the new unit. The report will contain information on the financial, educational, and operational impacts of various models. Acting Dean Raitt will let FAS know when all materials and links are posted to the dedicated website.*
- 3. Dean's update on enrollment management.
- *Suzanne recognizes having course size increase suddenly just before the semester sub-optimal and can be frustrating. She expresses gratitude for faculty cooperation in the situation and provides information on avoiding this situation again.*
  - *Suzanne, Ben Boone, and the rest of the team will be able to provide more notice if faculty need to teach more students than expected. First, there is reliable data on the number of new students. Numbers will be held steady for the foreseeable future, certainly for the next 5 years. There will be 1650 regular first year freshmen admits in fall, 150 transfer admits in the fall, and 200 transfer admits in the spring for a total of around 2000 undergraduates every year.*
  - *Ben Boone and Laura Zimmer have been working on schedules everyone entered in Banner to map seats tracking student demand. The President has created a working group to produce granular information about student tracks through majors and COLL courses. Additional data tracks students enrolled in a particular course over the last three years. If there is a need for additional seats, we'll ask faculty to increase enrollment if possible. Some of this work occurred as part of sustainable curriculum conversation. We anticipate have a live schedule for student available in March so students can predict schedules.*
  - *Ben adds that they will be soliciting feedback such as regarding year-round scheduling and working in targeted ways.*

### **III. Motion from the Committee on Graduate Studies (Chris Carone)**

- Chris brings a motion from passed unanimously on December 15, 2022 by the 11 voting members of COGS, who are the graduate directors in the departments of Anthropology, Applied Science, Biology, Chemistry, Computer Science, History, Physics, and Psychological Sciences, as well as the programs in American Studies, Computational Operations, Research, and Public Policy. The motion is forwarded to FAS for your consideration. As it comes from a committee, it doesn't need to be seconded.

**Motion: The Arts & Sciences Committee on Graduate Studies (COGS) moves that the "Requirement of Graduate Record Exam (GRE) scores, for both the general and subject tests, shall be at the discretion of each program in Arts & Sciences."**

- *Discussion: Chris notes that in the past few years, the GRE requirement has been waived due to the pandemic. Grad Directors wanted to waive it again, but University counsel determined that changing catalog wording to this effect requires approval up through the BOV.*
- *This could be cumbersome if individual departments wish to make a change in their standardized testing requirements, and Chris determined that the 25 SCHEV peer schools leave such decisions up to individual department. This makes W&M an outlier, but passing the present motion in A&S, followed by BOV approval, would bring William & Mary into alignment with the standard practices at competing institutions.*
- *Passing this motion in A&S would permit a flexible, faculty-driven process for periodically updating these testing requirements. If a department wishes to make a change, COGS would consider it to make sure it's a clear policy and consistent with existing policies.*
- *All 11 grad directors indicated they did not want to reinstate the general GRE requirement (nothing is currently said about the subject tests). The concern that Chris thinks many have is that maintaining the GRE requirement in a particular program or department may put W&M at a competitive disadvantage when a prospective graduate student applies instead to any number of equivalent or better schools. There are also concerns about the GRE having a negative effects on diversity, equity and inclusion. (Please see a relevant U. Michigan white paper attached to Chris' memo emailed earlier to FAS.)*
- *With no additional discussion, Peter McHenry calls the question to adopt the COGS motion.*
- **The motion to adopt the COGS resolution passes with 90 voting YEA, 6 voting NAY, and 3 abstaining.**

#### IV. Update from the Center for the Liberal Arts (John Parman)

- CLA programming recently focused on helping faculty deal with pandemic logistics and then pandemic fatigue. Returning to traditional CLA programming, CLA realized the curriculum, now almost 10 years old, is in a different place, and have considered some changes going forward.

- *There is still a healthy demand for one-on-one work helping instructors develop courses while demand for traditional workshops has decreased. CLA is considering adding in-person and Zoom office hours this semester to lower the barriers of meeting with a CLA fellow. FAS should look for hours in the CLA website.*
- *A bigger change proposed for next year considers course proposal and approval process at EPC. CLA would like to pilot pairing fellows and faculty in early stages of EPC course proposal to facilitate incorporation and articulation of COLL learning objectives. This pilot will make it easier for faculty to contact CLA fellows and simplify the EPC process.*
- *CLA is also considering a switch to a more project-based model for fellows, with clear deliverables. This model could capitalize on fellow's time and enthusiasm to make the COLL curriculum even more innovative. Some examples are COLL learning objectives in large classes assessing student experience in the COLL curriculum, and fitting COLL into hierarchical majors. These projects will ultimately be determined by the new director.*
- Deborah Morse thanks John for his works as Director, and as one of the original fellows, offers that with the emphasis on innovation we should remember crucial, but not necessarily innovative, curricular elements. John agrees, and notes that we now have STLI more firmly in place for innovation, so CLA can refocus its role can be more objective- and assessment-focused.

#### **V. Update from the Committee on Diversity, Equity, and Inclusion (Dana Lashley)**

- Dana thanks the members of CDEI for their work over the last year to develop an A&S climate survey.
  - *CDEI researched other surveys by institutions they consider to be champions of DEI for survey information, then compiled and vetted a list of questions. The list is thought to be doable in a certain amount of time to maximize student participation. The survey will go to all undergraduate and graduate A&S students, who will answer questions specific to their primary and secondary majors or minor, as applicable, as well as experiences between students and faculty, between students and other students, and in the curricula.*
  - *This survey will provide a unique level of data not otherwise available in university-wide surveys. The survey was submitted for human subjects approval in January. It's hoped it will be authorized soon so it can go live before spring break.*
  - *CDEI will appreciate everyone's help in disseminating it. If the survey is before spring break, they should be able to analyze and disseminate results to faculty. Any data collected can be used on the next diversity action plan or report. It is CDEI's hope the survey will go out every two to three years. After that, by the end of the calendar year in December, there will be an update to summarize the data and its interpretation. Finally, in the summer of 2024, a*

*new, full diversity action plan would be expected.*

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

- Faculty Assembly (FA) - Area I
  - *John Eisele, Modern Languages*
  - *Aaron Griffith, Philosophy*
- Committee on Faculty Awards, Prizes, and Professorships (CFAPP) – Area II
  - *Charles McGovern, American Studies*
  - *Rani Mullen*
- Faculty Assembly – Area II
  - *David Feldman, Economics*
  - *Brennan Harris, Kinesiology*
- Committee on Faculty Awards, Prizes, and Professorships (CFAPP) – Area III
  - *Diane Shakes, Biology*
  - *Leah Shaw, Mathematics*
- Faculty Assembly – Area III
  - *Christopher Del Negro, Applied Science*
  - *Joshua Puzey, Biology*
- Procedural Review Committee/Personnel Policy Committee (PRC/PPC) – Area III 2
  - *Mark Forsyth, Biology*
  - *Patricia Vahle, Physics*

**VII. Report from the Council of Chairs and Program Directors (Tuška Beneš)**

- Tuška and Sarah Stafford are the new Co-chairs of CCPD, replacing Arthur Knight and Sue Peterson.
  - *Jennifer Beckham Mendez joins the Executive Committee of CCPD representing Area 2, and joins Matthew Haug from Area 1. Jeff Nelson is representing Area 3 on the Executive Committee, and Paul Manna is representing the Programs.*
  - *Their first meeting of the new semester was on February 2, where they discussed the ToRFF, revisions to the merit process, and the steering committee for the computing data and applied science initiative. They also*

*met with Abbie Schaefer, and Janice Zeman joined the meeting on behalf of the Neurodiversity Executive Committee. Janice asked CCPD to help each academic unit find a rep to join in a workshop that she is hosting.*

- *The next meeting is on February 16 and they will be joined by Provost Agouris as well as Pam Eddy, the new Associate Provost for Faculty Affairs. They also plan to do some outreach to staff to get a better sense of the needs and challenges that are facing departmental admins.*

**VIII. Report from the Faculty Assembly (Cathy Levesque)**

- The Faculty Assembly, in response to general interest from the larger faculty, has been looking at tuition benefits for faculty and staff.
  - *Scott Swan put forth an excellent report detailing the benefits of available tuition for hiring and retention of both faculty and staff. Although the Assembly generally agreed it was needed, it would need to be funded by outside money, and that is where the conversation was tabled. The report can be found on the Faculty Assembly website for anyone who wants to read it.*

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

- Faculty Affairs Committee has been meeting weekly with the Acting Dean and it has been going very well. They have been discussing a variety of things including department merit procedures and concerns about enrollments, computing data and applied science steering committee and making nominations for that, and the ToRFF. Peter will be sending a Zoom link out for the special FAS meeting to vote on the ToRFF in the coming days.
- Peter will be sending out a survey to determine whether FAS meetings should still be held on Zoom, in person, or in a hybrid format

**X. Adjourn - Meeting is adjourned at 4:40pm.**