

MINUTES
Faculty of Arts & Sciences
Sept 5, 2023, 3:30 – 5:00 pm
Tucker 127 and Zoom
<https://cwm.zoom.us/j/93446230138?pwd=R3o1ek>

I. Approval of minutes from meeting on May 3, 2023

Minutes from May 2023 approved by unanimous consent.

II. Report from the dean (Suzanne Raitt)

1. General announcements

- a. Suzanne encourages faculty to attend the reception following the meeting.
- b. She has received questions about COVID as students returned to school. Faculty should review the webpages on university policies.

2. Recent and future raises

- a. Suzanne clarifies that recent raises came from a salary pool of 5%. This means that after promotion raises, retentions and adjustments, the average faculty member received less than 5%.
- b. There may be an average 2% salary raise designated by the Commonwealth's General Assembly in January 2024.

3. Teaching Faculty Framework

- a. All Lecturers and Senior Lecturers have been moved into their new titles and positions corresponding to the new framework.
- b. Suzanne thanks the staff for their work to complete this task.
- c. The new Teaching Faculty Committee will be charged with developing renewal, performance, and merit. Departments should hold off on developing these policies as a template is coming.

4. Arts Quarter

- a. The new Phi Beta Kappa Arts Building has had a soft opening. Suzanne is grateful for the patience of the faculty and staff.
- b. Everyone is encouraged to attend the first performance called NINE by the Leah Glenn Dance Co. at 7:30 PM on 9/9/23.

5. Administrative changes

- a. Sherri Powers will be missed as she retires in December of this year.
- b. Janice Zeman will be stepping down from the Vice-Dean position in December. Suzanne is grateful for her work.

6. A&S Planning with Faculty

- a. Suzanne intends to visit all A&S departments over the academic year to discuss the best vision for A&S.
- b. Suzanne reminds faculty that Courseleaf will be our new registration software starting in Spring. More information will be provided this semester.
- c. The Provost has announced A&S faculty publication data will be tracked initially by A&S while a more permanent way to keep the records updated is developed.

III. Provost's Report and discussion of report on the new school (Peggy Agouris)

1. Recap of recent initiatives and current initiatives
 - a. Faculty productivity – As the first part of a 2-phase initiative, Faculty Assembly provided the BOV with information on faculty productivity. In spring, data will be further collated to prepare for the next accreditation process.
 - b. Wellness, wellbeing, and academic stress – Work continues to support students, faculty, and staff. W&M is engaging organizations like Mindversity and arranging the academic calendar to support wellness.
 - c. Washington Center – Peggy's office is working with the Washington, DC Center to see how it fits with university goals and working with the deans to take advantage of the opportunities there.
 - d. New Registrar - William & Mary is pleased to have Alana Davis as Associate Provost and University Registrar as Sallie Marchello retired.
 - e. The search for a new COO continues following Amy Sebring's departure.
2. Discussion of the new school for Computer, Applied, & Data Sciences and Physics
 - a. Last year, the faculty weighed in on the new entity/school and communicated their ideas to the steering committee co-chaired by Suzanne Raitt and David Yalof (Vice Provost for Academic Affairs).
 - 1) Peggy will get additional information from A&S faculty today in this meeting and when she attends the Assembly's Retreat later this month.
 - 2) Next, she'll work with the co-chairs to propose a new direction and establish an implementation committee.
 - 3) Delivery of an update and a proposal are expected to be delivered to the BOV in November. Necessary external steps will then be pursued.
 - b. Peggy takes A&S faculty's questions on the new entity/school
 - 1) A request is made for a written rationale for a new school (rather than a different type of entity), and careful consideration of advantages of a school, the costs, overhead, number of faculty, relationship of such a school to others in the state, and so on.
 - Peggy responds that it's called a new school because the initiative took many appellations and because a new entity cannot be an institute or a center, so it will have to be a new school. The report out this past summer and other interactions covers some of these questions.

- Regarding cost, W&M is not creating things from scratch. While other institutions start entirely new departments, our new entity will not be a great expense because we are creating a structure that would take these departments as they are. This includes the departments budgets, faculty and support; and will create a new entity that brings those advantages. By design, this is not going to be a tremendous expense to the university because all the needs of these departments will be met as the growth of students and student interests continues.
 - Regarding faculty, positions will be allocated either within or outside of Arts & Sciences. Additional expenses are being considered carefully and will probably include two new positions. The implementation team will determine the leadership structure if this new school is to be completely autonomous. The new positions will be hired via national searches and for less than one million dollars. Other people will be moved to positions from already existing areas. By comparison, A&S hired 50 new faculty this year for 8 million dollars, so this is something we spend money on every year. Costs are directed at restructuring, not creating an entirely new school.
 - The report on the new school produced in the summer of 2023 shows the financial impact on W&M is not significant and the Provost's Office is investing to strengthen connections between the entity and A&S. These investments create partnerships within this inter-disciplinarity.
- 2) A second speaker asks whether a decision has been made to create a new school separately or whether it will be under the aegis of A&S, and whether it will be competitive with many new, similar programs in the Commonwealth. The report shows we are currently unable to attract new faculty because salaries, startup, graduate students, and support including stipends will need to increase to be competitive. One million dollars sounds low in terms of our ability to deal with these things. Can faculty expect to see some fuller explanation of both expenditures and revenues required to accomplish the objective?
- Peggy says no decision has been made regarding whether the new entity is in- or outside of A&S because she committed to speaking with FAS today and with Faculty Assembly first.
 - Regarding the ability to compete with similar programs in the Commonwealth, Peggy says if W&M follows a fully autonomous path, we will be better able to recruit faculty and students. We would also expect higher research productivity to take care of grad students and external funding. Workforce needs in the Commonwealth, students' demand, and continued investment will help us compete. Taking care of our undergraduate mission is critical, but graduate education and

external funding are, too. We'd expect to develop a model that would attract people who are already established, who will bring their accomplishments and monetary support with them, which will generate more support for our graduate students.

- 3) A third speaker asks if this new entity is outside A&S, and if the undergrads want to take courses there, will undergraduate students still enter as undecided majors and get the important part of liberal arts and sciences? The ability of undergraduates to explore the liberal arts before declaring is healthy.
 - Peggy does not foresee barriers for undergraduates taking courses in both A&S and in the new entity.
- 4) A fourth speaker poses a question in chat to ask what the two new positions are, and whether the less than one million dollars mentioned above includes just the two new positions or also the administrative apparatus needed for the new school?
 - Peggy says the implementation team would determine that, but the two positions are a dean and associate dean. Other people would move internally.
- 5) A fifth speaker requests information on whether there is currently a problem with recruiting faculty and graduate students in the departments directly affected by the new school.
 - Peggy says the four STEM grad programs rely heavily on external funding, but currently, W&M does not have the recognition, visibility, or the financial commitments that attract sufficient students.
- 6) A sixth speaker, also via chat, asks how Peggy sees A&S changing as a result of the new school?
 - Although she notes this is better answered by the Dean of A&S, Peggy sees this as a starting point for how both the new school and A&S can help each other. One size doesn't fit all at the university. She says it's important that we enable everyone in their own area to grow and expand and get stronger as opposed to just limiting everybody to the lowest level of possibility.
 - Suzanne also responds by saying the steering committee's work demonstrates units (like performing arts and STEM) have different needs. She plans a broad conversation about future of A&S, who we are, and where we want to go. The majority of A&S faculty want to maintain the A&S core and cohesiveness; to collaborate in research, to facilitate students taking courses in whatever department they want, and to help students declare majors and minors in whatever department they want.

- 7) A seventh speaker asks via chat if additional teachers will be needed to provide all the courses that undergrad students want?
 - Peggy says as the areas grow, we'll need to think about how to allocate people, but we'll have more of an environment where more people are connected in terms of disciplinary focus. We'll maximize what we can offer and continue to invest in this either inside or outside A&S.
- 8) An eighth speaker asks Peggy what opportunities she sees for A&S?
 - Peggy says we can strengthen collaborations, invest in old and new areas.
- 9) A ninth speaker via chat asks about the growth of the A&S Dean's Office staff in recent years to meet growing demands placed on them in terms of communications, assessment, DEI, advancement, finance, personnel, etc. Would the new school not need similar sorts of administrative support? Would some of the people in these roles in A&S move over into the new school? What is the plan to address A&S's needs in administrative support that motivated the expansion of the Dean's Office?
 - Peggy says there are certain things that are not needed in every school. This will keep costs down. She offers the example of the two Provost Faculty Fellows: Josh Burk and Omiyemi Green bring value at no significant cost.

IV. Report from EPC (Jim Deverick)

1. Jim thanks outgoing EPC Chair Kristin Wustholz, who prepared this report of last year's EPC activities.
2. Last year, 2 policy changes and 255 courses were processed.
 - a. Policy changes
 - 1) New language specifies that students who study away after matriculation must now get pre-approval for credits to be considered for transfer to the university. Credit is not guaranteed. The policy specifies which campus offices are responsible for issuing that pre-approval depending on the type of course (COLL course, a general elective or a major or minor requirement).
 - 2) Seniors are no longer required to spend their final two semesters in residence as this can cause problems with federal financial aid or gaining COLL 300 credit abroad. There is no change, however, to the 60 hours of residency required for the W&M degree.
 - b. Other changes to courses
 - 1) EPC approved 13 curriculum changes for domain and proficiency applications, 25 new courses, 46 updates to existing courses, and 103 COLL

courses. We also began a review of courses which delink credits from contact hours. This information will be used to meet accrediting requirements.

- c. COLL sustainability and EPC proposal efficiencies
 - 1) EPC implemented some of the changes suggested by the COLL sustainability working group. Curricula guides and suggestions for successful proposals are now available on our website. Existing curricula forms were overhauled to remove redundancies and outdated information.
 - 2) Delinked courses no longer require 2 curricular proposals to go through EPC.
 - 3) More aggressive changes to the COLL curriculum such as enlarging COLL 100 / 150 courses or allowing the COLL 100 to float beyond the freshman year were considered but those changes require further collaboration with the Dean's Office to describe the distribution of COLLs in the different units. This consideration is ongoing.
- d. Last spring, EPC reached out to several offices throughout the university, including the Charles Center, the Washington Center, and Global Research Institute to develop a standard for credit-carrying internships to bring us into better alignment with other universities throughout the Commonwealth. The result was a set of recommendations that we have largely adopted to determine credits of an internship.

V. Report from FAC (Marc Sher)

- 1. Faculty Affairs is a committee of 6 tenured faculty who meet weekly with the A&S dean for an open, frank, and confidential discussion.
- 2. Marc introduces current members and encourages A&S faculty to contact FAC through email or the website with any issues they wish to bring to the Dean's attention.
- 3. Marc announces Tim Wolf, Director of Admissions, will speak at the October FAS meeting about the College's response to the Supreme Court decision on affirmative action and Legacy admissions.
- 4. A second upcoming issue concerns merit procedures.
 - a. PRC is reviewing merit procedures from different departments, have checked them against the Handbook, and in conjunction with Associate Dean Wanjiru Mbure's recommendations.
 - b. FAC will present the merit standards in the FAS October meeting for discussion and with the plan to vote on them in November.
 - c. Eventually, merit standards will go to the Personnel Policy Committee and the Procedural Review Committee.

5. Suzanne notes the Teaching Faculty framework doesn't need to be approved by the BOV because they are not Bylaws. Information on these policies will be found on the A&S website soon. Eventually, they will be incorporated into the A&S documents.
6. Marc notes that the October FAS meeting will also bring reports from the Charles Center and RPT.

VI. Report from Faculty Assembly (Josh Burk)

1. Josh states briefly that the 21-member Faculty Assembly meets with the Provost once a month in an advisory capacity. Faculty should reach out with any questions or concerns for the Provost or President. Membership of FA is on our website.
2. FA held a retreat on August 24.
 - a. President Rowe discussed her vision that William Mary be known as the most high or personal touch public university in the country.
 - b. FA discussed making the Handbook align with the development of the new school or entity.
 - c. The Provost spoke on the new school, feasibility, support for research faculty, and faculty well-being.
 - d. Associate Provost for Faculty Affairs and Development, Pam Eddy addressed a new faculty website, faculty research, and followed up on a 2019 report on course evaluations.
 - e. FA President Scott Swan listed Assembly choices to of issues to work on – the faculty survey, defining shared governance, academic freedom, retirement incentives, and athletics.

VII. Adjourn (to reception outside Ewell Hall – new faculty will be introduced at the reception)