

**Faculty of Arts & Sciences**  
**December 3<sup>rd</sup>, 2024, 3:30 – 5:00 pm**  
**Tucker 127 A**

- I. Approval of minutes from November 2024 FAS meeting
  - Will be approved in February 2025
- II. Report from the Dean (Suzanne Raitt)
  - Teaching Faculty Framework
    - The Procedural Review Committee noted the TFF didn't align with the Faculty Handbook, so Suzanne has made three small edits to the TFF to comply.
    - Suzanne will send the edits to FAS next week and call a special Zoom meeting from 12:30 – 1:30 PM, Monday 12/16/24. All are encouraged to attend. PRC will then work to approve the edits quickly so departmental merit can go forward. If a department has already approved the general A&S merit policy, it will need to vote again.
  - The A&S Bylaws are not in compliance with the Faculty Handbook. Jack Martin will review and bring Bylaws into compliance in spring.
    - Under the new Faculty Handbook, the Procedural Review Committee will no longer review changes to A&S units' policies. We will need a new standing committee in spring, so changes to academic unit policies will go through new FAS Personnel Policy Standing Committee. PRC will continue to approve A&S level policies, but not individual unit policies unless by express request of a faculty member.
  - The Dean's List has been growing recently and now includes 51% of the students. It will be changed from requiring a 3.6 to requiring a 3.7 (A-). This will reduce the number of awardees to 40%.
    - EPC was asked to consider the matter but determined it was outside their purview. EPC may be asked to consider a specific policy in the near future.
    - Phi Beta Kappa has found that COVID and retroactive P/F has increased the Dean's List numbers.
    - Suzanne will share the trends for grades last semester. She is open to other solutions.
    - A faculty member is surprised to learn that grades are creeping up as the performance is somewhat weaker following COVID. This is an issue because the Dean's List should differentiate GPAs.
  - The BOV voted to create a department of Data Science in the new school..
  - Suzanne is asking the Provost for an increase in the base budget. She will ask for an increase in stipends for all PhD programs. Humanities stipends at UVA are \$3500 higher than ours. Smaller increases will be made for science PhDs, to bring them to the same level as UVA.
  - Chris Carone notes that we are also requesting funding to restore two TA lines in A&S and strengthen the cohorts.
  - Suzanne will create a pre-professional advising center. It will be a conceptual, not a physical, place and represents a campaign priority. We now have 4 pre-med and 2 pre-health advisors and volunteers for pre-pharmacy, pre-vet, and pre-dental fields. Students

will be required to do online training before being assigned to an advisor. An admin will facilitate and coordinate internships, scribing, and connections to alumni networks.

- The Teaching Faculty survey results said there was room for improvement regarding low salaries and not being able to vote on TTE hires. Suzane will send a memo to the teaching faculty and their chairs and directors with summarized results. TTE faculty would like to know what colleagues are thinking. There is no plan to share raw results from the survey.

### III. Ginger Ambler, Senior Vice President for Students Affairs & Public Safety

- Students Affairs was challenged after COVID, with broad responsibilities.
  - Stacy Harris left, leaving the team disrupted, so Ginger didn't want to hire an interim staff. Ginger reorganized the various offices.
  - Wilmarie Rodriguez will be in charge of Academic Wellbeing, CARE, and Student Accessibility Services.
  - Anna Mroch and Greg Henderson have new responsibilities, Anna in Planning, Strategy & Integrative Practices, and Greg in Community Values and Connection.
  - Students may be sent to Student Affairs if faculty don't know where to send them for assistance.
  - A faculty member notes that Student Affairs isn't always available and asks what is the emergency protocol or place to contact? CARE isn't for emergencies. At any time, there is an admin on call after hours, and always a physician and counselor on call. Faculty and staff can call law enforcement to get the names of the on-call people. A person calling the counseling center will get a clinician 24 hours a day. The first step is calling the police department because they know the resources and can tell where to send a student in distress.
  - Ginger meets with Chief of W&M Police Don Butler regularly to support providing compassionate care to students.
  - A faculty member asks if Student Affairs is available on remote teaching days. Ginger says staff are on call on all days.
  - Ginger will share all materials developed for Care of students.
  - Suzanne notes that counselors can support faculty by attending classes in which students who have passed away were enrolled.
  - Ginger suggests that we stay in communication as faculty.
  - Suzanne asks about the revised expressive activity policy. Ginger notes there are facilities use policies to make sure everyone can use the facilities without disruption. Ginger and Stacy Harris met with students in spring and students asked to collect policies on expression in one place. Ginger developed a website to streamline and clarify expressive activity in consultation with University counsel.
- Ginger is excited to say that the Westwood dorm, along with renovated Monroe and Dominion, will provide 1200 beds and we will transform some space to permit more activities for communities.
- Associate Vice Provost for Public Safety search continues. The person will address risk, violence, and law enforcement.
- Suzanne asks for an update for Kelly Crace's position. If faculty would like, at 11 on Friday, they can stop by to wish him well.
- Center for the Liberal Arts (CLA) Report (Josh Erlich)
  - Call for Fellows will come out in spring.
  - CLA reviews proposals en route to EPC.
  - CLA offers workshops for COLL courses in collaboration with STLI and Library,
  - CLA interacts with partners like STLI and OUAA

- COLL innovation Grants – fund curricular activities associated with COLL courses
  - Survey stakeholders in spring 2024 results
    - Most faculty are satisfied with how COLL 200 work.
    - Some people would like to teach more COLL 200s but have too many curricular demands.
    - Most faculty are not inclined to team teach.
- IV. Faculty Assembly motions
- Adopted two amendments to the Faculty Assembly constitution to define Faculty Assembly involvement in the constitution of ad hoc and other committees; and to add representation for the CDSP (new school) on Assembly. Proposal ratified by Assembly, so units need to ratify the motions. Both motions pass.
- V. Honoring December retirees
- Marcus Holmes recognizes John Gilmore on his retirement.
  - Arthur Knight recognizes M. Lee Alexander and Elizabeth Barnes on their retirements.
- VIII. New Business – there was no new business.
- IX. Adjourn