

Faculty of Arts & Sciences
February 4th, 2025, 3:30 – 5:00 pm
Tucker 127 A

- I. Approval of minutes from meeting on November 2024 and December 2024 FAS meeting
 - November, 2024 and December, 2024 minutes approved
- II. Report from the Dean (Suzanne Raitt)
 - Immigration concerns
 - Community members were concerned following reports that federal agents were on or near campus yesterday, especially in light of increased ICE activity in the nation in the past week.
 - Community members are asked to report federal enforcement activity on campus or other unknown people to Don Butler, Chief of WM Police & Interim AVP for Public Safety.
 - We all should be mindful of upholding our community values, reminding constituents of free 24-hour counseling through the Counseling Center and Timely Care, and practicing advocacy and support for colleagues and students.
 - Updates from A&S
 - Welcome to Audrey Horning, Vice Dean of Research & Graduate Studies.
 - Rob Hinkle is stepping down from his position as Vice Dean in July. Faculty are encouraged to apply for the position (to be called Vice Dean for Natural, Mathematical, Behavioral and Health Sciences). The search committee of 5 faculty members and a staff member will be chaired by Cheryl Dickter.
 - There are currently 36 ongoing faculty searches. Ten new faculty contracts were signed as of December.
 - Retirement plans: Faculty aged 60+ can pick phased retirement in 2026 and teach 1 – 1 or plan to retire in 2027 and get one course release each year. There is an additional cash incentive plan for retirement in 2025. Faculty may sign up for only one plan. Departments and programs may require additional money to cover the phased retirement courses and a call for positions will come out soon.
 - The phased retirement plan deadline has passed, but the cash incentive retirement plan can be chosen until March 7, 2025.
 - The Dean's Office will send the merit spreadsheets for all faculty, including adjuncts, soon. The spreadsheets will be pre-programmed to weight the different service requirements for the different ranks of teaching faculty.
 - Minor revisions to the Teaching Faculty Framework approved by

FAS in November were approved by PRC and are awaiting approval from PPC. [Update: PPC approved with some minor changes on February 25, 2025].

- Merit scores are due to Ewell by March 31. Faculty will be apprised of any raise in August 2025.
- The biennial VA budget includes for a 3% pool for salary increases, although that could change.
- Doug Schmidt, Dean of Computing, Data, Science and Physics School has been on campus and met with Christopher del Negro (undergrad studies) and Chris Carone (grad studies).

III. February Elections (Tyler Meldrum, N&E)

- N&E has been reviewing diversity on committees and will report their findings in the near future.
- N&E is considering changes to ballot procedures to make candidate information more accessible.
 - Candidate names will be hyperlinked to their university websites.
 - Nominees may introduce themselves in the FAS meeting.
 - The ballot is read aloud and there are no nominations from the floor. Ballot will be sent today and open for a week. Faculty who are leaving A&S may not vote in these elections.

ISAC (Area II)

Shi Qi (Economics)

Andy Fisher (History)

ISAC (Area III)

GuanNan Wang (Mathematics)

Jon Allen (Biology)

FA (Area I)

Gayle Murchison (Music)

Andrew Tobolowski (Religious Studies)

FA (Area II)

Alan Kennedy (Public Policy)

Jay Watkins (History)

FA (Area III)

Christy Porter (Psychological Sciences)

JC Poutsma (Chemistry)

Chris Abelt (Chemistry)

Carrie Dolan (Kinesiology)

Three seats; top three vote-getters will be elected.

FA/FAC (Area II)

Andrea Wright (Anthropology)

Nate Throckmorton (Economics)

FAC (Area II)

Eric Han (History)

A. Maurits van der Veen (Government)

CFAPP (Area III)

Diane Shakes (Biology)

Pam Hunt (Psychological Sciences)

- IV. Proposal to change the name of the Department of Kinesiology to the Department of Health Sciences.
- Motion: The faculty proposes to change the name of the Department of Kinesiology to the Department of Health Sciences.
 - SCHEV has approved new BS degrees in Human Health and Physiology and in Public Health. The proposed departmental name matches the new degrees.
 - Approved unanimously
 - Proposal will go to the BOV in April and to SCHEV in summer.
- V. Discussion of changes to the A&S Bylaws
- Revision of A&S Bylaws requires two stages. The first stage includes revisions to bring the bylaws into compliance with the revised Faculty Handbook (effective July 1, 2025) and to incorporate references to the School of Computing, Data Sciences and Physics where necessary. These revisions must be completed by March so that the BOV can review and approve at their April meeting.
 - Changes in the A&S Bylaws will also cover policies governing undergraduates and committees which overlap between A&S and CSDSP.
 - Changes made in the future will involve consolidating committees, ensuring representation of TF on committees where they are eligible, and the area designation of faculty in interdisciplinary programs.
 - Changes will be considered serially.
 - Section 1. Amendment regarding voting rights proposed to include “full time faculty.”
 - Section 4 updates the reclassification of Psychological Sciences and Kinesiology into Area III as approved by PPC. An amendment updates the name of the Department of Theater & Performance.
 - In the next round of amendment proposals, A&S will suggest removing language regarding the Dean of Libraries from the Bylaws.
 - Article 2, section 1 addresses constituents of Areas 1, 2, and 3. Programs are currently not listed.
 - It’s difficult to know where programs would fit in the Areas as many have faculty from across the Areas.
 - If we list some programs and not others, we may miss some, and there will likely be some methodological shifts and evolution of programs. We may wish to not be so prescriptive. Not listing

programs allows people to select their area themselves if they are in a program.

- Should we list current programs to capture the current landscape? Suzanne and Jack will discuss this and bring back in the March A&S meeting.
 - Article 2 section 2 addresses the mention of deans. The BOV prefers that we remove all reference to deans or chairs and replacing that phrase with ‘deans or their designees.’
 - Article 2 section 3. The dean shall appoint a secretary (reflects current practice)
 - Motion to create an A&S Personnel Policy Committee in Section 11. Currently, PRC and PPC have to approve all department and program policies, which is burdensome, but provides consistency and compliance with the Handbook. A separate A&S Personnel Policy Committee would run in parallel with PRC and PPC. PRC and PPC will approve schoolwide policy and consider faculty appeals of department policies. Otherwise, individual department policies will go to a new A&S Personnel Policy Committee, which could also oversee a central repository for documents.
- VI. Report from Faculty Assembly (Josh Puzey. Brennan Harris stands in for Josh.)
- Assembly has approved revisions to the FA Bylaws to arrange representation for the new school and is working on language regarding submitting names to the administration for faculty representatives on committees.
 - Assembly continues to work on the Fitness for Duty Policy. Cathy Forestell is working with HR to comply with state and federal law. FA invites faculty input and will discuss this at the next meeting on Feb. 18.
- VII. Report from FAC (Suzanne for J.C. Poutsma)
- FAC has been discussing A&S Bylaws.
- VIII. Old Business
- None.
- IX. New Business
- None.
- X. Adjourn.