

Faculty of Arts & Sciences
May 6th, 2025, 3:30 – 5:00 pm
Tucker 127 A

I. Approval of Minutes

- The approval of the minutes from the previous meeting was postponed. The minutes will be distributed and discussed at a future meeting.

II. Visit from Mike Todd (Executive Vice President for Finance and Administration)

• **Overview:**

- **University Budget Structure:** The university currently operates on an incremental budget system. Its largest source of revenue is student tuition and fees, making undergraduate enrollment a critical factor in the university's financial stability.
- **Auxiliary Services:** Units such as housing, dining, and parking are self-supporting and operate with budgets separate from the university's main operating funds. Surpluses or deficits in these units do not directly translate to the university's overall financial position.
- **Current Financial Health:** For the first time in several years, the operating budget for FY26 is balanced without the use of reserves. Mike described the university's reserves as healthy, stating that this places William & Mary in a strong position to handle future challenges thoughtfully.
- **New Hires:** Mike announced the hiring of a new Budget Director, Mike Madalena, and a new Chief Financial Officer (CFO), Sean Galloway, who will start in a few months.

• **Discussion**

- **New School Fees.** Fees for the new school have been approved and will be implemented on a tiered basis for incoming students over the next four years.
- **State Budget Impact.** The recently passed Virginia state budget includes approximately \$3.9 million for the planning of Ewell Hall. However, it did not include funding for the law school utility plant or the VIMS marine sciences center. The law school utility work is essential and will proceed.
- **Deferred Maintenance.** The university is in a "very healthy place" regarding deferred maintenance, with the state providing consistent funding.

- **Future Initiatives.** Mike will review the university's tuition allocation and indirect cost recovery models to provide academic units with more clarity and control for future planning.
- **Structural Deficit & Indirect Costs.** Mike is not aware of the current structural deficit. Regarding potential federal changes to indirect cost recovery rates, he noted that the impact on W&M would be muted, as a majority of the university's grants are not fully overhead-generating.
- **EVP vs. CFO Roles.** The new CFO will have a dedicated role overseeing all finance teams, reporting to the EVP. The EVP's role is broader, also encompassing areas like IT, HR, and facilities.

III. Dean's Report (Suzanne Raitt)

- **State Budget and Compensation:**
 - **Salary pool:** The state budget includes a 3% salary pool for employees. This pool must cover merit raises as well as increases for tenure, promotion, equity, and retention.
 - **Bonus:** A 1.5% bonus for all state employees was also included.
- **Updates:**
 - **Teaching Assistants:** A working group has delivered an interim report on the use of TAs. A final report with recommendations is expected by the end of the month.
 - **Teaching Evaluations:** A report from the group evaluating teaching is expected by the end of May.
 - **Interdisciplinary Hires:** A working group is developing recommendations for tenure-eligible hires in interdisciplinary programs, with a report due at the end of August.
 - **Budget Analysis:** The National Association for College and University Business Officers (NACUBO) is analyzing the Arts & Sciences budget and revenue allocation models to ensure funds are distributed effectively.
 - **Hires:** This year was a "bumper year" for hiring, with approximately 35 tenure-track, 18 teaching faculty, and 8 visiting teaching faculty searches successfully completed. This level of hiring is not expected to continue next year.
- **Diversity, Equity, and Inclusion (DEI):**
 - **Associate D.E.I. Dean position:** The position of Associate Dean for Diversity, Equity, and Inclusion will be "sunsetting" over the summer.

- **New position:** This is a strategic decision to reassess the role after its initial three-year term. A new position will be developed over the summer to align with institutional conversations and to protect and strengthen the work of inclusion and belonging.
- **Leadership:** Wanjiru Mbure will continue in a leadership capacity through this transition and beyond.
- **President's Strategy**
 - **Strategy.** President Rowe's has developed a strategy of "tactical patience." This approach involves speaking specifically for William & Mary and focusing on concrete actions to protect the university community, rather than signing on to broad group statements. This strategy has effectively shielded W&M from negative actions that have affected other Virginia public universities.
- **Awards and Recognitions**
 - **Outgoing Leadership:** Bob Pike (Chemistry) was recognized for his service as a department chair. Other outgoing chairs and directors were recognized in absentia.
 - **Faculty Mentors:** Iyabo Osiapem (Linguistics & Africana Studies) was thanked for serving as a new faculty mentor. Others were thanked in absentia.
 - **2025 Jennifer and Devin Murphy Faculty Award:** Tyler Meldrum (Chemistry)
 - **2025 Arts & Sciences Faculty Award for Governance:** Hannah Rosen (History & American Studies) and Magalie Coupon (in absentia).
 - **2025 Arts & Sciences Faculty Award for Teaching Excellence:** Shen Ying Lin, Michael Dace, and Jodi Allen (in absentia).
 - **Graduate Faculty Mentoring Award:** David Armstrong, presented by Tim Case of the Graduate Students Association.
 - **Vice Dean Recognition:** Rob Hinkle was thanked for his four years of service as Vice Dean for Natural, Computational, and Physical Sciences, as he steps down from the role.

IV. International Studies Advisory Committee (ISAC) (Lisa Landino):

- **Applications:**
 - The committee continues to review and evaluate study abroad applications for COLL 300 credit. Winter programs have seen significant growth, with about

200 students participating, and summer programs serve around 400 students.

V. Committee for Diversity, Equity, and Inclusion (CDEI) (Barhanu Abagaz):

- **Updates:**
 - The committee focused on assisting departments with climate surveys and diversity plans. They advocated to the admissions office to strongly encourage applicants to submit standardized test scores and a second essay, arguing this data can help identify promising students from under-resourced backgrounds.

VI. Nominations and Elections Committee (Tyler Meldrum):

- **Upcoming Arts & Sciences May elections:**

Faculty Assembly/Faculty Affairs Committee joint position (Area I):

Melanie Dawson (English)
John Lee (Art and Art History)

Faculty Compensation Board (Area III):

Jennifer Bestman (Biology)
Junping Shi (Mathematics)

Faculty Hearing Committee (two spots, Area I and Open):

Jack Martin (English and Linguistics)
Gayle Murchinson (Music)
Monica Seger (Modern Languages and Literatures)

The top two vote-getters will be elected

Nominations and Elections Committee (Area II):

Tate Twinam (Economics)
Shi Qi (Economics)

Note: While the current Nominations and Elections Committee runs the N&E elections with the regular ballot, the candidates were identified by FAC.

Nominations and Elections Committee (Area III):

Harmony Dalglish (Biology)
Madelyn Labella (Psychological Sciences)

Note: While the current Nominations and Elections Committee runs the N&E elections with the regular ballot, the candidates were identified by FAC.

Committee on Faculty Awards, Prizes, and Professorships (Area III):

Oliver Kerscher (Biology)
Guannan Wang (Mathematics)

Procedural Review Committee/Personnel Policy Committee (two spots, Area III and Open):

Ross Iaci (Mathematics)
Arthur Knight (English)
Harvey Langholtz (Psychological Sciences)

The top two vote-getters will be elected

VII. Recognition of Retiring Faculty

- **The following faculty members were honored for their long and dedicated service to William & Mary upon their retirement:**
 - **Lynn Weiss**, English and American Studies (25 years)
 - **Berhanu Abagaz**, Economics (43 years)
 - **Alfredo Pereira**, Economics (since 1995)
 - **Jenny Taylor**, Modern Languages and Literatures (35 years)
 - **George Vahala**, Physics (50 years)
 - **Mark Sher**, Physics (since 1989)
 - **Lee Kirkpatrick**, Psychological Sciences (34 years)

VIII. New Business

- **None**

IX. Adjourn

- A motion to adjourn the meeting was made and seconded. The meeting was adjourned.