

Faculty of Arts & Sciences
February 3rd, 2026, 3:30 – 5:00 pm
Sadler, Tidewater A

I. Approval of minutes from meeting on December 2nd, 2025

- A motion to approve the minutes from the December 2nd meeting was made and seconded. The minutes were approved.

II. Provost's remarks (Peggy Agouris)

- All four boards met this week. The topics of discussion included:
 - tenure (how can we reward, mentor, and incentivize faculty?)
 - degrees from different schools
 - COLL curriculum review
- Strategic Plan:
 - Vision 2026 will need to be replaced this year
 - Provost Agouris and the Deans are looking for a new set of key words to summarize our goals
 - Five general areas that we are working with: one is Academic Success (Provost Agouris could not recall the others at the time)
- Provost Agouris then took questions. Topic included:
 - Timing/motivation for the COLL curriculum review (arose from the summer retreat; motivated by desire to keep students skills up-to-date/relevant)
 - Shortage of custodial staff across campus (aware of the issue; will bring to the attention of Mike Todd)
 - Anything she has identified as potential need or growth for the college?
 - would like to introduce/integrate technology into existing disciplines in line with preparing students for workforce
 - how do we enable faculty to feel supported, incentivized, rewarded in a time where enrollments and funding are down?
 - How is the College responding to changes in policy that affect our international students and colleagues, e.g. H1Bs (aware of the issue; search committees should not take immigration status into consideration as part of their interview process)

III. Dean's Remarks (Suzanne Raitt)

- Lisa Keegan (Vice Provost of Enrollment Strategy) is chairing a workshop on direct admission (Business School and VIMS) that faculty might be interested in attending
- The Provost is putting together a group to look into how revenue from revenue-creating MA programs is allocated. At the moment, it doesn't go back in A&S, but we would like it to
- Faculty Assembly is working on revising the Faculty Handbook, particularly the section on NTE faculty and on processes and procedures for the Faculty Hearing Committee
- Dean Raitt then took questions. Topics included:
 - Recent removal of posters and campus posting policy for artwork, flyers, etc. (Dean Raitt will look into this)

IV. February Elections (Helen Murphy, NEC)

- Helen clarified that with new TF rules, some elections don't have an area attached
- A call for nominations from the floor was made; there were no further nominations.
- Nominations are as follows:

- o **Faculty Assembly, Area I**
 - Sophia Serghi (Music)
 - Jonah Goldwater (Philosophy)
- o **A&S Personnel Policy Committee, Area I**
 - Michael Cronin (Modern Languages & Literature)
 - Erin Webster (English)
- o **A&S Personnel Policy Committee, TF**
 - Michael Gaynes (Art & Art History)
 - Jenny Rahn (Biology)
- o **Committee on Faculty Awards, Prizes, and Professorships, Area II**
 - Andrew Dustan (Economics)
 - Jennifer Kahn (Anthropology)

V. Report from the COLL Review Working Group (Joshua Burk)

- The COLL Review Working Group is going through a data collection phase. They will have a report on this data to the Provost by March 1st, which will then go to the Board at the April meeting
- They are collecting quantitative data (numbers of students in classes, comparison with peer institutions), qualitative data (working groups, townhalls, surveys), reviewing prior reports, and working with the CLA, PIES groups, Faculty Affairs, and Faculty Assembly
- Joshua then took questions. Topics included:
 - o Do we have data on alumni and how the COLL curriculum has affected them? (No data yet but conducting surveys)
 - o Do we have data on whether COLL 100/150s serve as gateways into the major? (we can track this through PATH)
 - o What is the end goal of the report? (To determine what is working and what isn't, both in terms of faculty innovation and in terms of students' ability to succeed)
 - o Can the Board's directive be shared with faculty? (Joshus will look into this)

VI. Update on "Applied Learning for All" and Introduction of our new Applied Learning Program Director (Elizabeth Harbron, Jodi Fisler)

- Elizabeth and Jodi gave an overview of the Applied Learning for All initiative and identified three areas of focus:
 - o Infrastructure
 - o Access
 - o Impact

VII. Motion to Amend A&S Bylaws (attached) (Suzanne Raitt)

- A motion was made on behalf of the Faculty Affairs Committee to adopt the proposed amendments as outlined in the attached document
- A motion was made to further amend the language regarding committee formation to add "and at least one of the members shall be teaching faculty." The motion was seconded, and the question called. The amendment was passed.
- The question to close discussion was called, seconded, and passed. The motion to adopt all the amendments passed unanimously.

- Dean Raitt noted that she would leave it to the A&S faculty (via FAC) to decide whether or not we want to bring a future motion on changing the language re: tenure home to include the possibility of tenuring faculty in the College rather than in an individual unit.

VIII. FAC proposes the following change to the Faculty Handbook:

- A motion was made on behalf of the Faculty Affairs Committee to adopt following change to the Faculty Handbook (FH III.B.1.a, p. 11):
 - Current language: All tenure-eligible and tenured appointments must be made by a department or school; however, faculty members may hold one or more joint appointments with another program, department, or school (see Section III.B.7).
 - Proposed language: All tenure-eligible and tenured appointments must be made by a College or school; however, faculty members may hold one or more joint appointments with another program, department, or school (see Section III.B.7).
- During discussion, faculty raised the question of whether this change might unintentionally take power away from departments while giving power to individuals, and whether there is any reason why we couldn't say "department, college, or school" instead of "College or school."
- A motion was made to table further discussion. The motion was seconded and passed.

XI. Adjourn

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