

Faculty Assembly Meeting Minutes  
January 22, 2008  
Approved February 26, 2008

**Present:** Katie Bragdon, Liz Canuel, Francie Cate-Arries, Bill Cooke, Mike DiPaolo, Larry Evans, Alan Fuchs, Carl Hershner, Colleen Kennedy, Lisa Landino, John Lee, Heather Macdonald, Rip McAdams, Alan Meese, Terry Meyers, Todd Mooradian, Dee Royster, Carol Sheriff, Gene Tracy, Tom White,

**Absent:** Laurie Wolf

**Others in Attendance:** Provost Feiss, Josh Wyner

**1. Approval of Minutes From December and November Meetings**

The minutes were approved with one correction regarding attendance at Faculty Assembly meetings.

- 2. Final Consideration and Vote on the Proposed Faculty Handbook** (all proposed sections). Alan Meese thanked all those who worked on the Handbook this year and past years. In response to a question regarding parental leave policies for faculty, we learned that the College's non-academic leave policies do not apply to faculty enrolled in the Virginia Sickness and Disability Program and a note regarding this will be added to the Faculty Handbook.

Section III. Non-academic leave policy. Footnote.

The College's non-academic leave policies do not apply to faculty members who are enrolled in the Virginia Sickness and Disability Program (VSDP). Please refer to the VSDP Handbook for policies and procedures.

Motion was made (Kennedy) and seconded (Mooradian) to approve the Faculty Handbook. Motion was passed unanimously.

**3. Presentation By Katherine Kulick on results of the Faculty Survey**

Highlights from Professor Kulick's presentation.

- Highest response rate overall in terms of the surveys – 72%
- Is survey sample representative? Generally representative sample by area, academic rank, and rank. This adds validity and strength to the results.
- Some highlights
  - Job satisfaction – 81% are very satisfied or moderately satisfied, over time, this is up from 78% from the last survey, but not back at the 1999 levels. Low percent are satisfied with faculty salaries in general.
  - Responses regarding faculty retention. Have you considered leaving – a majority (although not quite as many as previous survey) The HERI Faculty Survey 2004-2005. Their results are “yes” – 40-47% (compared to William and Mary with ~ 60%. Of all survey respondents, 24% have applied to other institution. Are you actively on

- the job market – 21% said yes. When asked to explain why – dissatisfaction with salary, dissatisfaction with my research support, greater emphasis on my research area.
- Satisfaction with library materials and services – breakdown by different constituencies.
  - Personnel issues – have to do with the merit system and whether it effectively evaluates categories, does it appropriately weight these categories. Five of seven areas disagree that there is effective evaluation of teaching. Widespread discontent with evaluation of teaching. Many units disagree that the merit system places appropriate weight on interdisciplinary work. Much dissatisfaction with the overall merit systems. Concerns about merit being done every year.
  - Faculty influence on budget priorities – in previous survey ~70 percent of survey respondents rated faculty influence as inadequate, in current survey that figure is now 47%, so we are making good progress in this. FUPC \*is\* giving faculty influence on budget priorities. Every single category reflects an increase from the 2003 survey in terms of overall satisfaction with central administration (=President and Provost).
  - Possible priorities for the future – overall highest priorities were 1) faculty salaries, 2) faculty research, and 3) student financial aid (defined as both graduate and undergraduate). Facilities is in the top three for two units; support for interdisciplinary work is in top three at VIMS. These same top three priorities have remained consistent over the last three surveys.
  - High response to open ended survey questions – internationalization, what could be done to further support faculty research at the College (more time, more money – many ideas) and final survey item responses
  - Question – what are most important responses for the Faculty Assembly
    - Consistency with priorities over time
    - Some issues with merit evaluation (may not be an assembly issue, but is useful information for deans)
  - Is the issue with dissatisfaction with merit evaluation the result of the difference between an X percent salary increase being an actually X-y% raise.
  - The high percent of people post tenure who feel pressure to do research – promotion to full professor, some regarding merit/salary

Alan Meese thanked Katherine for her work.

#### **4. Report from the Provost**

Report on the budget process in Richmond. The professional faculty are establishing a Professional Faculty Assembly. Questions about the response in Richmond regarding the Sex Workers Show, the salary/budget letter, proposal regarding alumni from William and Mary selecting the William and Mary Board of Visitors.

#### **5. Reports of Standing Committees**

- a. Executive Committee;
- b. Faculty Affairs Committee;

- c. Academic Affairs Committee – discussed the Climate Sustainability Presidents Climate Commitment. They haven't yet met with SEAC. Timmons Roberts will be writing a letter giving the position of the ENSP faculty.
  - d. Board of Visitors Liaison Committee; Tom White presented a review of highlights of the Faculty Survey to the last BOV meeting at which he also discussed increased opportunities for the BOV to meet informally with faculty. He met with Hank Wolf with the Finance Committee of the BOV Endowment Association and noted that we have been assured that there is no direct investment in the Sudan nor with companies doing business there. On the issue of the College of William and Mary Foundation, Alan forwarded a note to the chair of the Foundation.
6. New Business; The Executive Committee discussed a request for the Faculty Assembly to sign a petition to eliminate the gunshow loophole and concluded that this was outside the purview of the Faculty Assembly.
  7. Meeting was adjourned at 5:30 pm