

## **Faculty Assembly Minutes**

**March 25, 2008**

Approved April 22, 2008

*Present:* Liz Canuel, Bill Cooke, Mike DiPaolo, Alan Fuchs, Colleen Kennedy, Lisa Landino, John Lee, Heather Macdonald, Alan Meese, Terry Meyers, Todd Mooradian, Adam Potkay, Tom White, Gene Tracy

*Absent:* Francie Cate-Arries, Katie Bragdon, Larry Evans, Carl Hershner, Rip McAdams, Dee Royster, Carol Sheriff, Laurie Wolf

*Others in Attendance:* Provost Feiss, Dean Strikwerda

### **I. Approval of minutes** from February Meeting with minor corrections.

### **II. Report from the Provost**

No budget news; salary letters will likely go out May 1. The General Assembly didn't pass the Higher Education Capital Bond issue but are hopeful about that. The Endowment Association will approve an annual spend rate of 4.75%, which is good news. He will send a letter to the Faculty Assembly regarding the matter of the goal of faculty salaries reaching the 75 percentile. He would like the Faculty Assembly to consider one possibility in the context of the next faculty survey. The Collaborative on Academic Careers in Higher Education, focused on early career faculty – does faculty surveys. They have approached the Commonwealth of Virginia to offer a discount if a certain number of universities participate in the survey. Anticipate cost of ~5K a year - the first year they give the results, the second year they come to campus and share best practices. This is a national survey – many of which are our peers. We can ask for a special report – could ask for our SCHEV peers or our aspirational peers. One disadvantage is that it is not our survey. However, we can put as many as 15-20 of our own questions on their survey and can ask open ended questions. They get a ~65% response rate. They will run the survey next January; we would have to sign up by early fall if we want to participate. Virginia Tech and UVa use this survey and they are very satisfied. The survey is focused on early career, job satisfaction, are faculty feeling well mentored. This is in contrast to our survey, which surveys all faculty. He asked us to consider this in the context of future FA surveys.

### **III. Reports From Standing Committees**

#### ***A) Executive Committee***

Alan Meese reported on Executive Committee discussions: Provost Feiss mentioned that the resolution on the Sudan is on the agenda of the Endowment Association. They will take it up this week. Larry Evans had suggested that the College consider having someone with academic credibility added to the BOV and Alan will discuss this suggestion in a meeting with Michael Fox. We also discussed having a meeting of the Executive Committee with President Revely later in the semester and the possibility of a resolution from this body regarding an institutional study of slavery and race relations at the College. It is on the agenda for the next Arts and Sciences faculty meeting.

#### ***B) BOV Liaison Committee***

Liaison Committee report – Katherine Kulick gave a report on the Faculty Survey to the BOV. The BOV passed the Faculty Handbook that we submitted with one exception. They approved the version below (changes are shown in bold).

Once an amendment has been approved by both the Faculty Assembly and the Personnel Policy Committee, it shall be forwarded to the President of the College. **If the amendment is to Section**

**III.**, the President shall forward the proposal to the Board of Visitors for consideration; the change shall not be official unless and until the Board of Visitors approves it. **If the amendment is to Section II**, the proposal shall be forwarded through the Provost to the President for approval; the change shall not be official unless and until the President approves it. If the President or Board of Visitors modifies an amendment, it shall be re-submitted to the Personnel Policy Committee.

Discussion: If there is a change to section III (which deals with issues relating to academic freedom), we want to have the BOV approve it. Motion to approve the changes; motion passed. Provost Feiss will take this revision to the Personnel Policy Committee. With PPC's approval, it will come back to the Faculty Assembly in the April meeting. If we approve it, it and the rest of the revised Faculty Handbook will go into effect on July 1, 2009.

Tom White reported that the Liaison Committee will meet with the Academic Affairs Committee of the BOV on April 16 for an all afternoon meeting; this will give the committee and the Liaison more time for discussion.

### ***C) Faculty Affairs Committee***

The FA Faculty Affairs Committee March 10 met in an open meeting of the FA FAC to discuss a possible resolution regarding the resignation of former President Nichol. They worked through a set of resolutions regarding the resignation of former President Nichol that had been submitted as well as the actions other bodies on campus had taken. The FAC brought forward six resolutions (that would be combined into one resolution) about different points regarding the resignation and proposed to discuss these in sequence. Following extensive discussion and some revision about the first five points, a motion was made to approve the revised five points as a resolution to be submitted to the BOV. Discussion about the sixth point regarding collaboration with the BOV in reinforcing and expanding mechanisms for broader participation by the Faculty in the general governance of the college was postponed.

The following resolution was approved by the Faculty Assembly (11-0). Tom White will present this resolution to the BOV at the Academic Affairs Committee meeting during the April meeting.

The Faculty Assembly of the College of William and Mary in Virginia expresses its gratitude to Gene Nichol for his leadership and vision. President Nichol's engagement of the broad College community (e.g., recognizing the contributions of the schools, being attentive to staff concerns, and participating in the intellectual and cultural life of the university) has been a great, invigorating, and strengthening force. We express our hope and expectation that such engagement will continue. The Faculty Assembly strongly endorses the Board's expressed support for diversity and inclusiveness. However, the Faculty Assembly is dismayed at the perception that the College is susceptible to ideological and political pressure. We call on the Board, the College administration, and other members of the College community to take further action that will dissipate that perception. The Faculty Assembly looks forward to significant representation of the faculty of the College in the search for the next President and in the development of evaluation procedures for the next President.

### **Meeting Adjourned**

Respectfully submitted,  
Heather Macdonald, Secretary  
Faculty Assembly