

Faculty Assembly Meeting

Minutes for January 23, 2012

Present: Todd Averett, Debbie Bebout, Kathleen Bragdon, Tracy L. Cross, Michael Deschenes, Rick Gressard, Trotter Hardy, Will Hausman, Carl Hershner, Gina L. Hoatson, Alan Meese, Terry Meyers, Todd Mooradian, Gul Ozyegin, Suzanne Raitt

Absent: Emmett Duffy, Nancy Gray, Susan Grover, Scott McCoy, J.C. Poutsma, Jenny Taylor

Others in Attendance: David Alpert, Michael Halleran

The meeting was called to order at 3:30 pm by Todd Mooradian

1. Variation of agenda: Todd Mooradian asked the Assembly's indulgence in hearing from student David Alpert, who encouraged faculty to process in the Charter Day ceremony, stressing that the Charter Day celebrations are part of our identity and tradition and noting how much it means to students to see their faculty there. Todd Mooradian also extended apologies to David for confusion over the timing of the last Faculty Assembly meeting. He also told the Assembly that Robert Gates, who will be invested as Chancellor on Charter Day, is unusually eager to work closely with faculty and has already arranged a meeting with members of the Assembly.

Kathleen Bragdon, replacing Ron Rapaport as Area II member of the Assembly for the spring semester, was welcomed.

2. Approval of the November 15, 2011 minutes
Approved as amended.
3. Provost's Report: no report. Instead the Provost entertained questions. Will Hausman asked if there were plans to establish new Chancellor Professorships in the wake of Gates's investiture. The Provost noted that this does not always happen and there are no plans to do so as present, unless the Board of Visitors wishes to step in. Michael Deschenes asked about the implications for the College of Governor McDonnell's recent budget with its proposal to increase funding for higher education in the state. The Provost noted that the specific impact on William & Mary is not yet clear. He emphasized that strengthening higher education and the Virginia Retirement System are clearly high priorities for Governor McDonnell, whose budget allocates \$200m to higher education over the next two years, some in restricted and some in unrestricted funds. If passed in its current form – which is highly unlikely – his budget would reinstate 14% of the state funding the College has lost since 2008. The Provost predicts some increased funding for the College in the final budget, and noted that this will possibly restrict the College's flexibility with tuition raises, although tuition was not mentioned in the Governor's budget. But the budget does cap at today's dollars the amount of tuition that can be used for financial aid.
4. Standing Committee Reports:
 - A. Faculty Affairs Committee
The FAC has no items pending and nothing to report.

B. Academic Affairs: The Chair, J.C.Poutsma, was absent because he was teaching, but it was reported that the Committee had nothing to report.

C. COPAR: Todd Averett reported on a recent meeting of FUPC (Faculty University Priorities Committee). There were three items on the agenda: a proposal to reduce the student fee for intercollegiate athletics by \$100 per year for the next five years and shift the money to academic operations; a proposal to charge students in lab courses a fee per course; and an appeal to reconsider the deferral of a PBR (Planning Budget Request) from Arts and Sciences for money to fund an increase in the advising stipend from \$35 to \$100 per student. After a discussion with athletics director Terry Driscoll, FUPC voted not to accept the proposal to reduce the athletics fee; it voted to endorse the proposal to charge a lab fee; and it voted not to reconsider its deferral of the A&S PBR. Gina Hoatson asked if there were any constraints on the lab fees proposed, and it was noted that the proposal included varying fees (from about \$25 to \$70) depending on the department and course. FUPC endorsed the specifics of the proposal, but the implementation may vary from the original proposal. For example, students may be charged a flat fee (around \$40 or \$50) which would then be allocated to departments based on enrollment and need. Gul Ozyegin asked why FUPC voted not to reconsider the A&S proposal, and was told that because there is no formal appeals procedure, it was felt that it would be prejudicial to revisit only one negative decision. It was also noted that no new information was offered, but that even if any were, FUPC would be disinclined to revisit the issue, since its deferral had already been explained to interested parties. Reasons for the deferral included the scale of the request, uncertainty as to whether it would be effective in increasing the number of freshman advisers and a feeling – which seemed to be shared by the Dean’s office – that faculty salaries should be prioritized over advising expenses. It was also noted that FUPC’s recommendation is advisory to the budget committee, rather than binding on them. Negative decisions could potentially be appealed to them.

D. Executive Committee: Todd Mooradian reported that at its last meeting the Executive Committee approved the agenda for today and then moved into a meeting of the Liaison Committee to discuss the upcoming presentation to the Board of Visitors (BOV).

E. Liaison Committee: Will Hausman has been working hard on a slide presentation on faculty demographics and other information for the BOV, and he presented it to the Assembly for discussion.

- Slide 1 was a bar graph comparing numbers of tenured and tenure-eligible (TTE) and non-tenure eligible (NTE) faculty, with numbers of other College employees. Data for 2009 and 2010 appeared to be unavailable and the Provost suggested asking Susan Bosworth. The faculty (TTE and NTE) has increased in size by 33% since 1991; other employees have increased by 58% in the same period. The slide needs to be introduced with a comment that in some cases, the categories covered in each group are unclear. The largest growth in the non-faculty group since 1998 has been in technology professionals. Development needs and reporting requirements have also increased with corresponding increases in staff needs and numbers.
- Slide 2 depicted TTE/NTE faculty as a percentage of total full-time employees. It was agreed that this slide may be dropped and the information incorporated into the first slide.

- Slide 3 showed salaries and benefits of full-time and part-time faculty as a percentage of annual expenditure from the Education and General fund (E&G) and from the total operating budget. There is no significant change over the last three years so the slide may be amended to include only fiscal 2012. A pie chart might convey the information better than a graph.
- Slide 4 showed annual figures for total credit hours taught and total credit hours taught by full-time faculty since the early 2000s. Since 2006 there has been a modest increase in teaching effort, and a small increase in the numbers of NTE faculty (in line with national trends). The Provost will present data about invisible teaching and mentoring activities at the BOV meeting in April.
- Slide 5 showed the age distribution of the TTE faculty. The slide shows a large percentage of faculty close to retirement (Will Hausman will check the figures) and we need to plan for this, especially in the context of competitive recruitment to replace retirees. We don't plan to present the figures broken down by school, partly because the schools are so different in size. The Provost noted that replacing senior retirees with junior faculty produces savings in Arts and Sciences but not in some of the other schools (for example, Business).
- Slide 6 showed the gender and ethnic breakdown of the TTE faculty and of the 131 hires over the last five years (twenty-six percent of the total). There has been some progress in increasing faculty diversity, but this is something the College still needs to work on. It was noted that fifty-one percent of faculty were hired in the last twelve years, an impressive feat during a decade in which faculty salaries remained severely depressed.
- Slide 7 showed all PhDs awarded nationally, broken down by gender and ethnicity. William & Mary has made good progress in increasing student diversity.
- Slide 8 showed salaries of current TTE faculty broken down by school and rank. We may display mean salaries only or consider dropping this slide. Todd Mooradian noted that it would be interested to profile the associate professors. In the last faculty survey, female associate professors reported the lowest level of satisfaction, while at the same time advising a large proportion of undergraduate researchers and spending a great deal of time on mentoring and individual advising. Are there gender differentials associated with time spent at the associate professor level? While they are associate professors, faculty often make choices that define the shape of their subsequent careers. However, it was decided that introducing these issues, though they are interesting and important, might divert from the main point of the presentation. Debbie Bebout asked whether many of the faculty who have left in the last twelve years left pre-retirement, and Kathleen Bragdon suggested we try to produce figures that correlate the growth in the student body and the faculty with decreases in state support over the past decade.

6. Old business: No old business.

7. New business: Gul Ozyegin asked if coffee and other beverages could be provided at Assembly meetings. Todd Mooradian noted that as Assembly President he has a small budget which could be used for that, and promised to arrange it.

8. Announcements: No announcements.

Meeting was adjourned at 5:05 pm