

## **Faculty Assembly Meeting**

Minutes for September 25, 2012 - Revised

*Members Present:* Kathleen Bragdon; Tracy Cross; Sarah Day; Michael Deschenes; David Dessler; Nancy Gray; Rick Gressard; Susan Grover; Trotter Hardy; Will Hausman; Carl Hershner; Gina Hoatson; Scott McCoy; Brent Owens; Gül Özyeğin; Suzanne Raitt; Jennifer Taylor; Jeanne Wilson.

*Members Absent:* Bill Cooke; Emmett Duffy; Lily Panoussi.

*Others in Attendance:* Michael Halleran; Terry Meyers

The meeting called to order at 3:35pm by Rick Gressard, President.

**Approval of Minutes:** draft minutes for May 8, 2012, were approved.

**Report from Human Resources:** Ronnie Price, new Associate Vice President of Human Resources, introduced himself, gave a brief synopsis of his professional background, and discussed his approach to Human Resources as having a strong focus on helping employees develop and grow in their work. He then invited questions. Kathleen Bragdon asked about the flow charts office managers are being asked to provide regarding hiring processes. Mr. Price explained their function as a way to track the process and help those involved work through the process effectively. Michael Deschenes asked about the re-vamping of categorizations of administrative positions. Mr. Price spoke particularly to the issue of the lack of fit between the way the state and William and Mary categorize administrative positions, noting that attention is being given to clarifying understanding of the categories, but that no plans are in place to revise them. Susan Grover commented on faculty support of and hopes for Mr. Price's increased emphasis on improving staff work experiences on all levels. Mr. Price confirmed that his focus is to develop programs and resources to improve the well-being of all staff, from pay to health benefits to work environment, and spoke in particular to the need for improved health benefits.

### **Standing Committee Reports:**

**Faculty Affairs:** no business to report on at this point.

**Academic Affairs:** no business to report at this point.

**COPAR:** Several committee members reported that there is now a formalized system online for initiating and managing PBRs (Planning and Budget Requests). Access to the site will be through the committee chair, with input from COPAR members.

**Executive Committee:** Suzanne Raitt, Liaison Committee chair, reported on the August 30 meeting with Board of Visitors member Bob Scott. The main focus of that meeting was the Board's interest in "innovation" on the part of the faculty. Subsequently the Liaison Committee decided to make the subject of the faculty presentation at last week's BOV meeting the innovative uses of technology, existing and planned, in our teaching practices at William and Mary. That presentation was made, and garnered a positive response from the Board. A second consequence of the discussion with Bob Scott was that the Executive Committee (which is also the Liaison Committee) requested at its first regular meeting on September 13, that Provost Halleran appoint a committee whose charge will be to investigate the most effective means and identify the most relevant resources for the development of best practices for using educational technology to

enhance what we already do at William and Mary. Suzanne Raitt also reported that faculty salaries was only a small part of the discussion, as the BOV is clearly in the faculty's corner on this issue. There does, however, seem to be renewed interest in the relation of research to overall faculty effectiveness.

Discussion then turned to the issue of NTE (non-tenure eligible) faculty and how best to improve their status and roles on campus. Suzanne Raitt reviewed the discussion held at the Faculty Assembly retreat in August. Discussion then turned to the issue of including NTE faculty members on the upcoming Faculty Survey. Gina Hoatson suggested that we include a question about NTE preferences for representation on existing assemblies (such as Faculty Assembly or those within Colleges), or forming their own assembly.

Trotter Hardy made a motion that we not survey NTEs as to whether they want to representation on any assembly. Will seconded the motion. After some discussion, a vote was taken. The motion failed, 8-5.

Gül Özyeğin brought up the question of whether and how a focus on "humane treatment" of NTEs will be translated into policy – that is, for instance, whether NTE's will become eligible for family leaves and other benefits similar to those of tenured and tenure-eligible faculty. Will Hausman suggested that since the Deans are currently charged with formulating NTE policies in each college, we should push our deans to take such matters into consideration. Susan Grover reminded us that she and Rob Vinson will conduct a workshop for NTEs in the spring, at which information and concerns can be discussed in some depth. Will Hausman noted that the difference between continuing-contract and short term NTEs will affect questions of representation, application of policies, and so on. Further discussion ensued regarding the differences among schools regarding the extent to which the work of NTEs is allied with that of tenured and tenure-eligible faculty. Rick Gressard summed up the overall discussion as primarily having to do with how the College will define NTEs in relation to policy and benefits.

Rick Gressard reported on the topics coming out of Executive Committee meetings. The issue of technology and its uses is at present the most prominent one. He then turned our attention again to the Faculty Survey, providing a proposed timeline. First, we must decide right away whether NTEs should be asked to take the main survey or a separate one designed only for them. One survey should be sufficient, as the use of Qualtrix "branching" can solve the problem of who sees what questions. Second, he would like to form and chair a sub-committee to gather information and decide what should or should not be on the Survey; Tracy Cross has volunteered to lead the effort to ready the Survey for administration in November. Then after the holidays, the Faculty Assembly Academic Affairs and Faculty Affairs committees will each be assigned portions of the data collected from the Survey and will put together reports by the first of March. An editing committee, to be formed by Rick Gressard, will then write the final report, which will subsequently go to the Board of Visitors. Anyone interested in serving on either of the new sub-committees should email Rick Gressard as soon as possible. Will Hausman cautioned that we may need to go through Human Subjects for authorization to administer the survey. Rick Gressard will investigate the procedures that affect this effort, and Michael Deschenes will contact both Dennis Manos and Lee Kirkpatrick for information and a heads-up that this is coming.

**Provost's Report:** The Provost reminded us of the upcoming second annual Faculty Lecture to be delivered by John Morreall, chair and professor of Religion, titled "What's So Funny? The Nature and Value of Humor," next Tuesday, October 2, at 7pm in the Chesapeake Room of the Sadler Center. The Provost also announced that he is in the process of forming a committee on Digital Technology, as requested by the Faculty Assembly Executive/Liaison Committee. He has drafted a proposal, which he has shared with Rick Gressard and Suzanne Raitt, among others.

The Provost reported on actions taken by the Board of Visitors at their meetings last week: the Board voted to approve the six-year plan, but "punted" on the issue of revenue; the Provost noted that recalibrating faculty salaries is a major concern. The Board deferred its vote on increasing in-state tuition, in order to "take the pulse of Richmond" before making a decision. The Provost noted that timing is a concern, especially regarding early-decision students; ideally the vote can be resolved by Nov. 1, or Dec. 1 at latest (its not being likely that it will happen in October). Some discussion and questions followed about how faculty and Board interpretations of the concerns around and effects of the vote on tuition may play out as the process continues.

The Provost reported on the progress of discussions about the possible merger between the College and EVMS. Two committees of due diligence, one on each campus, are in the process of holding meetings. A preliminary report will go to President Reveley next month. What has yet to emerge is the question of defining the strategic vision of and compelling reasons for EVMS and William & Mary to join forces. The Provost answered questions about how the proposal for a merger came about in the first place, and noted that a number of open questions are yet to be addressed as meetings continue. Rick Gressard reported that there will be a joint meeting of faculty representatives from both campuses next week.

The Provost announced that the old practice of the "8/7" salary bump-up at retirement will officially be discontinued at the end of this fiscal year. The Provost will make a written announcement available to the entire College soon. So far suggestions for replacement programs have not been persuasive, and none is being considered, though the Provost encourages new suggestions if people have them. Discussion followed on the need to address questions of what would constitute a plan suitable for William & Mary. In the interest of time, Rick Gressard suggested that the Executive Committee take up this issue at its next meeting, with the Provost's written report in hand.

Will Hausman asked the Provost about the establishment of the Campus Assessment and Intervention Team, and adoption of state-mandated policy on "Campus Violence and Threat Management." His concern is that CAIT and campus policy have been announced as approved by the President, but the Personnel Policy Committee and Faculty Assembly, which were to be part of the approval process, were not consulted. The Provost will investigate.

**Old Business:** None.

**New Business:** None.

**Announcements:** None.

The meeting adjourned at 5:23pm.