

## **Faculty Assembly Meeting**

Minutes for November 27, 2012

*Members Present:* Kathleen Bragdon; Bill Cooke; Sarah Day; Michael Deschenes; Emmett Duffy; Nancy Gray; Rick Gressard; Susan Grover; Trotter Hardy; Will Hausman; Gina Hoatson; Scott McCoy; Brent Owens; Gul Ozyegin; Lily Panoussi; Suzanne Raitt; Jennifer Taylor; Jeanne Wilson.

*Members Absent:* Tracy Cross; David Dessler; Carl Hershner.

*Others in Attendance:* Terry Meyers, parliamentarian.

The meeting was called to order at 3:30 by Rick Gressard, President.

**Approval of Minutes:** minutes for October 23, 2012, were approved.

### **Provost's Report**

Provost Michael Halleran is in New York meeting with the Mellon Foundation. Vice Provost for Academic Affairs Kate Slevin reported on the following two issues:

The "grand bargain," a.k.a. tuition increase, that the Board of Visitors has had under consideration since last spring, is still in limbo. Provost Halleran has not heard anything from the Board yet, nor has he been given an update on whether the Board intends to take a vote on the issue at this week's Board meeting.

The Provost continues to hope there will be a faculty salary raise that will make a difference. In response to comments about faculty frustration over the lack of progress on salaries, Kate Slevin encouraged Faculty Assembly to continue at every opportunity to convey to the Board that the faculty feels demoralized over this issue, as Faculty Assembly can make a difference. Suzanne Raitt raised the issue that the recent 2% merit increase was directed only to those faculty members qualifying for "equity" raises, which means that the majority of the faculty did not get an increase this year. Several members expressed concern and frustration over the "uneven communication" of administrative reasoning and decisions as to how the 2% increase would be distributed. A good deal of discussion followed, focusing on the fact that many faculty members across campus were never informed about the decision to apply the increase to "equity" needs only, despite the information having gone to all the deans, and in Arts & Sciences, to all department chairs and program directors as well. Some faculty members in some schools and some Arts & Sciences departments/programs were informed, but not all. Assembly members expressed the view that there should be more transparency in regard to criteria on which administrative decisions are made and how increases are to be distributed, as well as the need to have that information disseminated to the entire faculty. Kate Slevin advised Faculty Assembly to talk to both the Provost and the deans to ensure greater transparency and dissemination of information in future. By general agreement, it was decided that Suzanne Raitt and Rick Gressard will draft a memo to this effect, addressed to both the Provost and the deans of all of the College's schools, and will send it first to the full Faculty Assembly for comments or suggestions, then to the deans and the Provost.

### **EVMS Update**

Michael Deschenes: The external consultant Jordan Cohen submitted the final draft of his “update” to the Due Diligence committee. Overall, Mr. Cohen’s evaluation is positive in terms of a William & Mary/EVMS partnership of some sort, though at present the draft does not make specific recommendations for what that might or should entail. The draft emphasizes the benefits of the Dartmouth model – training physicians for community based health care – over a research model. No financial drains on William & Mary were identified by the consultant. An open forum was held on campus on November 14, though no proposal was put forward by the Due Diligence Committee at that time. EVMS President Harry Lester and EVMS Dean/Provost Rick Holman visited William & Mary yesterday (November 26); that visit entailed discussion of what form a collaboration would take, and whether it should focus on public health or health care delivery. Bill Cooke raised the issue that despite the open forum and the consultant’s written “update,” we still have not heard anything definitive about reasons to go forward; “no financial drain” is not reason enough; we need more specific information about what William & Mary will gain if we, in essence, “sell” our brand. Susan Grover expressed the concern that accentuation of the health field in the intellectual life of the university might interfere with the delicate balance of intellectual diversity we currently have in place. Lengthy debate and discussion ensued, resulting in the suggestion that Faculty Assembly request a copy of the consultant’s drafted “update.” That request will be made.

### **Report on Progress of Faculty Survey**

Rick Gressard: The 2009 survey has been sent to all of us, with Rick Gressard’s notes on possible areas of alteration for the new iteration, and his request that we respond with any suggestions by next Monday, December 3. A timeline was handed out, and a request was made for four or five volunteers to contact Rick Gressard and meet with him on December 6 or 7 and December 18. The targeted date for the survey to be sent to the faculty is January 18, 2013, with February 1, 2013, as the deadline for faculty response. Suggestions for questions directed to NTE (non-tenure eligible) faculty members, prepared by the Faculty Affairs Committee of the Faculty Assembly, were passed out to all members, with a request for further suggestions or feedback as soon as possible. Gul Ozyegin volunteered to take this preliminary list of questions to the chair of the Arts & Sciences NTE Committee, for that group’s suggestions and feedback. Discussion ensued as to what we see as the best uses of information to be gathered from different faculty constituencies, and what we envision being able to do with it to advocate for all faculty, whether non-tenure eligible, tenure-eligible, or tenured. Will Hausman again suggested that we do two separate surveys, one directed specifically to NTE faculty and one to the rest of the faculty. Rick Gressard responded that the Qualtrics format, in which “branching” is specified for different designations of faculty status, already accomplishes that separation.

### **Report on Intellectual Property**

Trotter Hardy: The initial impetus for this report came from Jeanne Wilson, who raised the question of ownership of academic intellectual property because of current pressure in the Business School to determine who owns teaching materials developed by faculty members – is it the College or the faculty members who created the materials? Trotter Hardy reported that according to existing College policy, copyright law technically makes the College owner of all our intellectual property. However, anything falling under the category “research and scholarship” belongs to the faculty member who produced it, unless that faculty member was given extra compensation for what she/he produced.

The problem is that there's nothing clear in the policy about what category "teaching materials" come under, though they most likely would be regarded the same as research and scholarship. What is clear is that if the designation "university research" does not specifically include "teaching materials," those materials will belong to the College. After questions and some discussion, Susan Grover moved that the President of Faculty Assembly direct the Academic Affairs Committee of the Faculty Assembly to request that the College's Intellectual Property policy be revised so as to clarify whether the definition of "research" includes "teaching materials." The motion was seconded by Bill Cooke. After further discussion, a vote was taken. The motion passed unanimously.

### **Standing Committee Reports**

#### **A. FAC**

The Committee is continuing its work on the Faculty Survey

#### **B. Academic Affairs**

No report

#### **C. COPAR**

Bill Cooke reported that FUPC met and discussed a Business School proposal for new student fees, but took no vote.

Bill Cooke met with Sam Jones and the Provost to discuss individual schools E&G budgets and income; he will report more at our next meeting.

#### **D. Executive Committee**

As a result of this Committee's discussion of Will Hausman's concerns that the recently adopted CAIT report on campus safety contains a few extremely problematic items and mandates, a request for revision of the report was made to the Provost. The Provost agreed to draft relevant modifications for Executive Committee review, then send the revised draft to all divisions of the College for a thirty-day review and comment period.

Rick Gressard and Suzanne Raitt hope to meet with the President of the UVA Faculty Assembly to discuss strategies for faculty representation on all Board of Visitors committees as well as general strategies for more faculty involvement at both local and State levels.

The Faculty Presentation to the Board this week will be given by Ann Charity Hudley and Dan Cristol. A preview for feedback will follow today's meeting. Faculty Assembly members were encouraged to attend as many Board meetings as possible Wednesday through Friday this week.

### **Old Business**

None

### **New Business**

None

The meeting adjourned at 5:05.