

## **Faculty Assembly Meeting**

Minutes for December 11, 2012

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

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

*Others in Attendance:* Michael Halleran (Provost), Terry Meyers (Parliamentarian)

The meeting was called to order at 3:35.

**Approval of Minutes:** minutes for November 27, 2012, were approved.

### **Provost's Report**

Provost Michael Halleran updated the Assembly on steps being taken to deal with concerns raised about some portions of the Campus Violence and Threat Management policy established in September 2012 by CAIT (Campus Assessment and Intervention Team). After making necessary adjustments and clarifications to the policy's descriptions of what's required and what's recommended in the process of threat assessment (such as how or whether a mental health evaluation can be required), and adding a footnote about application, the Provost will post the policy on the web in January and ask all interested members of the campus community to respond to it within 30 days.

Provost Halleran then reported on the November Board of Visitors meeting, with particular attention to two resolutions. First, the Board approved the College's updated Six-Year Plan, and will take action in April to achieve its commitment to the College's goal of bringing faculty salaries to the 60<sup>th</sup> percentile of our SCHEV peer-group institutions. The Provost sees this resolution as a very positive step toward taking the needed action on tuition step-increases and faculty salaries. Michael Deschenes asked if there's any new information on the Governor's role in this process. The Provost replied that it is as yet unknown, but his hope is that the Board will feel positive about going forward with these actions.

Second, the Board approved a resolution to ask the State to earmark one million dollars for the purpose of allowing the Board and the William & Mary Due Diligence Committee to explore continued possibilities for collaboration between William & Mary and EVMS. It is at present unknown where that language will appear in upcoming State actions, but the expectation is that it will be present. The salient shift in the discussion of this issue is toward exploring what "might" happen rather than developing a definitive plan to go forward. A key factor is whether Sentara Hospital will support efforts for collaboration. Bill Cooke questioned when and how the faculty will be involved in the discussion and planning process. The Provost responded that faculty involvement is already built into the Committee structure itself and was the aim of the campus forum recently held on the question of a W&M/EVMS collaboration. Bill Cooke strongly advocated for more specific involvement of departments and programs, especially those most directly impacted by any collaboration with EVMS. The Provost interjected that the hoped-for funds for further exploration should make room for increased faculty involvement. Suzanne Raitt suggested passing a resolution to make Faculty Assembly, as the faculty's

representative body, more directly a part of the process. A lengthy discussion ensued on such questions as the likelihood of the State agreeing to the requested funds, what Sentara's involvement is or would be, and whether Sentara has already been approached. Bill Cooke asked about the status of the Assembly's request for a copy of the reports made by Mr. Cohen (official outside consultant) and Mr. Fernstall (unofficial outside consultant). The Provost noted that these reports are not for broad circulation, but he will provide individual copies for those who want to see them. The Provost reiterated that one of his most serious concerns is investigating what the financial impact really would be on William and Mary, and what budgetary models might be best for us. Michael Deschenes asked how EVMS has responded to the consultants' reports. The Provost replied that their response has been generally favorable, similar to ours, though they also have reservations about funding, and about any shifts in status that might affect the autonomy they currently enjoy. Provost Halleran left the meeting at the conclusion of his report in order to meet other obligations on campus.

Suzanne Raitt then returned us to the question of Assembly action on the issue of faculty involvement, asking whether she and Rick Gressard should draft a resolution to present at the next Faculty Assembly meeting addressing our concern that the Board of Visitors passed its resolution to ask for State funding without further consultation from faculty, particularly as the faculty should have a strong voice on the curricular impact of any partnership with EVMS. A good deal of discussion and debate ensued, with numerous members weighing in on ideas, questions, and frustrations over how best to approach greater and more specific faculty involvement. Suzanne and Rick will bring resolution language to us for consideration at the Faculty Assembly meeting in January. A schedule of spring semester meetings will be made available before the holidays.

### **Faculty Survey**

Rick Gressard asked for feedback on the documents he sent to all of us detailing draft modifications for the 2013 Faculty Survey. Gul Ozyegin noted that she gave Rick Gressard the report from Rachel DiNitto, chair of the Arts & Sciences NTE Committee, detailing Survey questions for that faculty constituency. Gul Ozyegin also asked in what form he wants us to send him feedback on the suggested changes. Rick Gressard replied that feedback should be as detailed as possible and in writing. Will Hausman commented that the changes recommended by WISE (Women in Science Education) can be cut back as they will make the survey too long, and suggested that questions about male faculty should be added to those on perceived treatment of women and racial "minorities." Jeanne Wilson asked whether we want to include the six Strategic Plan initiatives in the survey. Rick Gressard suggested they can be cut. Gina Hoatson and Bill Cooke favored retaining a way to get a sense of what the faculty thinks of William and Mary's progress on the Strategic Plan, and in particular on the financial plan approved by the Board of Visitors. Discussion generally favored this approach; several specific questions were devised to ascertain whether the faculty feels it has been sufficiently informed, and if they believe whether and what progress has been made. A suggestion was made that similar questions be posed regarding EVMS. Jeanne Wilson raised the issue of retaining or cutting the questions about use of technology in the classroom. It was generally agreed that something be retained about whether faculty thinks technology is sufficient. Gul Ozyegin raised the question of how NTE faculty might be invited to respond to what sorts of titles they would prefer be attached to their positions. Several members noted that titles are a matter of Faculty Handbook policy.

Rick Gressard asked for written comments on the Survey to come to him by the end of this week.

### **Old Business**

Jenny Taylor updated us on the status of the work of the Faculty Affairs Committee on changes in the Intellectual Property Policy. Rather than the FAC drafting revised language, Trotter Hardy, who has already been working on this, will continue to do so and will bring his recommendations to the next Faculty Assembly meeting.

Suzanne Raitt reported on a meeting she and Rick Gressard had with Michael Fox concerning the issue of faculty representation on all Board of Visitors committees. Michael Fox suggested that we get a member on the BOV's Academic Affairs committee as a start. Michael Fox will do some research on what other universities do, then set up a meeting between BOV Rector Trammell and Faculty Assembly president Gressard and vice president Raitt. Rick Gressard reported that he intends to go forward with plans to meet with George Cohen, president of the UVA Faculty Assembly, in order to learn more about how they achieved faculty membership on their Board committees; he hopes to report back to us in January.

The meeting was adjourned at 5:05pm.