

Faculty Assembly Meeting
Minutes for January 27, 2015
3:30 – 5:00pm
Blow Hall Board Room

Members Present: Berhanu Abegaz, Liz Barnes, Lynda Butler, Eric Chason (Vice-President), Bill Cooke (Secretary), Sarah Day, David Dessler (President), John Eisele, Courtney Harris, Scott McCoy, Megan Tschannen-Moran, Brent Owens, Lily Panoussi, Suzanne Raitt, Ron Rapoport, Patricia Vahle, and Sibel Zandi-Sayek.

Members Absent: Brent Allred, Catherine Forestell, Chris Gareis, and Carl Hershner.

Others in Attendance: Bill Hutton (Parliamentarian).

The meeting was called to order at 3:33pm.

1. Mr. Dessler announced that Terry Meyers is on leave this semester, and that Bill Hutton has agreed to serve as Parliamentarian.
2. The minutes of the December 9, 2014 meeting were approved.
3. Provost's Report: The Provost was ill and did not attend. There was no Provost's Report.
4. Standing Committee Reports
 - A. Faculty Affairs:
 - a. Faculty Survey Working Group: Mr. Rapoport reported that the group met and has been planning for a short annual survey to deal with issues of immediate importance, and then a longer survey every three years. The longer survey would have about half of the items that were on the last Faculty Assembly survey. Both surveys would be planned to have rapid turn-around for reporting the results. The current plan is to initiate an annual survey in the fall. The working group will suggest topics, although the Faculty Assembly should approve them before the survey goes out. Ms. Tschannen-Moran reported that the group is using two major criteria for deciding items: (1) is the item pertinent to faculty well-being, and (2) is the item actionable. This has allowed the group to shrink the previous survey considerably. Mr. Dessler suggested that it would be best if the group could report to the Assembly at the March meeting.
 - b. Faculty Diversity: Mr. Chason said that they are in the process of setting up a meeting between the group and the faculty of color who were part of the September's diversity report to the Board of Visitors. Mr. Dessler asked if there was likely to be a motion generated by the group, and Mr. Chason responded that this might become clear after the planned meeting. Until then, Mr. Chason did not want to commit to any specific results from the working group.
 - c. Campus Racial Climate resolution: Mr. Dessler said that our December 9 resolution on campus climate was reported this past week in the Flat Hat. He said that a Faculty Resolution after the end of classes turned out to be very hard to disseminate, but that now that the new semester has started, the Flat Hat and the Student Assembly have helped to publicize it among students.

- B. Academic Affairs:

- a. Gender Climate Working Group: Ms. Panoussi reported that this working group now has focus group meetings with students planned for next week. The group is still gathering information and has also been responding to actions by the President's Task Force.
- b. Retirement Incentives Working Group: Mr. Cooke reported that the working group now has two additional members from the Faculty Compensation Board, Scott Nelson and Alan Meese. Institutional Research has provided the group with some data on the recent W&M retirees and on the age cohorts in the various units for the last six years. The entire group intends to meet shortly. Ms. Tschannen-Moran suggested that this working group might want to propose questions for the Faculty Survey in that these issues are pertinent and actionable.

C. COPAR: Mr. Abegaz reported that FUPC had met the previous Friday and that Dennis Manos, the Vice Provost for Research had reported on the current external funding. The redistribution of Facilities and Administration changes (previously called overhead) was on track to complete the new model which provides some funds to the Principal Investigator, the Department or Program, and the Dean according to how much each generated.

D. Executive Committee:

- a. Mr. Dessler distributed draft changes to the Faculty Handbook where "failure to follow procedure" replaced "inadequate consideration" in various places in the handbook to make it consistent with the previously passed changes for tenure considerations. Ms. Butler said this was much broader than the previous change, but Mr. Dessler stated that "inadequate consideration" was defined in the handbook with the same language. Mr. Eisele said that the PRC believed that the "inadequate consideration" term seemed vague and was sometimes misunderstood. As this was the first presentation of these changes, no vote was scheduled for that day.
- b. Mr. Dessler reported that Advancement has not yet finalized a letter for the faculty giving campaign. Advancement has resisted many of the changes that Mr. Dessler had suggested, wanting to keep to its normal procedure for these letters. Mr. Chason said that if the letter was to be sent out under Mr. Dessler's name, then he should certainly get final approval of the content.

E. Liaison Committee:

No report.

5. Old Business

None.

6. New Business

None.

The President adjourned the meeting at 4:14 pm.