

Faculty Assembly Meeting
Minutes for April 28, 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, John Eisele, Catherine Forestell, Courtney Harris, Carl Hershner, Scott McCoy, Brent Owens, Lily Panoussi, Suzanne Raitt, Ron Rapoport, Megan Tschannen-Moran, Tricia Vahle and Sibel Zandi-Sayek
Members Absent: Brent Allred, David Dessler (President), and Chris Gareis
Others in Attendance: Michael Halleran (Provost) and Bill Hutton (Parliamentarian)

The meeting was called to order at 3:32pm by Mr. Chason.

1. Approval of Minutes

The minutes of the March 24, 2015 meeting were approved.

2. Provost's Report:

Provost Halleran reported that he had submitted his annual Specified-Term Faculty Report to the Faculty Assembly by email on April 22, 2015. He said that this report was based on data from the Fall semester only, although he believes this is a good representation overall. The report shows the number of NTE faculty, the number of classes they have taught, the number of students they have taught, and the salary distribution. He said that some of the categories, such as "Grandfathered Non Tenure-Track" seem out of date, in view of the new policies for Non Tenure Eligible faculty, and they may be changed in future reports. There was some discussion about categories versus titles and about what might be useful in future reports. He said that he expected to always have a solid core of tenured or tenure eligible faculty so that the head count ratio to full time Non Tenure Eligible will be 2:1. In terms of students taught, or student credit hours taught, this will mean that 60% will be taught by tenured or tenure track faculty, after allowing for the adjunct or other part-time faculty.

The Provost also reported on the recent Board of Visitors meeting. He said that student mental health was a major topic occupying the Board, and this was followed by a general discussion of the level support for students' mental health. The Provost reported that the university is in the process hiring a full time psychiatrist and that the Counseling Center will be using a new system, called "Protocol" which will allow student to contact counselors after hours without going through the campus police. There will be more staffing and other changes in procedures, partly in response to the open meetings that followed the recent student suicide. However, it is difficult to change two major impediments, the stigma and the perception that William and Mary is a stressful place.

The Provost reported that the Board did pass a budget which included a 4.5% raise pool for faculty, to be based on merit. The legislature set the pool limit at 4.5%, requiring 2.5% of the 4.5% to come from reallocation. The Provost stated that he hoped this was not setting a precedent as more interference in the university's internal workings. The Provost also reported that the Board accepted the Handbook Amendments recently approved by the Faculty Assembly to change "inadequate consideration" to "failure to follow procedure" throughout the Handbook.

3. Standing Committee Reports

A. COPAR: No report

B. Liaison Committee: Mr. Chason

Mr. Chason reviewed the recent faculty presentations to the Board of Visitors. The Center for Liberal Arts made a presentation about the new undergraduate curriculum, and Mr. Chason gave a brief overview of the recent Faculty Assembly activities, including telling the Board that the Faculty Assembly had reached 100% participation in the campaign.

Mr. Chason also reported that Mr. Dessler was in the final stages of coordination with the Office of Advancement so that he expects to send a letter to all faculty encouraging participation in the campaign in either May or June. Provost Halleran commented on the excellent response to the recent One Tribe–One Day event, which raised well over \$1 million with a very large international participation.

C. Academic Affairs: Ms. Panoussi

Report from the Working Group on Gender Climate and Sexual Assault

Ms. Panoussi distributed a report from the Working Group, and then summarized it. Ms. Panoussi said that the working group had several meetings with students and heard of a number of issues that particularly concerned those students. The working group discussed how workshops might be organized to help faculty address inappropriate behavior, and how new faculty orientation should also include this information. The working group agreed that they needed more data from students about the climate within the classroom. One possibility was to include the following question on the course evaluations:

“Does the professor provide a safe, inclusive environment for learning the subject matter?”

Ms. Panoussi reported that other concerns reported by the student groups they had interviewed included a desire to move Greek rush to the spring, a desire for better support of the haven, and several concerns about student orientation effectiveness. This was followed by a lively discussion about the history of the timing of rush, about collaboration with the President’s Task Force, and about how one might get more information from other surveys or evaluation questions. The full report of the is included as an appendix to these minutes.

D. Executive Committee – No report

E. Faculty Affairs

Mr. Cooke gave a preview of a report from the working group on Retirement Incentives. The working group has concluded its work and expects to have a full report ready to be accepted by the Faculty Assembly at its May meeting.

Mr. Cooke showed data from the recent survey which the working group which implied that the current tenured faculty are likely to retire at an age similar to the average retirement age (of 66 years old) of the last eight years.

Mr. Cooke also presented data that showed no clear decrease in productivity as faculty aged. The working group thus concluded that there is no compelling reason to introduce a new retirement program. Mr. Cooke said that the working group felt that this issue should be reviewed regularly.

4. Old Business: none

5. New Business: none

The President adjourned the meeting at 5:10 pm.

Faculty Assembly
April 28, 2015

Academic Affairs Working Group on Gender Climate and Sexual Assault Prevention
Members: Lily Panoussi (Chair), Liz Barnes, Courtney Harris, Sibel Zandi-Sayek

Report to the Faculty Assembly

Our working group met on three separate occasions (2/25; 3/6; 3/30) with a group of undergraduate students, who communicated to us their concerns regarding gender climate on campus. They were also very concerned about general climate issues, such as inclusivity and empathy.

Based on those discussions our working group has the following recommendations:

Climate

Our student group repeatedly expressed the importance of creating a welcoming climate for all students and of openly acknowledging this in the classroom. For example, in the event that a professor is aware of any offensive or inappropriate comments or behavior in class, that professors should explicitly address the situation.

We recommend that we take some steps to ensure that an inclusive climate is fostered in our classrooms. This could be done in the form of teaching seminars (e.g. under the aegis of the Teaching Project) that focus on strategies for fostering an inclusive atmosphere, and for dealing with offensive or inappropriate behavior in the classroom. It could also be addressed by including guidelines related to climate issues in incoming Faculty Orientation sessions.

The Working Group is in agreement about the need for collecting data to evaluate the faculty's ability/success in creating an inclusive classroom, but has not arrived to a consensus regarding the method.

Some of the Working Group members suggested the addition of a relevant question on all course evaluation forms, such as:

"Does the professor provide a safe, inclusive environment for learning the subject matter?"

The Working Group would like to ask the Faculty Assembly's input on this recommendation.

Rush

Our student group recommended moving fraternity and sorority rush to the second semester rather than holding it prior to the start of the academic year. This would mitigate

the tendency to view fraternities and sororities as the dominant form of social life on campus, and of prioritizing them over coursework.

Students also suggested that the College increases the GPA threshold from 2 to 2.5 for admission to fraternities, as practiced in many other institutions. Moving rush to second semester will also place greater emphasis on the GPA as a threshold for admission.

The Working Group endorses both those recommendations.

The Haven

The Working Group recommends that the College provides more resources in support of the Haven. In particular, we recommend the creation of a full-time employee position dedicated to the Haven.

The Working Group recommends establishing an evaluation process to assess the effectiveness of our support system for sexual assault victims (including the Haven).

Student Orientation

Our student group believes that the Orientation process fails to send an effective message regarding the importance of promoting an inclusive climate, including gender climate and respect for one another. They would like the College to put more resources in the orientation process

As a first step, they would like to discourage student guides from presenting fraternities and sororities to prospective students as the dominant venue for a meaningful social life on campus. Instead, student guides could highlight the many other opportunities for social life on campus, such as intramural sports, engagement with the arts, clubs and interest groups, etc.

The Working Group recommends that the College take steps to assess the effectiveness of Student Orientation in an effort to improve it.