

Faculty Assembly Meeting
Minutes for May 7, 2015
3:30 – 5:00pm
Blow Hall Board Room

Members Present: Berhanu Abegaz, Brent Allred, Liz Barnes, Eric Chason (Vice-President), Bill Cooke (Secretary), David Dessler (President), Catherine Forestell, Courtney Harris, Carl Hershner, Scott McCoy, Brent Owens, Lily Panoussi, Suzanne Raitt, Ron Rapoport, and Sibel Zandi-Sayek

Members Absent: Lynda Butler, Sarah Day, John Eisele, Chris Gareis, Megan Tschannen-Moran, and Tricia Vahle.

Others in Attendance: Michael Halleran (Provost) and Bill Hutton (Parliamentarian)

Members for 2015-16 Present: Chris Abelt, Steve Holliday, Denise Johnson, and Christie Porter.

The meeting was called to order at 3:37pm by Mr. Dessler.

1. Approval of Minutes

The minutes of the April 28, 2015 meeting were approved.

2. Agreement with Advancement on the Faculty Giving Campaign

Mr. Dessler reported that he had extensive conversations with Dan Frezza and Mathew Lambert about the composition of the letter encouraging faculty to give to the campaign. The Office of Advancement wanted the letter to follow the format of their other successful letters asking for philanthropic support, while Mr. Dessler wanted a letter that sounded like him writing to fellow faculty because he would sign it. Eventually, the Office of Advancement agreed that Mr. Dessler should write the letter, and that they would send it out if it were acceptable. Mr. Dessler said that he would consult with the Executive Committee on a final version that could go out before the end of the fiscal year. The goal of the Faculty Giving Campaign would be to have at least 50% participation of the faculty. Mr. Cooke asked that we only include full-time, long term faculty so as not to require participation by visitors or part time adjunct faculty. Mr. Dessler replied that he was not sure of how the Office of Advancement was counting faculty.

3. Report by the working group on retirement incentives

Mr. Cooke distributed the final version of the working group report on retirement incentives. Mr. Hershner moved that to substitute wording in his motion from the April 28, 2015 meeting. After some discussion and a few more motions to change the wording, the final wording of the motion was settled. The Faculty Assembly then passed the motion without dissent. The approved motion was:

The Assembly adopts the following statement, to be submitted to the Provost:
After extensive deliberation, the Faculty Assembly has decided that no new retirement incentive program is necessary at this time at William & Mary. We will revisit this issue at an appropriate time in the future.

Mr. Cooke then moved that the Faculty Assembly publish the full report on the Faculty Assembly website. The motion was seconded and passed without dissent.

4. Provost's Report:

Provost Halleran reported the President's *ad hoc* committee to revise the Faculty Handbook to bring it into compliance with the directives of the Office of Civil Rights' interpretation of Title IX had completed their work. The new language would now go to the PPC. If approved it will then come to the Faculty Assembly. The two major issues were the standard of proof and the timeliness of the process. The OCR insists that the standard of proof should be a preponderance of evidence, as it is for charges of sexual assault or sexual harassment against students or staffs. The Provost said that for charges against faculty, that faculty would still be involved in the investigation stage and in the decision. Mr. Cooke asked if the lower standard were appropriate for faculty because their employment could be affected. The Provost responded that there is a difference between the processes leading to a finding versus those setting a sanction. He postulated that the low standard of proof might be part of the reason that findings of sexual assault against students at universities throughout the nation seldom lead to expulsions.

5. Faculty Survey

Ms. Forestell distributed copies of the proposed Faculty Survey that is to be used for the 2015 Fall Faculty Survey. This survey had also been posted on the Faculty Assembly website for the last month. Ms. Raitt asked if the survey would branch, and Ms. Forestell said that it would, but for only a few questions. Ms. Raitt also asked why the climate section was omitted. Ms. Forestell replied that Human Resources was soon going to distribute a detailed survey about climate issues to the entire William & Mary community, and so it seemed redundant to include it in the Faculty Survey. Ms. Forestell said the Human Resources survey did not ask identical questions to the previous Faculty Survey but that it will give a richer picture of the climate. Mr. Cooke moved that the Faculty Assembly accept this instrument for the Fall 2015 survey with the understanding that there may be minor edits before it is distributed. The motion was seconded and passed without dissent.

6. Election of Officers

Mr. Chason nominated Liz Barnes as the incoming Vice President of the Faculty Assembly and asked for other nominations. When none were heard, Ms. Barnes was accepted as the Faculty Assembly Vice-President for 2015-2016. Mr. Chason then nominated Denise Johnson as the incoming Secretary of the Faculty Assembly and asked for other nominations. When none were heard, Ms. Johnson was accepted as the Faculty Assembly Secretary for 2015-2016. Mr. Chason then proposed list of members for the standing committees, and it was passed without dissent.

The President adjourned the meeting at 4:47 pm.