

Faculty Assembly Meeting

Minutes for April 26, 2016

3:30-5:00 pm

Blow Hall Board Room

Members Present: Eric Chason, Denise Johnson, Terry Meyers, Chris Abelt, Tricia Vahle, Mark Forsyth, Christy Porter, Steve Halliday, Rex Kincaid, Gul Ozyegin, Sophia Serghi, Cathy Forestell, Patty Roberts, Chris Gareis, Suzanne Raitt, Chris Petrovits, Simon Stow, Carl Hirshberg, Vassiliki Panoussi, Courtney Harris

Members Absent: Ron Hess, Chris Petrovits, Patty Roberts, Mark Forsyth, Simon Stow

Others in Attendance: Chon Glover

The meeting was called to order at 3:30 by Mr. Chason.

1. Approval of Minutes

The minutes of the March 29, 2016 meeting were approved.

2. Chon Glover (Task Force on Race & Race Relations)

Dr. Glover, Assistant to the President for Diversity and Community Initiatives, discussed the report by the Task Force on Race and Race Relations. The president appointed the Task Force on Race and Race Relations in March of 2015. The task force consisted of 21 members representing faculty/staff and a member of the BOV. The task force had four principal activities: 1) meeting to discuss current programs and practices at William & Mary, 2) hosting six on-campus open forums to discuss perceptions of William & Mary's racial climate, 3) reading and discussing the various communications from the community that were received via the Task Force's website, and 4) examining closely events related to race and race relations across the country, events taking place not only on university campuses but also in the world beyond academic institutions. The task force met monthly and the minutes are on the website with the report: <http://www.wm.edu/sites/racerelations>. The site was also a transparent place for open conversation. The committee also collaborated with Human resources – Employee Climate Survey. Upon completion of gathering the information, the committee completed the report and shared it with the president and provost. The report contains ten prioritized recommendations – immediate actions that could make a difference (7 of 10 have been acted on already), 51 overall recommendations, Individual subcommittee reports, and appendices.

The next steps include the president appointing an implementation team (3 to 4 of the original task force members will be on this team), cross-campus work (Human Resources, Compliance and Equity, Student affairs, Diversity and Equal Opportunity) and continuing on-going dialogues (more of an opportunity to talk and share across campus).

3. Provost's Report and Q&A

- Provost Halleran stated that he was proud of the actions already taken from the recommendations from the Task Force report.

- The BOV unanimously approved the changes to the Faculty Handbook and Title IX procedure.
- There are no changes in the budget at this point.
- BOV passed the ORP resolution giving the College authority to proceed. John Poma is holding forums to explain what the changes mean. If everything proceeds, enrollment will begin in the fall and take effect January 1. Some FA members expressed concern about their VRS retirement funds being moved around. Provost Hallaren urged those concerned to contact John Poma.
- Commencement will be on May 14.

4. Standing Committees

- Academic Affairs: Steve Holliday
The committee will come to the next meeting with a final report on NTEs.
- COPAR: Tricia Vahle
Collecting comments on how COPAR went this year that will be compiled for a final report. COPAR would like to look at the final university budget.
- Executive Committee: Eric Chason
The committee met to discuss emeritus status for non-tenure faculty. Currently, the language in the handbook only pertains to tenured faculty. Section III.B.3.a currently reads:
Emeritus Faculty. Retired tenured faculty may be awarded "emeritus" status (see III.C.1.e.).

Section III.C.1.e currently reads:

Emeritus Faculty

Retired tenured faculty may be awarded "emeritus" status; retired associate professors in the Faculty of Arts and Sciences may be promoted to Professor Emeritus. The award "emeritus" and/or promotion to Professor Emeritus must be approved by the department or school in which the retiree held tenure (consistent with any relevant department or school procedures and with the standards enumerated in III.C.1.), by the appropriate Dean(s), and by the Provost, President, and Board of Visitors. Emeriti faculty members continue to enjoy certain privileges of active faculty members, including parking, email, and library loan privileges.

If approved, the FA recommendation for the handbook change would go to PPC.

A motion was made and seconded to make the following changes to the faculty Handbook:

- Delete the word "tenured" from Section III.B.3.a to read:

Emeritus Faculty. Retired ~~tenured~~ faculty may be awarded "emeritus" status (see III.C.1.e.).

The amended section III.C.1.e would read:

Retired ~~tenured~~ faculty may be awarded "emeritus" status as recognition of their many years of dedicated service and meritorious contributions to the College and academic

community. Retired associate professors in the Faculty of Arts and Sciences may be promoted to Professor Emeritus. The award “emeritus” and/or promotion to Professor Emeritus must be approved by the department or school in which the retiree held ~~tenure~~ his or her appointment consistent with any relevant department or school procedures and with the standards enumerated in III.C.1.), by the appropriate Dean(s), and by the Provost, President, and Board of Visitors. Emeriti faculty members continue to enjoy certain privileges of active faculty members, including parking, email, and library loan privileges.

The FA unanimously voted that these changes be made.

- Faculty Affairs: Chris Abelt
 - The Faculty Affairs Committee had no report.
- Liaison Committee: Liz Barnes
 - Final presentation to the BOV on neurodiversity that was well received.

5. Old Business

None

6. New Business

None

The President adjourned the meeting at 5:00.

Respectfully submitted by Denise Johnson