Faculty Assembly Meeting
Minutes for October 24, 2017
3:30-5:00 pm
Blow Hall Board Room

Officers Present: Cathy Forestell (President), Jack Martin (Vice President), Chris Abelt (Secretary)
Absent: Eric Chason (Faculty Representative to the Board of Visitors)
Other Members Present: Mark Brush, Lynda Butler, Tim Costelloe, Steve Holliday, Jenny Kahn, Rex Kincaid, Michael Luchs, Alan Meese, Christy Porter, Ron Schechter and Tom Ward
Members Absent: Carl Friedrichs, Mark Forsyth, Ron Hess, Rowan Lockwood, Sophia Serghi and Megan Tschannen-Moran.
Others in Attendance: Michael Halleran (Provost), Terry Meyers (Parliamentarian) and Matthew Lambert (Vice President for Development)

1. Call to order

Ms. Forestell called the meeting to order at 3:31 pm.

2. Approval of the Minutes for September 26, 2017

The minutes were approved unanimously.

3. Provost's Report

The Provost described Homecoming as a resounded success. He mentioned that the incident with ACLU guest made national news only after nearly a week had past. The President made two statements saying that the disruptive behavior is contrary to the educational mission of the College and violated rules in the Student Handbook along with the statement of rights and responsibilities. He affirmed the commitment of the free exchange of ideas. The Law School is planning an event in February. He also pointed out the appearance of fliers recently that offended various groups. Mr. Costelloe asked why the first response was so tepid, why the group was not named what were the consequences for those involved. The Provost said that the group is affiliated with Black Lives Matter, but that BLM is not an official student group. Disciplinary actions are private. Mr. Martin asked about the protests during Homecoming. The Provost said that group protested outside a W&M Foundation event at a private residence and during the Homecoming parade. Mr. Holliday asked if all of the fourteen students at the ACLU event were students. At least eleven were. There were also protests at the Homecoming parade. SEAC is also involved in the protests. Ms. Porter asked what is being done to communicate the President's message to the rest of the student body. There has not been a formal educational campaign. The issues are important and not going away.

4. Update on the For the Bold campaign from Matthew Lambert, Vice President for University Advancement

The next briefing for the campaign will be at 11 am on October 30th in the Sadler Center. The campaign has three main goals: 1) strong alumni engagement, 2) 40% participation rate and 3) $1,000,000,000. Homecoming attracted >4300 alumni over 150 events. Ten tents were in the Sunken Gardens to bring alumni back to campus. The number of affinity groups at Homecoming has increased. Prominent ones are the Olde Guard, the Hulon Willis Association, LatinX, GALA and the 1918 Society. W&M Weekends ("Homecoming on the road") have also been successful. The New York weekend drew 1200. *Goal #1.* Three bricks have been placed at the Alumni House in honor of the first three African-American students in residence. The 1918 Society has already surpassed their goal of having 100 women give $1,000,000. There are now 115 charter members each giving more than $10,000. The Women's Weekend event will take place September 21-23, 2018. The Alumni Society is involved in networking with alumni. The average new graduate will change jobs seven times in their working life. *Goal #2.* Our current rate is 29.9%. The goal for this year is 34%. Establishing a habit of giving back to the institution is the approach of the private ivies. Only five schools have rates over 40%. Only Princeton has a rate over 50%. Giving habits are established for alumni of 25 years or more. Moving the needle on the recent classes will be the key for achieving this goal. Ten years ago the rate was 22% with 13,000 donors. To get to 34% will require 22,400 donors. Retention is also critical. One issue is with Millennials. While prior generations have education as their second priority in giving, it is seventh for Millennials. *Goal #3.* The campaign stands at $736,000,000. There are over two years left. Scholarships remain a difficult target. Donors believe in merit-based scholarships, not need-based ones. The counter to this point-of-view is that all of the students W&M admits are meritorious. In the last five years the campaign has averaged > $1,000,000 per year. There will be a shorter down time before the start of the next campaign. Ms. Butler asked about the specific priorities. They are listed on the website: scholarships, faculty support, engaged learning, capital projects and big ideas. Ms. Porter asked about deferred gifts. Less than $50,000,000 of the endowment is unrestricted. About a third are deferred gifts, a third are pledges and a third are received funds. Over the last two campaigns 96% of deferred gifts were received at 124% of their value. Ms. Forestell asked about faculty giving and specifically how the Assembly can help. This can be a touchy topic for some. The campaign asks students to give, they ask their parents to give, so it is not unreasonable to ask the same of faculty and staff. Donors care about the participation rates of faculty. Tag Day is coming up. Tag day makes philanthropy visible. Giving is a vote for W&M. One Tribe One Day (OTOD) has been successful in increasing faculty participation. Participation rates do not reflect amounts. Every donation counts equally. Several agreed that Mr. Lambert's presentation was a great way to convince faculty and hoped he could meet with faculty groups. Mr. Schechter asked about the default donation amount of $75 on the website. That value was presented as a result of research studies. It can be changed for OTOD. Another idea would be to have the point of contact with departments be someone other than the chair and that this activity should count as service.

5. Update on revisions to the Faculty Handbook

The *ad hoc* committee will bring updates dealing with medical leave to the next meeting.

6. Update on the President Search

Mr. Chason was not present to give an update.

7. Reports from standing committees

Executive Committee – Cathy Forestell

The EC discussed the ACLU event and WM2026. The Provost gave a presentation to the EC at a special meeting. An *ad hoc* committee has be created to offer advice to the BOV by next February.

Liaison Committee – Jack Martin

The Liaison Committee met at the end of the EC meeting. The November presentation will be given by Cheryl Dickter on WMSURE. The April meeting will feature Jody Allen and the Lemon Project. There is an idea for the February meeting, but the presenter has not been contacted.

Academic Affairs – Christy Porter

The AA committee met and also discussed WM2026, including possible impacts on the student to faculty ratio and our unique profile. They hope to prepare a report highlighting current policies and future policies for the new President.

Faculty Affairs – Megan Tschannen-Moran

Ms. Tschannen-Moran was not present to report. This committee will be working on the next faculty survey.

COPAR – Rex Kincaid

Sam Jones gave the "Budget 101" presentation to the committee on October 4th. Dennis Manos will give a report on indirect cost recovery funds on December 15th.

8. Discussion of revisions to the Faculty Retire and Return to Work policy

The current Faculty Retire and Return to Work policy became problematic in a recent case. The issues centered on percentage effort and proportional pay. Mr. Abelt had met with Rita Metcalf and Darlene Campbell to discuss issues and possible solutions. Several changes were suggested: to include NTE faculty, to have service be a possible duty in addition to teaching, and to make the calculation of percentage effort less rigorous. The original purpose of the policy was as a retirement incentive. The current faculty demographics make this unnecessary. Several suggested that the maximum participation age be removed. The Provost pointed out that anyone can negotiate similar retirement agreement independent of this policy. The policy was returned to the EC for further consideration.

9. Adjourn

Having no new or old business the meeting was adjourned at 5:05 pm.

Prepared by Chris Abelt