

**Faculty Assembly Meeting
Minutes for November 28, 2017
3:30-5:00 pm
Blow Hall Board Room**

Officers Present: Cathy Forestell (President), Jack Martin (Vice President), Chris Abelt (Secretary),
Eric Chason (Faculty Representative to the Board of Visitors)

Other Members Present: Lynda Butler, Ron Hess, Jenny Kahn, Rex Kincaid, Rowan Lockwood, Alan
Meese, Christy Porter, Megan Tschannen-Moran and Tom Ward

Members Absent: Mark Brush, Tim Costelloe, Carl Friedrichs, Mark Forsyth, Steve Holliday,
Michael Luchs, Ron Schechter and Sophia Serghi

Others in Attendance: Michael Halleran (Provost), Ann Marie Stock (Vice Provost for Academic and
Faculty Affairs), Kiersten Boyce (Chief Compliance Officer and Title IX
Coordinator) and Terry Meyers (Parliamentarian)

1. Call to order

Ms. Forestell called the meeting to order at 3:33 pm.

2. Approval of the Minutes for October 24, 2017

The minutes were approved unanimously.

3. Provost's Report

The BOV approved a 6.5% increase for in-state tuition for incoming students under the Promise. The Rector is part of incoming Governor Northam's transition team. The incoming Governor has already met with the Council of Presidents. Virginia does not have an issue for in-state students finding places at an in-state institutions.

4. Vice Provost's Report on Upcoming Faculty Initiatives

Reveley Fellowships encourage collaborations across disciplines and across schools. The Creative Adaptation Fund has provided \$700,000 to two dozen recipients. The Writing Retreat offers a one-week lockdown with appropriate infrastructure for faculty to focus on writing projects. The 100th Anniversary of Co-Education will be providing support for speakers, artists and practitioners. A link to these is found [here](#).

The Celebration Committee will be looking for ways to express gratitude for President Reveley's service.

5. Discussion of accessibility accommodations with Kiersten Boyce

The Disability Working Group presented a list of ten recommendations to President Reveley before Thanksgiving break. Of these recommendations improving physical accessibility to the

grounds, for example, by having the accessible entrance be the main entrance, were top priority. Other recommendations include 1) improving direct services, for example by helping with short term transit (the golf carts are currently only available to students), 2) assisted technology such as tablet apps and screen readers, 3) BlackBoard Ally and 4) increasing campus awareness of disabilities. Ms. Lockwood asked about accessibility in the study abroad programs. Ms. Forestell asked how the College stacks up to other institutions. Ms. Boyce replied that others have greater resources for implementation. Ms. Lockwood pointed out that HVAC renovations often increase the background noise in classrooms. Ms. Boyce pointed out that Michele Jackson's office has completed a survey of classrooms that looked at accessibility issues. Ms. Porter pointed out that the Wellness Center will include quiet spaces.

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

A second draft of the policy was discussed. The Provost reminded the members that such a policy is not necessary. Faculty are free to negotiate a part-time contract after retirement independent of this policy. Mr. Abelt pointed out that policy serves to show faculty that returning to work after retirement is a possibility. This policy also functions as an incentive for retirement. It defines the type of work as teaching and possibly service but not research. It limits the maximum pay as 50% of the pre-retirement pay. It allows for the possibility of an appeal if the request is not approved. Without this policy the retired faculty member has no standing for an appeal. The current draft removed the upper age limit for this policy. The Provost commented that an incentive must have an age limit. A straw poll indicated a preference for 72 as the age limit. A footnote was recommended to indicate that this policy does not preclude faculty from negotiating other contracts after retirement. Mr. Chason suggested adding standards for the appeal.

7. Reports from standing committees

Executive Committee – Cathy Forestell

The EC met with Tom Watkins and Sue Gerdelman to discuss the President Search. Whether faculty beyond those on the search committee would get to meet candidates on campus is uncertain. Mr. Chason noted that the search is in a quiet phase focused on building the pool.

The *ad hoc* committee on W&M2026 met with Dennis Manos last Monday to learn about the engineering and design programs that are being rolled out.

The *ad hoc* committee on Handbook revisions has completed a draft of section III.D.3 and presented it to the Provost for comment. The next draft will be disseminated to the faculty for comment.

Liaison Committee – Jack Martin

Cheryl Dickter gave a presentation to the BOV on WMSURE. Nick Balascio (geology) is scheduled to present for the February meeting. The April meeting will feature Jody Allen and the Lemon Project.

Academic Affairs – Christy Porter

The met to refine ideas given input from Henry Broadus' Strategic Initiatives report. They plan to present a document to the new President highlighting current policies and future directions.

Faculty Affairs – Megan Tschannen-Moran

The committee plans to meet soon to discuss the faculty survey for next year.

COPAR – Rex Kincaid

The committee will hear a report from Dennis Manos on December 1.

8. Adjourn

Having no new or old business the meeting was adjourned at 5:01 pm.

Prepared by Chris Abelt