

**Faculty Assembly Meeting
Minutes for April 24, 2018
3:30-5:00 pm
Blow Hall Board Room**

Officers Present: Cathy Forestell (President), Jack Martin (Vice President), Chris Abelt (Secretary)

Other Members Present: Mark Brush, Lynda Butler, John Eisele (for Tim Costelloe), Carl Friedrichs, Ron Hess, Steve Holliday, Rex Kincaid, Rowan Lockwood, Michael Luchs, Alan Meese, Christy Porter, Sophia Serghi and Tom Ward

Members Absent: Eric Chason (Faculty Representative to the Board of Visitors), Mark Forsyth, Jenny Kahn, Ron Schechter and Megan Tschannen-Moran

Others in Attendance: Michael Halleran (Provost), Ann Marie Stock (Vice Provost for Academic and Faculty Affairs) 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 March 27, 2018

The minutes were approved unanimously.

3. Provost Report

The BOV met last week and approved a budget despite the lack of one from the Commonwealth. There will be no raises this year due to increased costs of health care, annualizing past raises and financial aid. The BOV approved 34 resolutions. The last was an apology for William and Mary's part in slavery and segregation. The BOV elected John Littel as Rector, Will Payne as Vice Rector and Sue Gerdelman as Secretary. The Provost presented slides on the composition of the faculty. They covered the years 2008 through 2017. In that time the number of faculty increased from 769 (388 tenured, 119 tenure eligible, 94 non-tenured & full-time, 168 part-time) to 888 (410, 127, 166, 185). In terms of credit hours the percentage distribution goes from 51, 17, 20, 12% in 2008 to 46, 14, 31, 9% in 2017. The Provost repeated the desire to maintain 60% of the faculty as tenured and tenure-eligible. Mr. Hess pointed out that online courses in Business will drive up the percentage of part-time faculty. The Provost noted that part-time faculty leading online courses are covered by the Faculty Handbook even if they are not present on campus.

Vice Provost Stock reminded the members of the call for nominations for the SCHEV Outstanding Faculty Awards. There will be a faculty writers retreat from May 14-18th.

4. Discussion of a proposed addition to the Faculty Handbook: section III.J

The ad hoc Handbook committee offered a new proposed section (III.J.) on interim suspension or reassignment. Mr. Meese explained that this policy adds the right to respond to a suspension. It also makes clear that the authority to suspend is not dependent on an impending investigation under

III.F (misconduct, neglect of duty, incompetence). Ms. Forestell remarked that the committee plans to post the policy to the Digest (in the fall) for faculty comment. She also invited Assembly members to write the committee members with suggestions.

5. Discussion of modifications of the Faculty Handbook: III.F. and III.H.

Mr. Meese explained the flow chart showing a proposed connection between III.F. and H. Misconduct/neglect/incompetence may have a medical basis. A faculty member being investigated for such behavior can claim an underlying medical condition and ask for an accommodation only after providing documentation from a medical professional. Ms. Porter wondered if there should be a faculty advocate for this individual. Ms. Lockwood suggested that the advocate be codified. Ms. Serghi asked about the situation where the individual was unable to advocate for themselves. Mr. Martin suggested the ombuds might be appropriate. Ms. Butler pointed out that a designated individual would need personal insurance.

Reports from standing committees

Executive Committee – Cathy Forestell

Ms. Forestell mentioned the upcoming faculty survey. It can be combined with the HR survey, but we may lose control of the questions. We could ask for the HR survey to be postponed to the spring. Ms. Butler suggested that the surveys be separate. Mr. Ward thought that the effort required to analyze the survey was not a big issue. Mr. Martin announced that there will be an Assembly retreat on August 23rd on the VIMS campus. Topics include the faculty priorities survey and the WM2026 report.

Liaison Committee – Jack Martin

Dan Cristol gave a well-received presentation to the BOV.

COPAR – Rex Kincaid

The committee responded to the final budget through email.

Faculty Affairs – no report

Academic Affairs – Christy Porter

Mr. Ward presented preliminary results of the faculty priorities survey. 479 faculty opened the survey and 290 completed it. The demographics of the responders were analyzed. The top priorities were faculty support (salaries, tuition support), research excellence (funding, professorships), teaching (increase the faculty size with growth, center for teaching and learning). The limitations to the survey are that the questions were a result of brainstorming, using the ranking method and possibly not having a representative sample set.

6. Old Business/New Business

None

7. Adjourn

The meeting was adjourned at 5:02 pm.

Prepared by Chris Abelt