

Faculty Assembly Meeting
Minutes for October 13, 2020
3:30-5:00 pm
Remotely via Zoom

Officers Present: David Armstrong (President), Chris Abelt (Secretary), and Tom Ward (Faculty Representative to the Board of Visitors)

Other Members Present: Tonya Boone, Josh Burk, Harmony Dagleish, Marjy Friedrichs, Adam Gershowitz, Natoya Haskins, Catherine Levesque, Michelle Lelièvre, Alan Meese, Jennifer Mellor, Jim Olver, Christy Porter, Molly Swetnam-Burland, Anne Rasmussen, Nicole Santiago, and Evgenia Smirni

Members Absent: Mark Brush (Vice President),

Others in Attendance: Peggy Agouris (Provost), Jeremy Martin (Interim Athletic Director), Christopher Lee (Chief Human Resources Officer), Terry Meyers (Parliamentarian), Carrie Cooper (Dean of University Libraries), Rowan Lockwood, Melissa Porter, Kelly Kale, Julia Marsigliano, Pete O'Hara, Joey Wermer, William Morrow, Tom McSweeney, Kim Failon, Patty O'Neill, Christina Skopic, Sara Mattavelli, Diane Alleva Caceres, Sarah Younger, Diane Lim, David Bailey, Justine Pritchard, Katherine Guthrie, Kristie Wei, Linda Knight, Sarah Thomas, Deborah Henry, Marc Sher, Susan Rogers, Cindy Cruzado, Joseph McClain, Geo Crompt, Lindsay Schott, Turner Broughton, Mike Tine, Mary Jones, Suzanne Hagedorn, Steve Otto.

1. Call to order

Mr. Armstrong called the meeting to order at 3:31 pm.

2. Approval of the minutes

Minutes for the September 8th meeting were approved with no objection.

3. Provost's Report

The calendar for the spring semester will be finalized soon. The date for the start and end will not change. Spring break will be distributed throughout the semester rather than as a separate week. The Student Assembly asked that teaching during election day be asynchronous. Students also noted that their workload has been heavy and have been exploring compensatory measures, for example, temporarily changing the grading system. The "Five Things to Know" notice from the Provost concerning taking time off in December was directed to staff, not faculty. No furloughs were implied nor will the university dictate how you will spend your time. The climate app developed for students is available to faculty. The policy restricting university-sponsored travel during the pandemic is being updated. For summer 2021 the Jump Start will be eSports (multidisciplinary offerings in artistic and quantitative courses). Coordinated courses in GIS and the Conservation Institute are being considered. The pause on NTE promotions is being lifted.

4. Library Report – Carrie Cooper

The Virginia Research Library (7 state institutions) negotiates the Elsevier contract. The cost is

\$45M over five years for a 'big deal bundle.' It is increasing by 4% this year. Several partner institutions will have to cut back on their contribution. If we do not get a reduction in the cost of Science Direct content, we will terminate the contract early. Elsevier has not charged cancellation fees in the past. Moving forward we will unbundle the big deal and purchase a tightly curated collection of journals. Researchers will still be able to access Elsevier content through interlibrary loan and per-article purchase, supported by Swem. The library will hold an information session next Wednesday (10/21). Registration is at libraries.wm.edu.

5. Athletics – Jeremy Martin

The interim Athletic Director has met with all of the student-athletes in the affected programs. The structural budget issues in athletics have been documented in reports for many years. The declining fiscal situation has been exacerbated by the pandemic. Substantial proportionality is the requirement of Title IX. There may be viable pathways for the reinstatement of particular sports. They are open to creative solutions. A group has been tasked with reconsidering the program cuts. The timeline is short because signing deadlines for certain sports are in November. Tom Ward, David Feldman, Sarah Stafford, John Donahue, Rowan Lockwood are part of this group. The Tribe Club (alumni and friends) has supported much of the operating costs for sports (14 - 70%). The student fee would have to be increased by \$800 to cover the deficit. A subset of the executive leadership team will decide on changes.

The following motion was put forward and seconded:

Be It Resolved That

We, the Faculty Assembly of the College of William & Mary in Virginia, representing the faculties of the College of Arts & Sciences, the Mason School of Business, the School of Education, the Marshall-Wythe School of Law, and the School of Marine Science, hereby call upon W&M President Katherine Rowe and the W&M Board of Visitors, to appoint a new Athletics Task Force in consultation with Faculty Assembly with significant representation of W&M faculty, staff, students, and the local community to create a new strategic plan for W&M Athletics; we call upon the administration to suspend the 2019 strategic planning document, which was created without significant input from W&M faculty and students. We further recommend that this new planning process take place without the assistance or involvement of external consulting firms.

A motion to table the above motion to the next Faculty Assembly meeting was approved unanimously.

The next meeting was set for October 20th.

A second motion was put forward and seconded:

Be It Further Resolved That

While this Athletics Task Force undertakes its work, we recommend that William & Mary immediately reinstate the seven varsity sports nominally eliminated on September 3, pending further review and consideration by the new Athletics Task Force. We also recommend that no sport, including any of these seven reinstated sports, shall bear any special or heightened burden of justifying its continued existence as a varsity sport at the university in connection with the work of the new Athletics Task Force.

There would be some cost associated with this motion due to reassignments of duties.

A motion to table the second motion to the next Assembly meeting was passed without dissent.

A third motion was put forward and seconded:

Be it Further Resolved That

We recommend that the Athletics Department be subject to an external audit by an accredited independent accounting firm and that an independent body review the Athletics Department's compliance with NCAA requirements and Title IX requirements.

The athletics department is audited yearly by the State Auditor of Public Accounts.

A motion to table the third motion to the next Assembly meeting was passed without dissent.

6. *Ad Hoc* Committee updates

SSRL policy. Harmony Dalglish. They have met twice. They have gathered information from peer institutions. They have solicited information on SSRL policies from departments and deans. They will meet with Suzanne Raitt and Tracy Cross who are on the Provost's SSRL working group. They have developed a list of benefits of the current policy.

NTE policy. Christy Porter. The committee will meet next week. While the Provost has un-paused the pause in promotions, the committee will forge ahead.

Faculty Hiring 3-year Pilot. Evgenia Smirni. The committee has met twice. They have discussed the differences in hiring practices across Schools and Departments. They will soon examine the result of their survey. They have discussed the points of agreement with the Pilot. They have considered the responses from the CCPD, Computer Science, and American Studies that have identified problematic issues.

Title IX definitions and policy. Tonya Boone. The committee is waiting for its charge.

Handbook. Chris Abelt. The committee has not met. A question about the status of the CAR policy with graduate students was raised at the last A&S meeting.

COPAR. Tom Ward. The committee is waiting to meet until the General Assembly has completed its actions. The ability to issue bonds is moving forward. A meeting with the Vice Provost for Research on F&A costs should be scheduled soon.

The meeting was adjourned at 5:01 pm. Prepared by Chris Abelt