



# WILLIAM & MARY

CHARTERED 1693

## **Faculty Assembly Minutes, September 26, 2023**

**3:30 – 5:00 pm**

**Location: Board of Visitors Room (Blow Hall)**

<https://cwm.zoom.us/j/7441676700>

*Officers Present:* K. Scott Swan (Faculty Assembly President), David Feldman (Vice President), Nicholas Popper (Secretary)

*Other Members Present:* David Armstrong (Faculty Representative to the Board of Visitors), Chuck Bailey, Mark Brush, Josh Burk, Christopher Del Negro, James Dwyer, Marjy Friedrichs, John Gilmour, Aaron Griffith, Katherine Guthrie, Erin Hendrickson, Jessica Martin, Randi Rashkover, Evgenia Smirni, Cristina Stancioiu, Elizabeth Talbott, Brett Wilson

*Members Absent:*

*Others in Attendance:* Peggy Agouris (Provost), Eric Bradley, Christopher Carone, Pamela Eddy, Rob Hinkle, Dennis Manos, Terry Meyers (Parliamentarian), Jeffrey Nelson, Marc Sher, Andreas Stathopoulos, Anthony Stefanidis, David Yalof

*Attending via zoom:* Alan Braddock, Aaron Bruhl, Greg Conrad, Phil Daileader, Antonella di Marzio, Andy Fisher, Jonathan Frey, Vanessa Godin, Suzanne Hagedorn, Elizabeth Harbron, Mark Hinders, Chris Howard, Pam Hunt, Lisa Landino, Bjorg Larson, Catherine Levesque, Matthias Leu, Qun Li, Caitlin McGill, Saskia Mordijck, Helen Murphy, Pieter Peers, Christy Porter, Denys Poshyvanyk, Suzanne Raitt, Dan Runfola, Abbie Schaefer, Hannes Schniepp, Bob Scholnick, Jaime Settle, Leah Shaw, William Stauffer, Gexin Yu, Mei Zhang, Yanfu Zhang

### I. Call to Order:

President Swan called the meeting to order at 3:35.

### II. Minutes approved

Swan moved to approve the minutes and Wilson seconded. Minutes were approved unanimously.

### III. Provost's report

Provost Agouris began by detailing changing to rankings algorithms used by major publications, in particular US News and World Report. The major categories are outcomes, expert opinion, faculty resources, financial resources, student excellence, and faculty research. William & Mary assesses its performance in these metrics dynamically so, for example, while we have improved

our record in student mobility, there is still room to improve. We have been hurt by actual vs. predicted graduation rate. Expert opinion has been stable. Faculty resources and salary rank have improved. We have been most hurt by losing certain student-centered categories and by amplifying faculty research. The BOV Faculty Productivity Phase II may be useful for this.

She reported the coming of a new Initiative with Colonial Williamsburg focused on leadership and democracy, details forthcoming.

Provost Agouris then offered to take questions on the New School report:

John Gilmour notes that he has heard that the school will cost \$1 million and wants to know where the money would come from, and whether this is an annual cost or a one-time one.

Provost Agouris points to the national search for dean and assistant deans, financial directors, buyouts from departments for internal hires, and other similar costs.

Gilmour replied by asking how many hires would be anticipated.

Provost Agouris replies that there would be new positions, but that most would come from within Arts & Sciences.

Gilmour asks whether the faculty will grow as a whole, to which Peggy says maybe, depending on how things develop but that that is a future question.

Gilmour asks if there's an ideal size for the New School, and if so what it is.

Agouris answers that that will be determined by the new dean in coordination with the rest of the administration and the departments. Continues to say that the provost's responsibility is to support the needs and interests of the departments.

David Feldman notes that Sam Jones did a projection for a STEM-heavy growth in WM's future; wonders if she has it.

She replies that she does not but she that she does have raw department-by-department data that is factored into COLL allocations, needs for TA's, etc. Stresses that appropriate scale and growth of New School will be dictated by WM's liberal arts direction and the president's "personal education dictum."

Brett Wilson asks what the metrics are for growth at the department level.

Provost Agouris answers that it is degrees conferred and other teaching/elements of teaching capacity. Research and productivity are not criteria for such metrics, or for allocation of new hires.

President Scott Swan asks Agouris how she might allay some of the fears of some of the areas that are concerned about the negative impacts of the departments and program that won't be involved in the New School.

Provost Agouris points to the current work of re-envisioning, and potentially re-structuring of A&S, spearheaded by Dean of A&S Suzanne Raitt. Stresses the importance of interconnections between New School and other schools. Further notes the resources in her office for interdisciplinary grants and other kinds of initiatives to engender and further connections.

President Swan brings up the new arts complex as evidence of commitment beyond the New School

Brett Wilson asks about ways of supporting interest in data and analytics beyond the New School. Notes that it is a skill like reading and writing that is not simply encouraged in one department.

Provost Agouris responds that the school is the best path, both in terms of supporting our current students but also in terms of attracting the future students that we want to pursue. Envisions it as supplying skill sets that exist beyond the specific STEM fields.

Bob Scholnick contrasts our process of planning the new School with the University of Virginia's. Points out that Article II of Faculty Bylaws demands that Faculty Assembly fully review any major changes of this sort, and that the bylaws require a detailed plan to evaluate. Suggests that such a plan be submitted on the model of the VA plan.

President Swan agrees on what our role is and that there will be a process, and we would like to see those things and that the FA should be along throughout the process. Stresses that implementation will be done by faculty.

David Yalof says that at the time UVA approved the model, all they had was an Institute of Data Science with no full-time faculty, majors, minors, grad degrees, or building. W&M is building a school out of four departments that already exist. Distinguishes between restructuring and starting from scratch.

Provost Agouris concurs and describes our process as a way of freeing up energy and effort to attend to other areas in A&S. Also says that this process is still in the strategy phase before implementation, and that there is a process for producing a proposal for SCHEV which will include details and FA input, but this is after BOV approval.

President Swan says that this process seems typical.

Provost Agouris says that the new hires will be the key and that there will be a detailed proposal for SCHEV in March 2024, as she had already said on the document.

Gilmour says that the Faculty Assembly has not seen the document with these written answers, or some of the others she has alluded to in her points.

President Swan reports that he has not sent to the Faculty Assembly the answers Provost Agouris gave to the Faculty Assembly's questions.

Gilmour reiterates that we have not seen anything that looks like a proposal and Katherine Guthrie describes a situation in which the FA has given questions but received no answers.

Provost Agouris notes that she sent the answers to President Swan and then summarizes her answer to the document, which recommends an autonomous school outside of A&S, with a dean chosen by an outside search firm who will report to the provost, consisting of Data Science, Computer Science, Applied, Science, and Physics, with no direct admission, continuing to participate in undergraduate education and the COLL curriculum, at the expected cost of \$1 mil.

Gilmour states that it is regrettable that we did not get those answers before the meeting.

Provost Agouris states that administrative structure will be developed by the new dean, with the principle of having a lean and nimble administration. The dean will also be responsible for growth and development. There will be support from the state, Jefferson Lab, the tech sector, and the Department of Energy.

Leah Shaw asks about potential risks for STEM majors not in the new school – will they have fewer opportunities and access to resources?

Provost Agouris says that this will not be the case, and that for example the Math department is considering developing a PhD program, though this falls in the ambit of Dean Raitt. Notes other evidence of the continuing development of areas even in Area III outside the new school.

David Feldman asks the Provost and FA President to bring together all the documents concerning the New School for the FA and asks Provost Agouris what she intends to say at the BOV meeting starting tomorrow.

Provost Agouris says just an update with approval for continuing process.

Armstrong asks that FA be able to see and comment on the resolution for the Board in time to give feedback to this for the board.

Provost Agouris agrees to this. Then suggests that we also attend to other elements because this is setting a standard for how much time to spend on one issue which hinders moving forward.

Gilmour suggests that we get the documents for the BOV in time for the FA to hold a meeting beforehand and give feedback, which meets with general agreement.

Armstrong replies to Provost Agouris' question about what is needed by just asking for what she intends to send to the board, pointing out that FA may be able to provide valuable feedback, including possibly endorsement.

Evgenia Smirni asks what the point of endorsement would be. Armstrong reminds that FA is constitutionally empowered to provide advice to the administration on major changes.

Meeting adjourned at 4:53.