

Faculty Assembly Minutes

Tuesday, March 24, 2026, 3:30–5:00

Location: 1019 Miller Hall

Present: Anna Chason, Melanie Dawson, Carrie Dolan, Aaron Griffith, Katherine Guthrie, John Lombardini, Terry Meyers, Christy Porter, J.C. Poutsma, Josh Puzey, Hannes Schniepp, Mike Seiler, Chelsea Smith, Andreas Stathopoulos, Scott Swan, Andrew Tobolowsky, Cynthia Ward, Jay Watkins, Andrea Wright.
Not present: Rob Latour, Nick Popper, Shephen Sheehi, Debbie Steinberg, Noelle St. Germain-Sehr.

Guests: Josh Burk, Iria Giuffrida, Michelle Harris, Gayle Murchison, Anne Roemer, Corinne Stokes.

3:30 – 4:05 Approval of Minutes & Opening Remarks

- Approval of Minutes - approved
- Anne Roemer, W&M CHR
 - Anne presented near-term and mid-term priorities for Human Resources, including an overview of organization of Human Resources, and the mission statement. She encouraged faculty and staff to attend the HR Expo on Apr 29 from 10:00 – 2:00 pm and answered Assembly members' questions.

4:05-4:10 Michelle Harris FGLI Support

- Michelle discussed activities planned for W&M's Office for First Generation and Low-Income Students on One Tribe One Day. Faculty and staff are encouraged to donate to the office to unlock an anonymous donor's contribution.

4:00-4:10 Reports & Updates / Old Business

- President Updates
 - FA Standing Committees:
 - Admissions (John), Libraries (John)
Chair of the Admissions Committee, Nate Throckmorton is rotating off. John had a productive meeting with the committee to discuss procedures to report to Assembly. The charge is found in the Handbook. John has not been in contact with the Library Committee. Faculty Affairs has recently been responsible for populating many university-wide committees. Iria will be managing the university-wide committees that are not within Faculty Assembly's purview.

- Compensation (Josh Puzey)
 - Josh contacted everyone on the committee and is waiting for information on who they select as Chair.
 - Research (Rob)
 - Research committee met yesterday. Rob will gather information from them.
- Discuss SB494 (Andrea)
 - Three important issues are covered in SB494, which is expected to be signed by Governor Spanberger. The issues are (1) modification of Board of Visitors composition by increasing member terms to six years, limiting consecutive terms, and introducing nonvoting faculty, staff, and student representatives; (2) mandating Boards adopt policies formalizing the role of faculty, staff, and students in institutional decision-making; and (3) requiring mandatory training on Board duties.
 - The Representative to the Board has to be elected by faculty or appointed by the Assembly.
 - Assembly discussed SCHEV's new policy on productivity.
- FHC Handbook Updates (Cynthia)
 - Faculty Hearing Committee Working Group – The President has charged the group with investigating the procedures of our 25 peer schools and constituencies. Constituencies include Assembly, deans of different schools, the Procedural Review Committee, Human Resources, students and advisors to students who come before FHC.
- NTE Handbook Updates (Jay)
 - There were no major updates Jay was meeting Thursday with PPC, as in the last meeting, Dean Spencer had proposed exempting renewal decisions to appeal. Iria will also be at this meeting.
- Provost Updates: Handbook changes, Post Tenure Review (Iria)
 - Changes have been made to the Handbook to enable deans to have tenure in a department. A&S deans will now be tenured in the College of A&S. Iria notes that discontinuance of program are treated the same as the discontinuance of a department in the Handbook. Once PPC approves this policy, it comes to Assembly, and we vote on it within 30 days. Then it travels to the BOV.
 - Iria clarifies a change making clear that “emeritus status” means retirement from W&M.
 - BOV wants to ensure faculty excellence after tenure. Iria has looked at how peers handle post-tenure review. Only 5 institutions mention post-tenure review in their Handbook. Iria doesn't recommend we go

back to post-tenure review. She suggests we have clear lines of communication between faculty and dean. Salary and performance are conflated in the Handbook; she recommends that we should split these processes. The letter coming from the Provost regarding post-tenure review should be positive, constructive, and rare. The Provost is in the process of addressing new procedures and will send it to Assembly to review.

- Effective Teaching Principles & COLL update (Josh Burk)
 - Josh sent his report on data collected from students, faculty, and alumni on the COLL curriculum to the Provost and deans. He will share the report with Assembly and BOV in April.
 - The Effective Teaching Principles project was endorsed by Assembly following a pilot study and collecting data over the past year. Josh will report results of the pilot of Assembly.
- Academic Affairs: AI-Town Halls, IRB Policy on NTEs
 - Academic Affairs held two Town Halls regarding AI and will update Assembly on both.
- COPAR: Faculty Research Survey
 - The survey was disseminated and has 100+ responses already.
- Faculty Affairs: Faculty Survey
 - The Faculty Survey will be reviewed by Assembly in April.

4:35 – 5:00 New Business

- Our last meeting is in April and will include the election of new officers.