

**Faculty Assembly Minutes**  
**Tuesday, November 18, 2025, 3:30–5:00**  
**Location: 1019 Miller Hall**

<https://cwm.zoom.us/j/6971675720?omn=86527706487&jst=1>

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

Guests: Peggy Agouris, Cathy Forestell, Iria Giuffrida, Carlane Pittman-Hampton, Katherine Rowe

**3:30 – 3:35 Approval of Minutes & Opening Remarks**

- Approval of Minutes – minutes approved

**3:35 – 4:05 Q&A with President Rowe**

- President Rowe responded to questions from members of Faculty Assembly.
  - Compact. Assembly members will be engaged if W&M is made subject to the federal administration's Compact sent several high-profile universities this year
  - COLL Review. She looks forward to the Provost's review of the COLL curriculum in a self-study phase in AY 2025-26 and an implementation phase in AY 2026-27
  - Assembly's proposed statement on academic freedom. Having reviewed the proposed statement on academic freedom, the President suggests a compilation (not condensation) of points linking to relevant sections of the *Faculty Handbook*. She suggests Assembly members engage deans, chairs, and faculty in revising the proposed statement, but that paraphrasing *Handbook* information may ambiguate. Regarding students, the President suggests making space for hard conversations with students in classroom to promote democracy.
  - Career and liberal arts. The President reiterated the five domains she discussed in the Assembly retreat. Members can help to build the corresponding working groups, deliver reports to the campus community, and invite all constituents to respond. A draft of the next strategic plan, including career development, will be mapped out in January 2026, available in winter 2027, and launch in spring 2027. Assembly will be asked for nominations for the 5 working groups.
  - Regarding strategic positioning of career-minded students, the President believes liberal arts education will be more valuable and sought after in the next

3-5 years. We will need expertise and agility to develop and use new AI tools. She feels that goals supporting citizenship and professional development are compatible in higher education, noting our community is heavily engaged in applied learning experiences.

- Graduation. Assembly is asked to help to triple the number of faculty who attend University events such as Graduation.
- Faculty Hearing Committee. Assembly is asked to develop language with HR governing termination of faculty and to nominate faculty for FHC. Assembly is asked to determine whether PRC and FHC, which have largely the same charge, should be separated with different charges. Assembly would then provide a rationalization of the group or groups.

#### **4:05-4:55 Reports & Updates / Old Business**

- Katherine Guthrie provides updates.
- Representatives. Josh Puzey and Stephen Sheehi volunteered for WMCC, and Andrew Tobolowsky volunteered for the COLL committee. Cathy Forestell will forward these names to the Provost.
- Faculty Affairs. NTE/TF access to grievance policies and Fitness for Duty.
  - Jay Watkins on Faculty Affairs agreed to address NTE/TF's access to grievance procedures, which are not listed in the *Handbook*. They are also not mentioned in the Teaching Faculty Framework. Jay will make suggestions to the Faculty Affairs subcommittee. They will also consider effects on NTE/TF contracts which renew in February or March. Cynthia Ward and Anna Chason will consider *Handbook* section III.C.b. to provide interpretive guidance.
  - Language regarding the Fitness for Duty policy is still under consideration.
- Academic Affairs. Academic Freedom Statement & Digital Accessibility & AI
  - Academic Freedom Statement. John Lombardini will review current procedural rights of faculty in cases where academic freedom conflicts with misconduct and use additional direct quotations from the *Handbook* in light of the President's suggestions. Assembly members are encouraged to converse with their departments on academic freedom.
  - Digital Accessibility. STLI clarified that digital accessibility information is for internal use and to raise awareness. STLI proposed Digital Accessibility Ambassadors to help faculty retrofit courses
  - AI. Academic Affairs will meet soon with Dave Gilbert to think about guides, codes, and enforcement mechanisms regarding AI use in courses.
  - COPAR: Research Support for Faculty Research Survey (see doc)
    - Rob Latour reports the survey is for monitoring UG research students especially in summer. COPAR has reviewed and provided feedback. Assembly members

suggest collecting data on student housing, and include service. Assembly will vote in Dec. 9 meeting.

#### **4:55 – 5:00 New Business**

- Katherine announces an opportunity to train for summer asynchronous classes with a \$3000 stipend.
- The Assembly may need to change attendees' Zoom names because we can't always tell who's here or whether recording.
- There is no exec meeting next month.
- The Dec. 9 meeting will host Lisa Keegan. Please send question to Katherine.
- Assembly will need to decide whether FHC and PPC will be separate committees.
- Ongoing Faculty Concerns – None.

#### **5:00 Adjourn**