

Professionals and Professional Faculty (PPF) General Meeting

College of William & Mary (W&M)

February 18, 2009, 8:30 – 10:00 am

Location: Tidewater, Sadler Center

1. Welcome and Purpose: Professionals and Professional Faculty Assembly (PPFA) President Mary Molineux called the meeting to order and welcomed the attendees. The main purpose of the meeting was to obtain input from W&M professionals and professional faculty for the PPFA's contributions to the W&M Strategic Plan.

2. PPFA work so far: Molineux reported on the work that the Assembly has accomplished so far:

- Election of officers
- Appointment of committee chairs for the four Standing Committees
- Creation of three ad-hoc committees: Communications, Handbook, and Strategic Planning
- Creation of strategic plan task forces for each of the 6 Grand Challenges (part of W&M's Strategic Planning process)

3. Input from PPFs: PPFs were encouraged to provide input on the strategic plan and to serve on the committees.

4. PPFA committees were introduced:

- Academic Issues Committee, chaired and introduced by Pamela Mason
- Elections Committee, chaired and introduced by Mane Pada
- Policy and Administrative Issues Committee, chaired and introduced by Dot Osborne
- Technology Committee, chaired and introduced by Bobby Reiss
- Communications Ad Hoc Committee, chaired and introduced by Lee Foster
- Handbook Ad Hoc Committee, chaired and introduced by Lisa Grimes
- Strategic Planning Ad Hoc Committee, chaired and introduced by Tom Rideout

5. Representation: Molineux reported that she represented the PPFA at W&M's legislative day in Richmond and at W&M's Charter Day; she and PPFA Vice President Jobila Williams represented PPFs at interview sessions with the Provost candidates.

6. Strategic Plan: Along with other campus departments, schools, and organizations, the PPFA was asked by the W&M Strategic Planning Committee to contribute ideas to the strategic plan by March 1. To do so, the PPFA divided itself into 6 teams, one for each of the 6 Grand Challenges identified by W&M's Strategic Planning Committee. Team leaders reported on their work and asked for input from those present.

Grand Challenge 1 (Team Leader Lisa Grimes): Focus mainly on optimizing student experiences, especially transfer students, and on attracting the best staff, especially looking at salaries. Suggestions from the floor included tapping into Alumni who live abroad to increase international perspectives, focusing on freshmen transitional issues in terms of retention, and identifying retention rates to use as measurable objectives.

Grand Challenge 2 Team Leader Vernon Hurte): Expand diversity; establish a best practices

guide; increase PPF participation in seat on campus diversity committee; increase support for LGBT PPFs.

Grand Challenge 3 (Team Leader Tom Rideout): Enhance collaboration between PPFs and faculty; assess existing partnerships; focus on consistent external relations strategy.

Grand Challenge 4 (Team Leader Mary Molineux): Focus on program reduction; look at sustainability/conservation and revenue generating opportunities;; assess departments charging each other for services; more technology integration; provide more technology training. Suggestions from the floor included: offer online classes, Saturday classes, mores summer classes, for degree seeking; optimize existing facilities and generate income; forming partnerships with companies to offer certifications.

Grand Challenge 5 (Team Leader Wayne Boy): Focus on attracting & retaining good staff; off-site technology back-up; maintaining current facilities.

Grand Challenge 6 (Team Leader Randy Williams): In Randy Williams' stead, team member Mane Pada pointed out that the need for a clear W&M mission. Focus on increasing communications to all PPFs to broaden understanding among PPFs and among other W&M community groups; increase PPF visibility across the campus community via committees, promotion of PPF accomplishments, etc.

All PPFs were asked to visit the PPFA website (www.wm.edu/proffaculty) to review the PPFA's draft contributions to the Strategic Plan and then contact the team leaders with suggestions for the Grand Challenges.

7. PPFA's Goals: Molineux asks the audience for input on PPFA goals (what would PPFs like to see the PPFA achieve?) and how to increase attendance at the general PPF meetings. Suggestions included:

- more general meetings, to increase the chance of people getting to at least one. Possibly lunch or late afternoons. Use survey tools to find best dates and times.
- engage PPFs with issues such as how restructuring will affect them
- invite College administrators to discuss issues and policies of interest to PPFs
- do more surveys to find out what issues, concerns, are of interest; assess morale of PPFs and ask what would improve that morale; consider using data from the College's climate study of 2007 to frame a new climate survey
- communicate PPF and PPFA successes to PPFs and to the W&M community.

Respectfully submitted,
Wendy Webb-Robers, Secretary
March 19, 2009