

**Faculty of Arts & Sciences**  
**September 3rd, 2024,**  
**3:30 – 5:00 pm**  
**Tucker 127 A (in-person only)**

- I. Approval of minutes from meeting on May 7th, 2024  
Minutes will be presented for approval in the October meeting.
  
- II. Report from the Provost
  - A. Dean search for the School of Computing, Data Sciences & Physics
    - 1. The search committee identified a strong pool of candidates and began interviews in early summer. The committee expects to have an offer out and accepted in the near future and will provide updates to the campus community.
    - 2. SCHEV approved the new school in July and ISC 4 is planned to open in fall 2025.
  
  - B. Changes in the Provost's team
    - 1. Martha Wescoat-Andes, Senior Associate Provost for Planning & New Ventures, is retiring after 40 years in higher education. This position will not be replaced.
    - 2. Dennis Manos, Vice Provost of Research, Graduate and Professional Studies, is stepping down from the Vice Provost position in summer 2025. He will continue in his faculty position for a further year to onboard his replacement in the VPR position.
    - 3. Admissions and enrollment operations are returning to the Provost's Office following the departure of Jeremy Martin. An Associate Provost for Enrollment Strategy will be hired to oversee this domain in the Provost's office.
    - 4. New Executive Vice-President of Finance & Administration Mike Todd is a welcome addition to W&M.
  
  - C. The Provost's 5 things newsletter will be hosted on a new platform which tracks the number of readers.
  
  - D. Questions for the Provost
    - 1. In response to a question on the timeline for the new school's opening, the Provost says SCHEV approved on 8/15. The school will open for the 2025-26 school year. The new ISC 4 building is

scheduled to open in October 2025.

2. In response to a question regarding the retirement incentive program, the Provost notes the Governor's office needs to approve the program, which she hopes will happen soon.
3. In response to a question on the restructuring of Student Affairs, the Provost recommends that FAS invite Ginger Ambler to provide details on the changes.

### III. Report from the Dean

- A. All are invited to a party in front of Ewell Hall to welcome our new faculty after this meeting.
- B. Potential for ongoing tensions regarding geopolitical and domestic issues.
  1. The President reminded faculty to be mindful of this possibility at the all-faculty meeting.
  2. The Dean thanks the team who brought faculty and staff the Better Arguments Professional Development Program to foster productive, respectful, and frank discussions on these topics.
  3. Faculty who experience disruption in class should feel free to acknowledge the interruption and manage it in a way they find productive. Faculty might acknowledge that interruption, then, if it continues, politely request the student consider leaving the classroom. Faculty may suggest a meeting afterwards to talk about the issues. Students may also be referred to the division of Student Affairs for policies on forms of expression. We have a duty to all students to make sure that educational programming proceeds.
  4. The Senior Vice-President for Student Affairs & Public Safety sent an email linking to updated policies regarding use of facilities and expressive activities. . Links to resources are included in the Senior Vice-President's email and in the Dean's Friday email (8/30/24). The Dean's message includes links to guidelines for how faculty and staff can manage social media and interact with the press.
- C. Suzanne supports FAS and CCPD meetings going forward in person, and notes students appreciate and benefit from faculty being physically present on campus.
- D. Suzanne marks her first year as A&S Dean. New web pages outline principles on which the Dean's Office will operate. There faculty will find a bullet on communication and responsiveness. Another bullet outlines mutual trust, respect, and transparency.

- E. The per diem limits for Williamsburg business meals have just changed. Breakfast has gone up from \$14 to \$20. The lunch per diem is now \$22 and dinner is now \$33.
- F. Faculty are invited consider ways to spend donor monies as available and contact the Dean's Office with their requests via the new A&S [Funding page](#). The Dean's Office will agree to spending where possible and explain why if any request is declined.
- G. The Future of A&S committee has a [website](#) and will release an interim report on 9/24. This semester will be devoted to conversations about the report and to the distribution of a survey based on the interim report. The final report will be released in early 2025.
- H. The Dean presents two graphs depicting trends in undergraduate enrollments and numbers of FT faculty, and notes that her priority is to return to a student/faculty ratio of 12:1. The graphs demonstrate that during COVID, a hiring freeze and faculty attrition coupled with increasing undergraduate enrollment increased this ratio to 13:1. The Dean responds to faculty questions.
  - 1. In response to a question on the student ratio data, the Dean says her office is working to determine the precise number of faculty needed to reach 12:1 and how to allocate teaching positions.
  - 2. In response to a question on the governor requesting syllabi for diversity courses, as he did from George Mason and Virginia Commonwealth faculty, the Deansays that neither the governor nor the BOV has approached A&S regarding syllabi or COLL 350 or any other curricular issues. The COLL 350 was adopted long ago and in a strategic way. The Dean's Office is not anticipating interest from the Governor's office. The Dean will not ask faculty to make syllabi available to the public.
  - 3. A faculty member commented on the university's need for a measured response to campus concern regarding geopolitical unrest in the Middle East and thanked the Dean and other administrators for anticipating the potential for volatility on campus. The Dean thanked the faculty member for voicing these concerns and reiterated the principle of transparency from her office. Additionally, the President will be invited to the October FAS meeting to discuss related policies and university strategies.
- I. Following the success of spring's scholarly series on the Middle East, a second scholarly series is planned in partnership with the Reves Center for the Spring of 2025. This series will focus on arts and democracy.
  - 1. Rich Lowry is convening a working group to select visitors who will be

part of that series. Guatemalan photographer, Daniel Hernandez Salazar, whose work reflects on genocide, will be here the 1st week in April.

2. Faculty who would like to have their courses articulate with the series may ask for support for activities and participate in an academic festival at the end of the year. This series will likely articulate with some COLL 300 courses.

#### IV. September Elections (Tyler Meldrum, N&E)

A. Tyler describes the work of Nominations & Elections Committee for the benefit of new faculty.

1. He mentions that some committees are constrained by restrictions on area and rank and that the departure of some of the sciences to the new school will require some additional thought in the future. In 2024-25, however, faculty in the departing units remain in A&S and are eligible to serve on committees both as continuing members and one-year replacements.
2. Tyler notes the N&E committee is conducting an analysis of diversity in the composition of committees and will share results when they are available. He asks that faculty please fill out the survey to identify committees for which they would consider volunteering.

B. Tyler presents the slate for elections and asks for nominations from the floor. There are none.

##### ISAC (Area I)

- Laura Guerrero (Philosophy)
- Michael Leruth (MLL)

##### CFAPP (Area II)

- Harvey Langholtz (Psychological Sciences)
- Shi Qi (Economics)

##### CFAPP (Area III)

- Seth Aubin (Physics)
- Pieter Peers (Computer Science)

##### FAC (Area II, Spring 2025 only)

- Pamela Hunt (Psychological Sciences)
- Nate Throckmorton (Economics)

##### FA (Area III, Spring 2025 only)

- Jennifer Swenson (Data Science)

- Kristin Wustholz (Chemistry)

FCB (Area II)

- Jeffrey Kaplow (Government)
- Tate Twinam (Economics)

V. Report from Faculty Assembly (David Feldman)

- A. David describes the composition and purpose of Faculty Assembly for the benefit of new faculty.
- B. Last year, Assembly began analysis on key performance indicators, tracked progress of the new Marine Science undergraduate major and the new school, conducted a faculty survey, monitored the creation of a faculty retirement incentive program, and began working on Faculty Handbook revisions. The Board of Visitors requested this last item be completed by their November 2024 meeting.
- C. This year will bring several new projects. Assembly is working to maintain a website with key documents. COPAR (committee on planning and resources) will undertake a review of faculty compensation and benefits relative to peer institutions, in partnership with the Faculty Compensation Board. Assembly will work with the Vice Provost for Research on the anticipated shift of W&M to R1 status and will review its Constitution and Bylaws to adapt to the creation of the new school of computing, data sciences and physics. A number of university offices will speak to Assembly this year, giving updates and information. Finally, Assembly will explore the possibility of implementing a tuition benefit for faculty and staff as a retention tool.

VI. Report from Faculty Affairs Committee (J.C. Poutsma)

- A. J.C. reiterates the importance of timely communication from FAC.
- B. This year, FAC will charge a compliance committee with reviewing unit merit procedures for alignment with the merit guidelines passed by FAS earlier this year. FAC will also review changes to the Faculty Handbook and make sure the A&S Manual is aligned with it.

VII. Welcome new A&S Faculty

New faculty are individually introduced by members of their departments and are welcomed.

VIII. New Business – None

IX. Adjourn