

Faculty of Arts & Sciences

October 1st, 2024, 3:30 – 5:00 pm

Tucker 127 A

I. Approval of minutes from meeting on May 7th, 2024, and September 3rd, 2024.

Minutes from both meetings are approved by consent.

II. Report from the Dean (Suzanne Raitt)

- A. Suzanne thanks President Rowe for making time to meet with faculty about campus climate issues and other issues of interest.
- B. The BOV held their campus meeting last week. Ewell will be sending out updates from BOV meetings so that all A&S faculty are up to date on BOV initiatives and actions.
- C. Eric Despard, the new Executive and Artistic Director of the Arts, has done an incredible job in a short time. Many exciting performances are scheduled and listed on the [Arts calendar](#).
- D. Suzanne traveled to Atlanta and Orlando last week to meet with several donors, and has additional trips planned this fall. She will also meet with a potential major donor in London in January.
- E. Suzanne described the [QEP](#), or quality enhancement plan, which is key to the reaccreditation process. The final plan was determined by competition in a campus-wide process in spring of this year. Kathleen Powell and Elizabeth Harbron's successful proposal, *Applied Learning for All*, supports funded internships, undergraduate research and co-curricular or experiences outside of the classroom. The Development Team will be co-chaired by Elizabeth and Kathleen Powell.
- F. Suzanne described her desire that FAS approve the RPT [Dean's Memo](#), which is found on the A&S RPT website. Personnel Policy Committee (PPC) has approved it and its amendments over the years, but FAS has not. Suzanne will send a red-lined version tomorrow for FAS review. If approved at the next meeting, it will proceed to Personnel Review Committee, and then to the PPC for approval.
- G. Suzanne thanks all who volunteered for two working groups, one on the effective and equitable evaluation of teaching for formative and summative purposes; and the other on the use of TAs in undergraduate classrooms. Faculty Assembly reviewed a report on effective evaluation of teaching in 2021; three non-duplicative groups (including the A&S group) are now working on this issue.

- H. The school of computing, data sciences and physics (CDSP) will become operational 7/1/25. An announcement of the new dean of the school is anticipated any day now. The Provost has sent a memo establishing an interim approvals process for issues specific to CDSP. The memo allows participation and voting by CDSP faculty only on matters affecting only CDSP. For the rest of this academic year (2024-25) CDSP faculty will not participate in or vote on matters affecting only A&S.
- I. With the support of the Provost, an external consultant (National Association for College and University Business Officers) is analyzing the A&S budget to advise on whether allocations from the Central Budget Office, our E and G allocation, are aligned with other universities in relation to the revenue brought in. The consulting group will also be asked to review our internal budgetary allocations, such as M & O allocations. Many units had cuts to your M & O allocations under Covid, but they've now been restored.
- J. A new fitness for duty policy has been developed and was linked in the Friday Digest on September 28. It will pass through a feedback process from various campus groups, as it may need some changes. Please let Suzanne or the President know if there is feedback.
- K. FAS is encouraged to engage with the Future of A&S group through the semester.
- L. Chris Carone is stepping down as the Vice Dean for research and graduate studies. A message inviting applications for the new version of that job was distributed recently. We've reconfigured the position slightly.
- M. A&S is engaged in engaged in a process called the Campus Comprehensive Planning process, which is a space and landscaping planning process, focusing on buildings, classrooms, and the campus landscape. FAS is encouraged to engage with the Learning Spaces Committee to make sure classrooms are optimal spaces. Please be sure to fill out their surveys and attend the planned forums.
- N. Drop-in hours are planned for members in the Dean's Office for individual conversations. No appointments necessary. Hours will be announced soon.
- O. Suzanne thanks the members of the Future of A&S Committee.

III. Future of A&S committee report (Matthias Leu and Hannah Rosen)

- A. Matthias and Hannah present the group's preliminary report, which includes a 10-page executive summary.
- B. They review 8 points from the report and several statistics regarding the proportion of students, faculty, and staff at W&M who are housed in A&S.
- C. The report presents research on such questions as: Should the FAS become the College of A&S? Should we have a vision or mission statement? To what extent do faculty, undergraduates and staff support liberal arts? What specific points of pain do undergraduates experience? Do we have enough resources for COLL? To what extent are people concerned about the trajectory for courses to be more career-driven?
- D. Future of A&S also considered graduate education and learned the Grad Students Association is concerned about visibility if A&S becomes the College of A&S, and are

concerned that this may affect recruiting and professional opportunities. There is also concern about 4 of the 11 grad programs leaving A&S for the new school, and future funding/resources.

- E. Based on feedback from faculty, staff and students, the group described 4 models for the future organization of the graduate student programs.
- F. Staff at W&M feel they have high stress work environments and are working with few resources and additional responsibilities.
- G. Faculty have some concerns about the number of upper-level administrators especially as it relates to the effectiveness of governing structures.
- H. Five A&S committees' work affects all undergraduates at W&M and there is a question if these committees will continue in their present form and if offices which currently serve A&S (like the Charles Center) will also serve the new school.
- I. The Future of A&S group will be launching a survey at the end of the month informed by the preliminary report.
- J. Questions and comments from faculty
 - 1. Is there more Matthias and Hannah could say about how faculty feel about the idea of a School of the Arts? Matthias and Hannah note that this question came up in one of the listening meetings and the discussion was whether arts and humanities would recede even further into the background if separated from a school of sciences.
 - 2. How will units moving to Area 2 or 3 be determined? Peter notes it's been relatively arbitrary which units are in which areas, but the goal is to have roughly the same number of faculty in each area.
 - 3. How are interdisciplinary programs considered? They are not typically considered because they are not tenure homes.

IV. EPC report (Christy Porter)

- A. Christy presents on behalf of Michael Gaynes, Chair of EPC, and gives an account of the number of proposals, policy actions, curriculum changes, COLL courses, new courses, and course changes occurring in the 2023-24 school year.
- B. In a change in procedure, CLA has begun to advise formally on COLL courses. They don't vote on approval.
- C. A change was piloted to permit Verto students to receive COLL 300 credit. This change has worked well.
- D. EPC is considering the criterion for Dean's List as 50% of students are listed. EPC decided that this area is not "educational policy" and therefore not within their area of responsibility. The Dean is continuing to explore, and doing additional research on peer institutions.

V. RPT report (Kim Wheatley)

- A. Kim co-chaired RPT last year with Robin Looft Wilson from Kinesiology. The current co-chairs are Carol Sheriff and Randy Chambers.
- B. Kim provides an accounting of the number of tenure and promotion cases heard.
- C. Kim suggests reviewing slides presented by RPT to CCPD regarding tenure or promotion procedures, in addition to the Dean's memo. The [slides](#) are posted on the RPT website.

VI. CFAPP report (Leah Shaw)

- A. CFAPP stands for Committee on Faculty Awards, Professorships and Prizes. They make recommendations to the Dean who recommends recipients to the Provost.
- B. Leah was on the committee last year, and again this year. Last year's co-chairs were Michael Halleran and Kostas Orginos, who have both rotated off the committee.
- C. Leah accounted for the number of nominations and noted there is a lot of variability in the materials submitted. This led to the recommendation that materials be more standardized. It is also very helpful when the nomination letters include context to interpret the achievements, so we understand how significant the achievements are in that particular field.

VII. Report from Faculty Assembly (Josh Puzey)

- A. A major point of discussion has been the *Faculty Handbook*. Originally, the *Faculty Handbook* Section One is the statement of rights and responsibilities for faculty. It affirmed academic freedom. It has been removed from the *Handbook*, in its place a sentence has been added affirming the foundational concept of academic freedom, including the statement of rights and responsibilities (originally Section One), which will be hyperlinked. It will also be referenced on the Provost web page.
- B. There's some new language for the new school that was added to the *Handbook* to make sure that the new school had representation on the appropriate committees.
- C. The NTE section has been updated. Faculty Assembly discussed the categories of appointment for current and new NTE faculty. The changes don't directly impact A&S because we're already doing what they have implemented. The goal is to provide predictability and stability for NTE faculty across the university. Each NTE faculty member shall receive a contract that clearly specifies the term of appointment, salary benefits, the course load, workload, whether the contract is potentially renewable, and if it is potentially renewable, the timeline for notice of renewal or non-renewal and the length of renewal contracts.
- D. Leave policy and retirement incentives are also being considered.
- E. A group from Faculty Assembly is reviewing the data from the recent Faculty Survey for a future report to FAS.

VIII. Discussion of re-alignment of Area I, II, and III Departments

- A. We will lose about 65 faculty members when they move to CDSP. Areas 1, 2, and 3 are mentioned in the A&S Bylaws, and many of our committee memberships are built around the three areas.
 - B. FAC has been discussing the best way to proceed with reallocating units to the Areas, if that is a way FAS wants to go.
 - C. A faculty member asks whether faculty with joint appointments get additional influence. Right now, since interdisciplinary programs are not listed in the language on Areas, they do not. Faculty Assembly may need to think about its membership and constitution.
- ### IX. New Business
- A. Hannah clarifies and asks for feedback regarding the divisions of A&S, and whether we should have separate schools within A&S. This may result in siloing so we should keep an open mind going forward.
 - B. It will also take some work to define liberal arts, which has always included the sciences.

X. Adjourn

From By-Laws (page 39 of AS& Faculty Manual)

Section 3. For certain organizational purposes, Arts & Sciences departments are grouped into three areas:

1. Area I - Art & Art History, Classical Studies, English Language & Literature, Modern Languages & Literatures, Music, Philosophy, Religious Studies, Theater, Speech & Dance;
2. Area II - Anthropology, Economics, Government, History, Kinesiology & Health Sciences, Military Science, Psychological Sciences, Sociology;
3. Area III - Applied Science, Biology, Chemistry, Computer Science, Geology, Mathematics, Physics.