

Provost's New Faculty Welcome



Office of the Provost
William & Mary
September 13, 2024





Land Acknowledgements



William & Mary acknowledges the Indigenous peoples who are the original inhabitants of the lands our campus is on today – the Cheroenhaka (Nottoway), Chickahominy, Eastern Chickahominy, Mattaponi, Monacan, Nansemond, Nottoway, Pamunkey, Patawomeck, Upper Mattaponi, and Rappahannock tribes – and pay our respect to their tribal members past and present.

The Board of Visitors acknowledges that William & Mary enslaved people, exploited them and their labor, and perpetuated the legacies of racial discrimination. The Board profoundly regrets these activities, apologizes for them, expresses its deep appreciation for the contributions made by the African and African American members of its community to the vitality of William & Mary then, now, and for all time coming, and commits to continue our efforts to remedy the lingering effects of past injustices.





Overview



9:30 to 9:35 Welcome

9:35 to 10:00: Refreshments and Welcome Bingo

10:00 to 10:15: (A Brief) William & Mary History

10:15 to 10:40: Linking ORCID to W&M systems

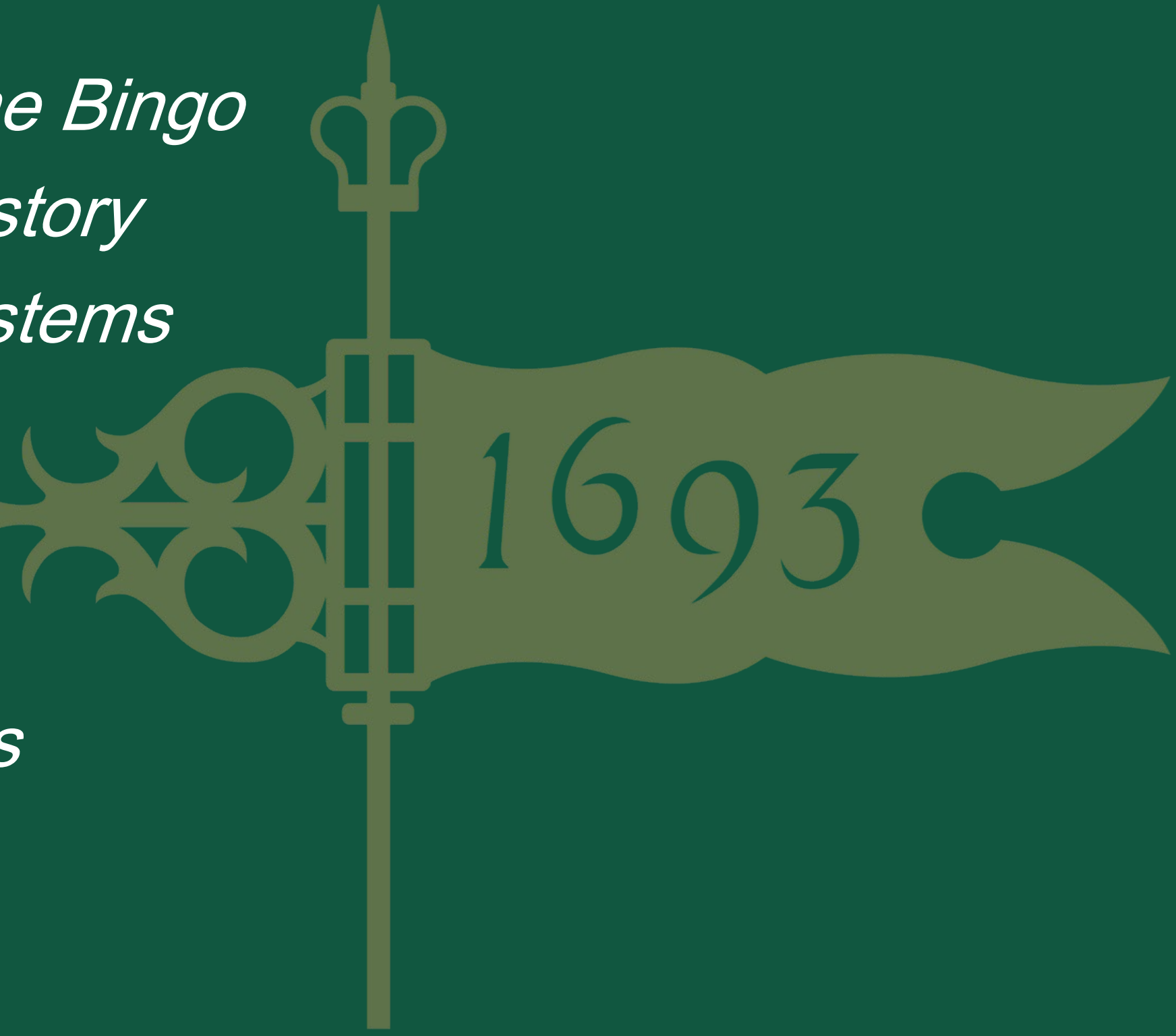
10:40 to 11:00 Faculty Success

11:00 to 11:15: Welcome Provost Agouris

11:15 to 11:30: Mandatory Compliance

11:30 to 11:50 Faculty Role and Resources

11:50 to 12:00 Questions and Next Steps



Bingo



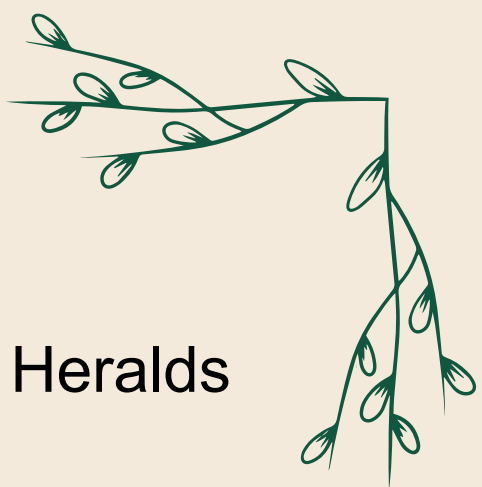
- Meet at least five new colleagues and find something you have in common with them
- Share your name and department



Wren Building, c.1850

Black & white print made from a daguerreotype in the collection of the Special Collections Research Center, Swem Library

William & Mary History



February 8, 1693:

King William and Queen Mary signed the Royal Charter

May 14, 1694:

Received Coat of Arms from the College of Heralds

1695:

Construction on the (first) Wren Building begins

1723:

Construction of the Brafferton finished

1729:

First institution with a full faculty
(a president, six professors, usher and writing master)

1760:

Bray School opens

1776:

Phi Beta Kappa, the first intercollegiate fraternity, is formed at W&M.

1779:

A Year of Firsts:

- Elective System of Study
- Law School established and W&M became the first university in the US
- Honor Code





1861:

W&M closes after faculty vote due to Civil War and conscription of students

1865 to 1881:

A Turbulent Time for W&M

1881 to 1888:

College classes suspended, effectively closing the university

March 5, 1888:

W&M reopened after the VA General Assembly allocated \$10,000 in funding to W&M for the “training of male public school teachers”

1906:

After being bought by the Commonwealth, W&M became a public institution

1918:

W&M admitted white women (24) for the first time, making the institution co -educational.

1921 to 1924:

Pu-Kao Chen and Ming Pan are the first international students from China and Art Matsu became the first Asian American student to attend W&M

1951:

Hulon Willis was the first Black student admitted to W&M (Graduate Education)

1967:

First Black residential students, Karen Ely, Lynn Briley, and Janet Brown, move into the basement of Jefferson Hall

Fun Facts you should know about W&M for Trivia Contests

- W&M is the 2nd oldest university in the U.S.
- The Wren building is considered the oldest academic structure in the U.S.
- Three U.S. presidents graduated from W&M—Jefferson, Monroe, & Tyler; and George Washington got his surveyor's license here

Some well-known alumni

- **Glenn Close '74, D. A. '89**
- **Jon Stewart '84, D. A. '04**
- **Patton Oswalt '91**
- **Robert Gates '65, L. H. D. '98**
- **Joe Plumeri '66, D. P. S. '11**
- **Stephanie Coleman Linnartz MBA '97**
- **Jill Ellis '88, L. H. D. '16**
- **Sean McDermott '98**

Addressing Our Past



AFRICAN AMERICANS
at William & Mary | 2017

BUILDING
on
the **LEGACY**

50th Anniversary of
African Americans in
Residence



100 Years of Women
(2018-2019)



Asian Centennial
100 years of Asian students at
W&M (2021 -2022)



The Lemon Project:
A Journey of Reconciliation

The Lemon Project
(2009-present)



Hearth: Memorial to the Enslaved (2022)





Burning Questions





Welcome from Provost Agouris



Response & Reporting Obligations for Faculty

Office of Compliance & Equity
September 21, 2023

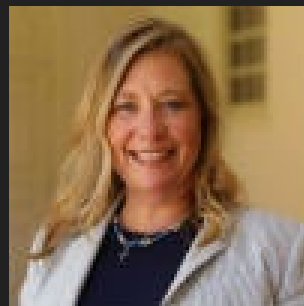
Terry Fassanella

Senior Compliance & Title IX Investigator

tafassanella@wm.edu

Office of Compliance & Equity (OC&E)

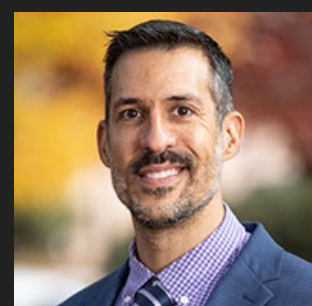
Who we are



Pam



Carla



Terry



Latisha

Where we are



110 James Blair
(Tyler Garden)
www.wm.edu/ce

What we do

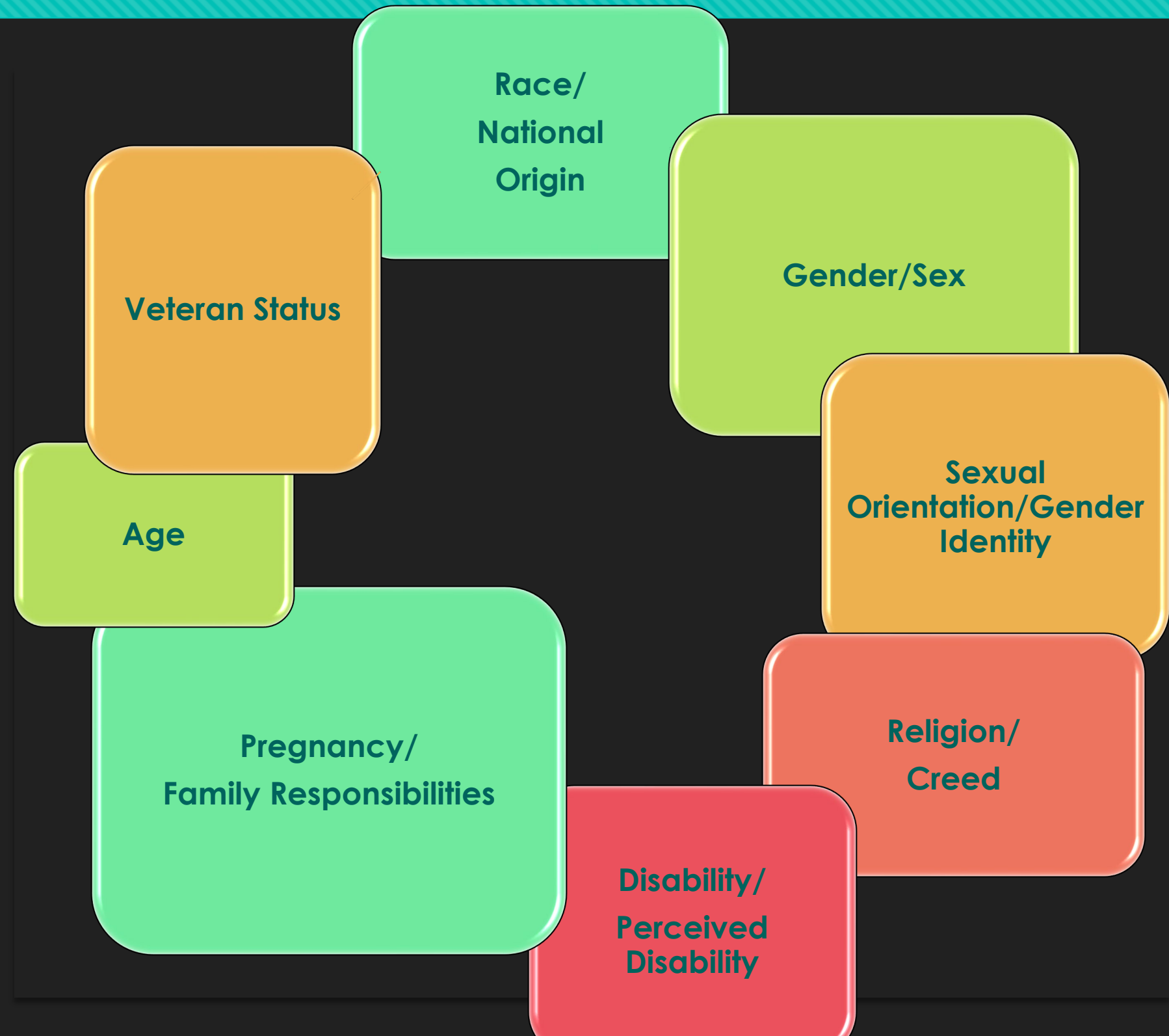
- Compliance
- Equity
- Policy Library
- Consumer Information

How we do what we do

reportconcern@wm.edu

NON-DISCRIMINATION COMMITMENT

An environment for students and employees that is free from discrimination against persons who are part of a ***Protected Group***.

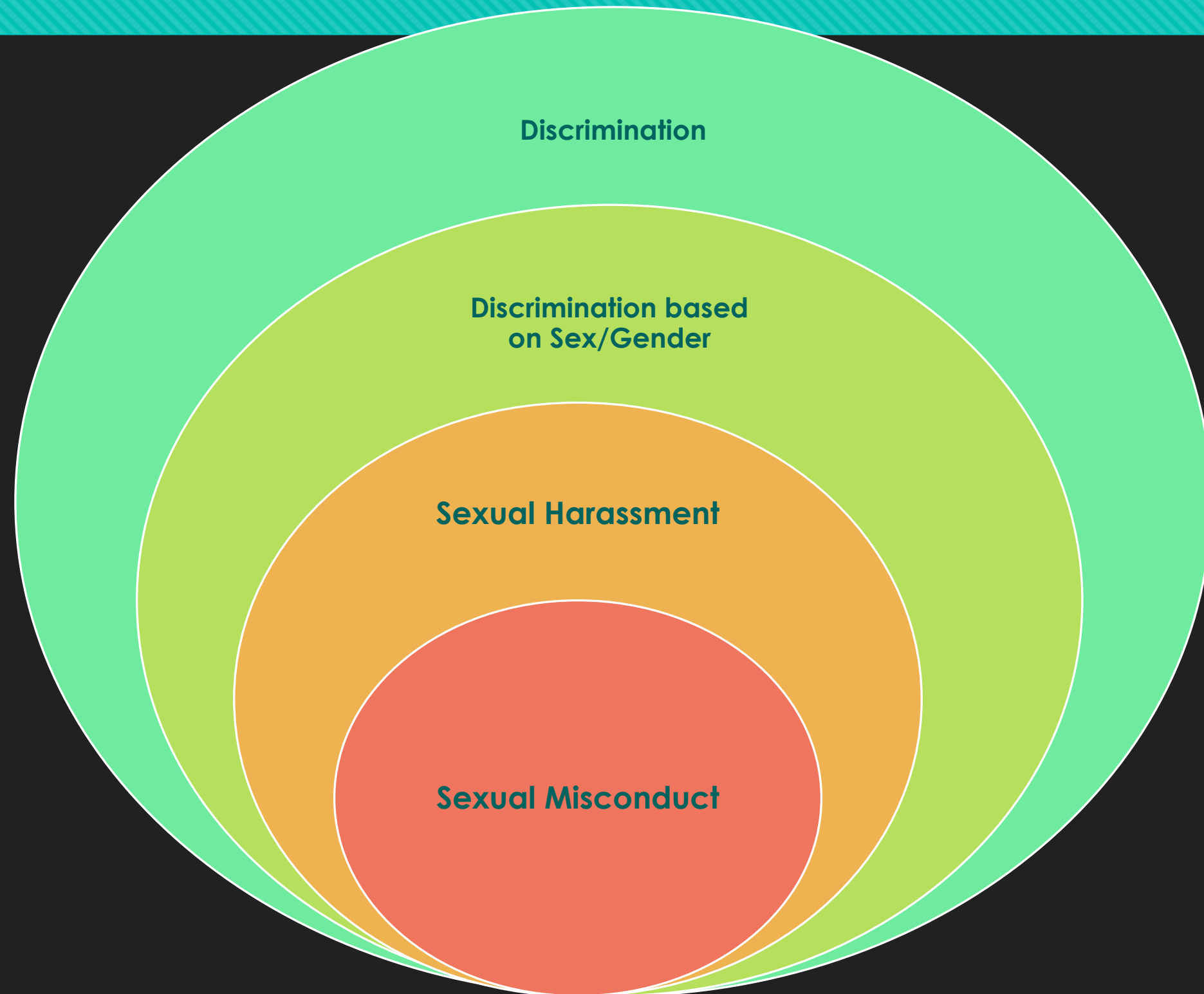


TITLE IX

Federal Law – 1972

Affirmative duty to address and respond to reports and complaints.

Making sure those impacted can continue their educational path.



Report vs. Formal Complaint



REPORT =
UNIVERSITY PROVIDES SUPPORTIVE
MEASURES



FORMAL COMPLAINT =
UNIVERSITY CONDUCTS
INVESTIGATION

MANDATORY REPORTING: TITLE IX

- Report allegation of sexual harassment or sexual misconduct (sexual assault, dating violence, stalking) affecting a student
- Report to Title IX Coordinator (through online reporting module)
- ALL relevant details about the alleged misconduct –names, what happened and where
- Ensure student understands your obligation to report names and relevant facts

MANDATORY REPORTING: OTHER TYPES

- Clery Act Crimes – Campus Security Authorities
- Threats and Acts of Violence
 - Prohibited by W&M Policy
 - Threat Assessment Team (TAT) mandated by Code of Va.
 - Report to WMPD
- Abuse of a Minor

Things you may encounter...

Students who disclose disabilities to you:

- Refer them to Student Accessibility Services (SAS) in the Dean of Students Office. They work with students to document their condition and provide tailored accommodations based on their need(s).
- Academic Freedom to grant requests.

Things you may encounter...

Students who stops attending class or seems distraught or anxious:

- Care Concern report
- Care team makes contact, refers appropriate services and responds with intervention
- www.wm.edu/report

Things you may encounter...

Conflict of Interests:

- Procurement & Suppliers
- Outside Employment/Consulting
- Gifts & Hospitality

Having a conflict is not inherently wrong, but failing to report it appropriately is.

Student

Faculty or Staff

Parent, Alumnus or Other

Home > Report Concerns or Violations

Report Concerns or Violations

We encourage the William & Mary community to report concerns, misconduct or violations of the **Code of Ethics or other policies**. The university's **Whistleblower Policy** prohibits retaliation against someone for filing a report.

If you have an emergency, are in imminent danger or wish to report a crime in progress, please call the William & Mary Police at 757-221-4596 or local police at 911 immediately.

I am reporting as a:



STUDENT



FACULTY OR STAFF



PARENT, ALUMNUS, OTHER

If you have questions or concerns about reporting processes, contact the **Compliance & Equity**

REPORTING OPTIONS

- Confidential Resources for Students
 - The Haven
 - Counseling Center
 - Health Center
- Title IX Coordinator
 - www.wm.edu/report
 - reportconcern@wm.edu
- Law Enforcement (WMPD, Williamsburg Police, James City County Police)

OTHER OPTIONS



Faculty Roles & Resources





Faculty Affairs & Development

Committed Supporters of W&M Faculty

Faculty Affairs & Development supports the professional development of faculty members through every stage of their career by celebrating their intellectual purpose as researchers, through programming to bolster their excellence as teachers, and via recognition of their dedication to service as members of a global community of learners.

We are excited to offer information that supports **faculty careers** and details on the **faculty policies** that guide faculty work on campus. Learn more **about our office** and the work we do.

Getting Started with ORCID

Creating a persistent, automatically updated record of your scholarly work



Sign up now!



Request a ScholarWorks Profile

1

Link existing ORCID iD

2

Create a new ORCID iD

3

Use your ORCID iD

Getting Started

1. Link to existing ORCID iD

2. Create a new ORCID iD

2. Create your ORCID iD

1. Go to orcid.org/signin.

BROWSE

[Collections](#)

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SEARCH

Enter search terms:

[Search](#)

[in this repository](#)

[Advanced Search](#)

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AUTHOR CORNER

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[Sign-in/Register](#)

[Author Services](#)

[ABOUT SCHOLARWORKS](#)



Submit Your Scholarship

W&M ScholarWorks helps you to do the following: - Increase discoverability - Contribute to open access publishing - Get impact metrics for your work - Comply with your grant terms - Preserve your files

[View More](#)

W&M ScholarWorks demonstrates William & Mary's impact on the global community through a suite of services featuring stable and open access to scholarship and research conducted by W&M scholars.

At a Glance

[Top 10 Downloads](#)

All time

[Recent Additions](#)

20 most recent additions

[Activity by year](#)

Paper of the Day

[The Rise of Benjamin Waller: 1716-1786](#)

John Starr Greenman

Activities - The College of William and Mary

[Review a guide](#) to manage your activities.

[Search Tips](#)

[Rapid Reports](#)

Warning: School of Business is updating processes to ensure more consistent data entry and maintenance for AACSB. If you are in the School of Business please do not add/update/delete records. If you have changes to make to your individual record, please email Sara Noack at sara.noack@mason.wm.edu

▼ General Information

[Personal and Contact Information](#)

[Administrative Data - Permanent Data | Yearly Data](#)

[Position History](#)

[Awards and Honors](#)

[Consulting](#)

[Education](#)

[External Connections and Partnerships](#)

[Faculty Development Activities Attended](#)

[Licensures and Certifications](#)

[Media Contributions](#)

[Professional Memberships](#)

[Workload Information](#)

▼ Teaching

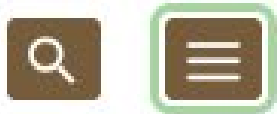
[Academic Advising](#)

[Directed Student Learning \(e.g., theses, dissertations\)](#)

[Non-Credit Instruction Taught](#)

[Scheduled Teaching \(Banner Imports\)](#)

[Scheduled Teaching \(Other\)](#)



STUDIO FOR TEACHING & LEARNING INNOVATION

The Studio for Teaching & Learning
Innovation offers faculty, students, and



Upcoming Dates

Faculty Success & ORCiD

Workshops:

- Thursday, October 5, 2023 in the Ford Classroom at Swem
- 12:30 to 2:00 pm (Lunch provided)
- Tuesday, October 10, 2023 via Zoom





Questions & Next Steps

