



WILLIAM & MARY

CHARTERED 1693

Faculty Assembly Minutes, November 19, 2024

3:30 – 5 pm

Location: Chancellor's Hall Seminar Room

<https://cwm.zoom.us/j/4082245225>

Officers Present: David Feldman (Faculty Assembly President), Katherine Guthrie (Vice President) (zoom), Nicholas Popper (Secretary)

Other Members Present: Chuck Bailey, Anna Chason, Chris Del Negro, Jim Dwyer (zoom), Marjy Friedrichs, Aaron Griffiths, Rex Kincaid, John Lombardin), Scott McCoy, Terry Meyers (Parliamentarian), Josh Puzey, Stephen Sheehi, Cristina Stancioiu, Scott Swan (Faculty Assembly Representative to the Board of Visitors), Betsy Talbott, Brett Wilson

Members Absent: Brennan Harris, Rob Latour, Jessica Martin

Others in Attendance: Provost Peggy Agouris, Mark Begley, Matthew Lambert, Rebecca Myrrray, President Katharine Rowe, Matt Smith, Mike Todd

Meeting begins at 3:30

I. Minutes accepted

II. Handbook update

President David Feldman Reports that President Katharine Rowe has sent all the approved changes to BOV. The Fitness for Duty language has been identified as a placeholder and will be fixed according to normal channels. Former Faculty Assembly President Cathy Forrestal will be on the committee that revises the policy.

Scott Swan asks, in his role as Representative to the BOV, whether there are elements he should highlight when he speaks to the BOV about the process. He acknowledges that there is some final work to finalize the specific nomenclature of NTEs. Betsy Talbott praises the clarity of the revision; Feldman notes that this is especially true for NTE contractual matters. Popper suggests

highlighting that the FA and faculty more broadly showed the ability to fulfill this responsibility through ordinary processes.

III. FA Constitution

Jim Dwyer introduces the first substantive motion introduced, which mostly edits representation on the FA to reflect the New School and the deletion of section 6 about compelling reconsideration of FA representation when there are certain ratios of representation between A&S and schools. Dwyer notes that amendments require a majority of two-thirds or more. Motion to approve, seconded, passes unanimously (see [Motion](#)).

Dwyer then introduces the second motion, which strengthens and clarifies the FA's role when the administration is constituting committees or other bodies. The goal is for the FA to have an advisory role rather than to have the administration simply appoint membership.

Brett Wilson asks about previous cases where this has been an issue; Dwyer and others point to the original suggested process for the handbook revision. Swan notes that the FA ultimately did have role in constituting the Handbook Working Group (as well as members on it). Feldman says that FA now needs to figure out a mechanism to offer such consultation swiftly and effectively.

Wilson asks about whether this advisory role applies to committees that do not have a faculty membership, which would expand the responsibility immensely. Dwyer says the motion is written to suggest that a committee without faculty does not require FA consultation. Motion to approve, second, passes unanimously (see [Motion](#)).

Feldman informs FA that will notify deans. He asks about timelines for when the changes will come into effect. Del Negro suggests fall 2025 but he and Feldman note that the Dean of the New School will arrive in January of 2025. Popper asks whether the current FA will be out of order once these changes go into effect. A proposal is made to date the changes to July 1 so the FA does not fall out of order. Meyers, in his guise as Parliamentarian, says that would work but also reminds the FA that nothing can happen until the BOV approves. Matt Smith reminds the BOV can also put a date on it. FA unanimously agrees to include a timeline stamp.

IV. Part-time NTE Assessment

Smith reports that, after all the handbook revision, he observed that there was no provision included in the handbook for the evaluation of part-time NTEs. SACSOC requires this as part of accreditation. Smith suggests that a policy could be written by the provost that delegates to the schools how they want to conduct such evaluation.

Friedrich notes that the proposed language would mean that part-time NTE's would not have to be evaluated until they'd taught for three consecutive semesters. Kincaid asks whether there is the impression that such evaluation does not take place at present. Smith replies that he thinks it does happen, but this is an issue of accreditation. Friedrichs asks whether this applies to graduate students; Smith replies that if they fit the parameters, it does. He continues that resolving this

needs to happen on the assessment schedule. Feldman observes that FA would need to vote about whether to accept a policy external to the handbook, proposes next month's meeting. Smith supports that, since the policy would need to wend through proper channels. Swan asks for clarity as to where the policy would be housed; the answer is the provost's policy library.

Feldman notes that there are several items which are being put off for next meeting, and that the new FA's commitment to providing counsel on faculty appointments to university committees will mean that FA needs to develop a process.

V. Mike Todd, Executive Vice President for Finance and Administration.

Mike Todd, who is newly arrived at W&M. came and talked about his background (much broader than finance) and his understanding of institutional strategy. Feldman and he agree that FA should invite him back in the spring.

VI. New campaign

President Rowe and Senior Vice President for University Advancement Matthew Lambert discussed a new capital campaign, the fifth in W&M's 250-year history, which is still in the "quiet phase". They have been consulting with deans and academic leaders.

Both Rowe and Lambert were here for the last campaign ("For the Bold") and would like to better include faculty in this one. They currently are developing a pilot program for faculty involvement, a structured process to facilitate involvement and ensure that involved faculty do the job well. The note that faculty have powerful connections with alumni.

Chris Del Negro asks how the campaign overlaps with Vision 2026. Rowe describes them as interrelated but that the campaign will not be publically launched until 2027. Sheehi asks about the degree to which faculty would be involved in a partnership rather than providing labor, and expresses concern about longstanding relations between faculty and alumni being appropriated by Advancement. Rowe says that faculty can be essential but that often Advancement has more details on the potential donor's past giving and notes that they see Advancement through more institutional strategy. Bailey reiterates that the relationship between faculty and advancement should be a two-way street. Lambert notes that sometimes donors give broadly to more than one area, which can be interpreted as Advancement having re-directed a donor and affirms that the donor always decides where their gift goes, not Advancement.

VII. Provost's Report

Provost Agouris reports that her office is investigating campus-wide academic stress and issues of academic excellence. The BOV has tasked her with exploring issues the latter issue in light of the move to R1. In the next session with FA, she will discuss how we can help students pursue excellence and also how to help them reduce stress. She commends FA for its better process for appointing committee.

Meeting adjourns at 5:02.