



WILLIAM & MARY

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REPORT OF THE W&M FACULTY REPRESENTATIVE NOVEMBER 2022

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A significant fraction of the teaching and research done at William & Mary is conducted by faculty members who are not on the “tenure track”, *i.e.* who are neither tenured nor eligible for academic tenure. These include, for example, primarily research-focused faculty at VIMS, “clinical professors” in the Mason School of Business and the School of Education, and faculty focused primarily on undergraduate teaching in Arts & Sciences, where they have been known as “NTE (non-tenure-eligible) faculty”. These faculty members play essential roles in our mission.

On November 1, the Faculty of Arts & Sciences approved a new framework for these faculty within A&S. The vote of both the NTE faculty and the tenure-line faculty was overwhelmingly in favor. In this new policy, known as the “Teaching or Research Faculty” framework, contract lengths and job responsibilities are standardized, a clear promotion path is defined, new and more appropriate titles are defined, *e.g.* “Assistant Teaching Professor”, “Associate Research Professor”, and rights and responsibilities for participation in shared governance of the university are specified. While this new policy framework applies only to Arts & Sciences (non-tenured faculty roles vary considerably across the Schools), I believe this is an important step for equity and to help ensure that *all* faculty at William & Mary, regardless of tenure eligibility, are fully participating and appreciated members of our academic community.

On Nov 3rd the 7th annual Diversity and Inclusion symposium was held, including two excellent keynote addresses and workshops in which many faculty participated. This important work requires our continuous engagement.

The faculty await with keen interest the release of the draft proposal for a new Computing and Data Science “entity”. Many of us are very aware of the student interest in expanding our course offerings in data science, computer science, and related areas, and the market demand for graduates in these fields (both at the undergraduate and graduate level). The analysis, use, and interpretation of big data sets and modern Machine Learning and Artificial Intelligence tools spans many fields. Indeed, much expertise already exists in data science across many departments in A&S and the schools; examples abound, such as the Digital Humanities, the Computational and Applied Mathematics and Statistics program, the Global Research Institute, the Environmental Data Center at VIMS, “big science” in particle and nuclear research in Physics, Business Analytics in the Mason School, to name but a few. The faculty hopes that the new proposed structure will leverage and build on these existing strengths, and that it will not “silo” the new entity apart from research and teaching which is already active and successful in these areas. We also hope that there will be broad consultation, consultation that will engage all stakeholders, in defining any new organizational structure.

Finally, the hiring season for new faculty is upon us. After a couple of years of very limited hiring, due to tight finances and the uncertainty of the pandemic, the size of the faculty in many units has been depleted due to retirements and other departures. This puts additional pressure on our ability to deliver our curriculum, and to maintain research and scholarly productivity. It is welcome that a more normal number of faculty searches have been authorized, for example, within A&S 25 searches are underway for tenure-eligible faculty, and 11 for “Teaching or Research” faculty. Faculty searches require significant effort, but this is essential work to maintain and improve the quality of the university, and all involved are happy to participate. In my opinion, the recruitment and retention of talented new faculty colleagues is our best path to ensure the future of high-quality academics at William & Mary.