



WILLIAM & MARY

CHARTERED 1693

BOARD OF VISITORS
COMMITTEE ON ACADEMIC AFFAIRS
DRAFT MINUTES
SEPTEMBER 26, 2024
DOGWOOD ROOM – SCHOOL OF EDUCATION

COMMITTEE MEMBERS PRESENT

Ms. Barbara L. Johnson, Chair
Ms. AnnaMaria DeSalva, Vice Chair
Mr. John L. Brownlee
Mr. Courtney M. Malveaux

Ms. Laura Keehner Rigas
Dr. K. Scott Swan, Faculty Representative
Ms. Courtney B. Maynard, Student Representative
Mr. Owen Williams, Graduate Student Representative

OTHER BOARD MEMBERS PRESENT

Hon. Charles E. Poston

OTHERS PRESENT

Dr. Peggy Agouris, Provost
Ms. Carrie Nee, University Counsel
Dr. Virginia M. Ambler, Senior Vice President for Student Affairs
Dr. Pamela Eddy, Associate Provost for Faculty Affairs & Development
Mr. Adam M. Gershowitz JD, Professor of Law
Dr. W. Fanchon Glover, Chief Diversity Officer
Dr. Omiyemi (Artisia) Green, Professor of Theatre and Africana Studies
Dr. Robert C. Knoepfel, Dean of the School of Education
Dr. Todd Mooradian, Dean of the School of Business
Mr. Brian Whitson, Chief Communications Officer
Mr. Tim Wolfe, Associate Provost for Enrollment and Dean of Admission
Ms. Adrienne Howard, Associate Director for Administration and Senior Executive Assistant to the Provost
Mr. Michael J. Fox, Secretary to the Board of Visitors
Members of the President's Cabinet
William & Mary Staff and Faculty

CALL TO ORDER AND INTRODUCTORY REMARKS

Ms. Barbara L. Johnson, Chair, called the Committee on Academic Affairs to order at 8:31 a.m. and provided an overview of the agenda.

APPROVAL OF MINUTES

Recognizing that a quorum was present, Ms. Johnson made a motion to approve the minutes of the April 25, 2024, meeting. The motion was seconded by Mr. John L. Brownlee and approved by voice vote.

FACULTY HANDBOOK REVISION UPDATE

Dr. Adam M. Gershowitz, Professor of Law and Chair of the Faculty Handbook Revision working group, provided an overview of the process engaged in by the committee to date, as well as an update on the project. He shared that the proposed revisions are on schedule to be presented to the Board for review at the November 2024 meeting, highlighting the fact that the committee has engaged in a comprehensive process since presented with the charge by the Rector in 2023. He noted the Committee was charged with a full-scale revision of the handbook including clarification of the role of deans, ensuring that the handbook operates at the dean level, and the removal of contract language. The committee spoke with constituents, created a scope of work, produced multiple drafts, worked with the Personnel Policy Committee, the Faculty Assembly, Provost and President. Brief discussion followed as well as an expression of thanks from the Rector to the committee for both their thorough work to date and their adherence to the suggested timeline.

ART & SCIENCE EXCHANGE OVERVIEW

Dr. Omiyemi (Artisia) Green, Professor of Theatre and Africana Studies, presented both an overview and her vision for the Art & Science Exchange initiative which is to bring researchers in art and science together, working across barriers to maintain tradition towards the public good. She also highlighted interdisciplinary research efforts across the Provost Office. Provost Agouris noted that Dr. Green is a Provost Faculty Fellow and discussion followed.

KEY PERFORMANCE INDICATORS UPDATE

Dr. Pamela Eddy, Associate Provost for Faculty Affairs & Development, shared an update on the Committee of Academic Affairs Key Performance Indicators (KPIs). She noted that multiple working groups have been formed, consisting of more than 40 faculty members across campus, to work on the KPIs. She highlighted the main focus area of each KPI: (1) Student Success is looking at graduation rates and trying to close the gap between Pell recipients and all other students; (2) Post Graduation Income Levels is looking at salaries of William & Mary graduates, national graduates, and high school graduates; (3) Faculty Impact and Workload – Teaching is focused on student faculty ratios; (4) Faculty Impact and Workload – Research is looking at the reach of citations from faculty publications holistically as well as ways to expand the reach of faculty research; (5) Research Grants is focused on expenditures as contributions towards R1 status; and (6) Enrollment is a new KPI, following the shift of Enrollment to the Office of the Provost, so there is not yet a working group, but once established will focus on Pell student representation with a goal of in state Pell recipients to be 20% of the entering class. Dr. Eddy then shared that these specific KPIs were chosen because they support work of faculty and fulfill William & Mary's mission, noting that this year 59% of U.S. News & World Report ranking metrics involve the identified KPIs. She also noted that the KPI on Applied Learning Opportunities is no longer a KPI because it was elevated to the Quality Enhancement Plan for SACSCOC reaccreditation. Discussion followed. Dr. Eddy concluded her presentation by recognizing the working group team leaders.

FRESHMAN CLASS PROFILE

Mr. Tim Wolfe, Associate Provost for Enrollment and Dean of Admission, presented an overview of this year's freshman class. He noted that there were a record number of early decision applicants, meeting the university's goal of enrolling between 1600-1650 students with 1615 for Fall 2024, while meeting the goal of 20% of in-state students as Pell recipients. He also shared demographic data for students of color broken down by race and ethnicity. Mr. Wolfe noted how difficult it is to increase out of state student enrollment due to the high cost of out-of-state tuition and the fact that we do

not have the resources to close the gap with financial aid funds. Discussion followed.

PROVOST'S REPORT

Dr. Peggy Agouris, Provost, thanked the presenters. She then provided an update on the significant productivity initiative which is in a 3-year cycle – teaching and research have been completed – and noted that she will present the service component of faculty productivity to the Board in April. Provost Agouris highlighted the faculty obligation to provide service to the university through shared governance, departmental support, service to their professions, and many other factors that combine to enhance William & Mary's reputation as an institution. She is working closely with Faculty Assembly and Dr. Eddy to capture that work which is often difficult to quantify. Provost Agouris then shared that the work on enrollment strategy and admissions, both new to Office of the Provost, will use data to bring the best students to William & Mary. Other highlights included the William & Mary research initiative, both why it is important and how the university expects to continue towards R1. Provost Agouris shared that Dennis Manos, Vice Provost of Research, is set to retire but will assist with the search and onboarding of his replacement. A discussion followed about what makes a nationally preeminent university and how we define academic excellence.

FACULTY LIAISON REPORT

Dr. K. Scott Swan, Faculty Representative to the Board of Visitors, thanked the President and Provost for the high level of partnership and trust in the faculty throughout the faculty handbook revision process. He shared that from the faculty perspective, they believe they have been good partners with the President and Board of Visitors and look forward to continued partnership. The faculty know that the values at William & Mary are unique. He also noted he will share details from the faculty survey in the spring.

ACTION MATERIALS

Ms. Johnson brought forth and requested a motion on the following resolutions:

- **Resolution 3:** Fill Vacancies in Instructional Faculty
- **Resolution 4:** Designated Professorships
- **Resolution 5:** Faculty Leave of Absence

Ms. Laura Keehner Rigas made a motion to approve **Resolutions 3-5** as a block. The motion was seconded by Mr. Courtney M. Malveaux and approved by voice vote.

Ms. Johnson brought forth and requested a motion on the following resolutions:

- **Resolution 6:** The Retirement of Tracy L. Cross – School of Education
- **Resolution 7:** The Retirement of Linda C. Schaffner – School of Marine Science

Ms. AnnaMaria DeSalva made a motion to approve **Resolutions 6-7 as a block**. The motion was seconded by Mr. Malveaux and approved by voice vote.

CLOSED SESSION

Ms. Johnson moved that the Committee on Academic Affairs convene into closed session pursuant to Virginia Code Sections: §2.2-3711.A.1 for consideration of the appointment of individual academic administrators; and §2.2-3711.A.8 for consultation with legal counsel regarding legal and regulatory

compliance. Motion was seconded by Ms. Rigas and approved by roll call vote – 5-0 – conducted by Mr. Michael J. Fox, Secretary to the Board of Visitors.

At that time Committee and voting Board members, Provost, and University Counsel entered the closed session meeting at 9:55 a.m.

RECONVENED OPEN SESSION

Following the closed session, the Committee returned to open session at 10:08 a.m. Ms. Johnson moved that the Committee certify by roll call vote that, to the best of each member’s knowledge, only matters lawfully exempted from the open meeting requirements under the Freedom of Information Act were discussed, and only matters identified in the motion to have the closed session were discussed. Motion was seconded by Mr. Brownlee and approved by roll call vote – 5-0 – conducted by Mr. Fox.

Ms. Johnson asked for a motion to recommend that the Board authorize the President to finalize the appointment of a Dean for the School of Computing, Data Sciences & Physics consistent with the terms discussed in the closed session.

Ms. DeSalva moved approval of the recommendation. The motion was seconded by Ms. Rigas and approved by voice vote.

ADJOURNMENT

There being no further business, Ms. Johnson adjourned the meeting at 10:13 a.m.