



# WILLIAM & MARY

CHARTERED 1693

BOARD OF VISITORS  
COMMITTEE ON ACADEMIC AFFAIRS  
**DRAFT MINUTES**  
NOVEMBER 22, 2024  
BRINKLEY COMMONS – ALAN B. MILLER HALL

## **COMMITTEE MEMBERS PRESENT**

Ms. Barbara L. Johnson, Chair  
Ms. AnnaMaria DeSalva, Vice Chair *(via Zoom)*  
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, Rector  
Hon. Jill Holtzman Vogel

Ms. Terra Sloane, Student Representative

## **OTHERS PRESENT**

Dr. Katherine A. Rowe, President  
Dr. Peggy Agouris, Provost  
Ms. Carrie Nee, University Counsel  
Dr. D. Derek Aday, Dean & Director, Batten School of Coastal & Marine Science  
Dr. Virginia M. Ambler, Senior Vice President for Student Affairs  
Dr. Carrie L. Cooper, Dean, University Libraries  
Dr. Alana R. Davis, Associate Provost & University Registrar  
Mr. Adam M. Gershowitz, Professor of Law  
Dr. W. Fanchon Glover, Chief Diversity Officer  
Ms. Tawanda Johnson, Chief Human Resources Officer  
Dr. Robert C. Knoepfel, Dean of the School of Education  
Dr. Carlane Pittman-Hampton, President's Chief of Staff  
Dr. David A. Yalof, Vice Provost for Academic Affairs  
Mr. Michael J. Fox, Clerk 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 9:04 a.m.

Ms. Johnson noted that Ms. AnnaMaria DeSalva had notified the Rector that she was unable to attend the meeting of the Committee on Academic Affairs due to a professional conflict. She asked to participate in the meeting electronically from Greenwich, CT. This request conforms with the Board's electronic meeting policy. Ms. Johnson then provided an overview of the agenda.

## **APPROVAL OF MINUTES**

Recognizing that a quorum was present, Ms. Johnson asked for a motion to approve the minutes of

the September 26, 2024, meeting. Mr. Courtney M. Malveaux moved approval of the minutes. The motion was seconded by Ms. Laura Keehner Rigas and approved by voice vote.

### **PROVOST'S REPORT**

Dr. Peggy Agouris, Provost, shared there are two major searches underway. William & Mary is recruiting a Vice Provost for Research and utilizing a 17-member search committee, co-chaired by Vice Provost for Academic Affairs, David Yalof and by incoming Dean Douglas Schmidt of the School of Computing, Data Sciences & Physics. William & Mary is also recruiting a Vice Provost for Enrollment Strategy. This is a repurposed position in the Office of the Provost following the retirement of a Senior Associate Provost. The committee is chaired by Brian Mann, Director of Athletics. Provost Agouris asked that the Committee consider a resolution to create a new Department of Data Science and that a new Bachelor of Science in Marine Science is with SCHEV for final approval.

### **ACTION MATERIALS**

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

- **Resolution 6:** Executive Appointment
- **Resolution 7:** Award of Academic Tenure
- **Resolution 8:** Confer Emerti Status Upon Retirement

Mr. Malveaux made a motion to approve **Resolutions 6-8** as a block. The motion was seconded by Ms. Rigas and approved by voice vote.

Ms. Johnson brought forth **Resolution 9**, Modify the Bylaws of the School of Law, and asked for a motion. Motion was made by Mr. Malveaux, seconded by Ms. Rigas, and approved by voice vote. Rector Poston asked if the modification complied with the proposed revisions to the Faculty Handbook and Ms. Johnson confirmed that they do.

Ms. Johnson brought forth **Resolution 10**, Create a Department of Data Science, and asked for a motion. Motion was made by Mr. Malveaux, seconded by Ms. Rigas, and approved by voice vote.

Ms. Rigas thanked Professor John B. Gilmour for his long service at William & Mary and noted his profound impact on William & Mary students, including herself, and wished him well on his retirement.

### **FACULTY LIAISON REPORT**

Dr. K. Scott Swan, Faculty Representative to the Board of Visitors, commended Professor Adam Gershowitz for his leadership of the Faculty Handbook Working Group and Faculty Assembly for their commitment to the handbook revision project timeline. He then shared that the faculty survey is now complete, and data is being analyzed for presentation to Faculty Assembly. Dr. Swan noted that faculty are not as happy as they were prior to Covid but it appears to be on an upswing. He then highlighted the importance and quality of our students but also the fact that the students we have post-Covid are different than the students we had pre-Covid.

### **FACULTY HANDBOOK REVISIONS**

Ms. Johnson thanked Dr. Swan and the faculty for their role in the revisions to the Faculty Handbook, highlighting that it was a tremendous project, incredibly important, not just in what was done and

what we see as the changes but also the collaborative process. Shared governance and the role of the faculty in the life of the university is essential and the new handbook is very clear regarding roles and responsibilities.

Mr. Adam M. Gershowitz, Professor of Law and Chair of the Faculty Handbook Revision Working Group, presented the final draft of the Faculty Handbook and shared the process of getting to this moment. There were over one hundred years of combined experience on the Working Group and Dr. Pamela Eddy's work with the Personnel Policy Committee was instrumental. He also highlighted the partnership from University Counsel, Carrie Nee. The process was comprehensive, involving multiple partners across campus, and addressed the nine points required by the scope of work set forth by the Rector and President, which were all listed in the pre-read. The committee finalized their work on time and recommend that the handbook be implemented July 1, 2025, to allow the schools time to bring their policies and procedures into compliance. A discussion followed.

Ms. Johnson and the Board members thanked the Working Group for their dedicated work.

Ms. Johnson brought forth **Resolution 11**, Modify the Faculty Handbook, and asked for a motion. Motion was made by Mr. Malveaux, seconded by Ms. Rigas, and approved by voice vote.

#### **STRATEGY MAPPING EXERCISE**

Ms. Johnson asked Provost Agouris to lead the exercise. Provost Agouris asked the group to think about what constitutes national pre-eminence and how we define our university's personality and aspirations. The group considered six questions that are essential to academic strategic planning.

- Why is it important for W&M to be an R1 institution according to the new classification criteria?
- How can we expand our Ph.D. programs, both in terms of disciplines as well as number of graduates?
- What is needed to ensure that external research funding and faculty-led innovation increase in a way that aligns with national priorities and enhances our reputation?
- Do we have academic departments, institutes and centers that have objectively strong national and global reputations, and how can we leverage their successes to elevate the institution as a whole?
- How do we prepare our students academically to ensure that our graduates are competitive regarding salaries and job placement in top industries?
- What strategies can we develop to close the gap in actual vs. projected graduation rates?

Robust discussion followed along the themes of how to increase research and Ph.D. production while also remaining conscious of the obligations to our undergraduate students – including research opportunities - and the goals of various departments; the inherent importance of understanding the priority of faculty members; identifying funding to achieve these goals which should also include attracting external funding; remaining mindful of graduation and transfer rates and that career paths are integral component of student success.

#### **ADJOURNMENT**

There being no further business, Ms. Johnson adjourned the meeting at 10:31 a.m.