

# WILLIAM & MARY

BOARD OF VISITORS  
COMMITTEE ON ACADEMIC AFFAIRS  
DRAFT MINUTES  
APRIL 20, 2023  
ALAN B. MILLER HALL – BRINKLEY COMMONS

## **COMMITTEE MEMBERS PRESENT**

Ms. Barbara L. Johnson, Chair  
Dr. Karen Kennedy Schultz, Vice Chair  
Mr. Kendrick F. Ashton, Jr.  
Mr. S. Douglas Bunch

Ms. AnnaMaria DeSalva  
Mr. C. Michael Petters  
Dr. David S. Armstrong, Faculty Representative

## **COMMITTEE MEMBERS ABSENT**

Ms. Claire Wyszynski, Student Representative

## **OTHER BOARD MEMBERS PRESENT**

Mr. James A. Hixon  
Mr. Stephen J. Huebner  
Hon. John E. Littell  
Hon. Charles E. Poston, Rector  
Mr. John P. Rathbone

Ms. Laura Rigas  
Ms. Ardine Williams  
Mr. Brian P. Woolfolk  
Mr. John I. Cho, Student Representative  
Mr. Marc D. Kelly, Staff Liaison

## **OTHERS PRESENT**

Dr. Katherine A. Rowe, President  
Dr. Peggy Agouris, Provost  
Ms. Jackie Ferree, Interim Chief Operating Officer  
Ms. Carrie S. Nee, University Counsel  
Dr. D. Derek Aday, VIMS Dean and Director  
Dr. Virginia M. Ambler, Vice President for Student Affairs  
Dr. Carrie L. Cooper, Dean of University Libraries  
Mr. Kent Erdahl, Director of Internal Audit  
Dr. W. Fanchon Glover, Chief Diversity Officer  
Mr. James R. Golden, Senior Consultant for Special Projects  
Dr. Matthew T. Lambert, Vice President for University Advancement  
Mr. Brian Mann, Director of Athletics  
Dr. Jeremy P. Martin, Vice President for Strategy & Innovation  
Dr. Suzanne X. Raitt, Dean of the Faculty of Arts & Sciences  
Dr. Matthew J. Smith, Assistant Provost for Institutional Accreditation & Effectiveness  
Ms. Martha Wescoat-Andes, Senior Associate Provost for Planning & New Ventures  
Dr. Shannon H. White, GIS Certificate Coordinator  
Mr. Brian Whitson, Chief Communications Officer  
Dr. John B. Gilmour, Professor of Government & Public Policy  
Mr. Michael J. Fox, Senior Assistant to the President and Secretary to the Board of Visitors  
Ms. Jessica Walton, Deputy Secretary to the Board of Visitors  
Members of the President's Cabinet  
W&M Staff and Faculty

### **CALL TO ORDER AND INTRODUCTORY REMARKS**

Ms. Barbara L. Johnson, Chair, called the Committee on Academic Affairs to order at 2:00 p.m., welcomed those in attendance and provided an overview of the agenda.

### **APPROVAL OF MINUTES**

Recognizing that a quorum was present, Ms. Johnson asked for a motion to adopt the minutes of the February 9, 2023 meeting. Motion was made by Ms. Karen Kennedy Schultz, seconded by Mr. Kendrick F. Ashton, Jr. and approved by voice vote.

### **PROVOST'S REPORT**

Ms. Johnson introduced Dr. Peggy Agouris, Provost. Before beginning her presentation Provost Agouris introduced and welcomed Dr. Matthew J. Smith, who joined W&M this academic year as Assistant Provost for Institutional Accreditation & Effectiveness.

Provost Agouris provided an update on the progress made towards the charge<sup>1</sup> given at the September 2022 Board meeting. She reported on the Faculty Workload Initiative (a.k.a. faculty productivity study); and initiatives to support the significant growth of STEM disciplines and address any observed changes in the art, humanities and social sciences. Provost Agouris provided an overview of Phase I of the Faculty Workload Initiative. She highlighted selective initiatives, actions taken, faculty and enrollment trends, student to faculty ratios, teaching load, teaching effectiveness, and research. She gave an overview of actions to come in Phase II, actions include: systematic capture of “invisible labor;” inventory and analysis of service; expand the collection of metrics on publications, artistic endeavors and presentations; and cross-institutional data sharing.

Discussion ensued regarding next steps and conclusions of data gathered to date. Mr. Charles E. Poston, Rector, asked Provost Agouris when she anticipates a report to the Board on Phase II, and she said early next year. Ms. Johnson asked Provost Agouris to define the objectives of Phase II for the Board.

Discussion continued regarding the static growth of grant monies and the work completed thus far.

Mr. Poston thanked the Provost and her team for the work done on the Faculty Workload Initiative. Provost Agouris asked the staff members involved in this initiative to stand for a round of applause.

### **FACULTY LIAISON REPORT**

Dr. David Armstrong, Faculty Representative to the Board of Visitors, commented further on the Faculty Workload Initiative. He noted that faculty were involved in the search for A&S Dean and Chief Operating Officer.

### **PRESENTATION BY CHIEF DIVERSITY OFFICER**

Dr. W. Fanchon Glover, Chief Diversity Officer, noted that the university continues to be committed to the Inclusive Excellence framework and she mentioned the pre-read document that categorizes the university's work within the five dimensions of the framework. Lastly, she noted that on May 4, 2023, at 5:30 p.m. there will be a dedication of the unity vessel at the Hearth: Memorial to the Enslaved, along with the dedication of the thirteen newly added names to the memorial.

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<sup>1</sup> Board requested at its September 2022 meeting that the Faculty Assembly work with the President and Provost to facilitate the effective implementation of the strategic plan and analyze faculty productivity.

### **UPDATE ON SCHOOL OF MARINE SCIENCE/VIMS**

Dr. D. Derek Aday, VIMS Dean and Director, reported that the increased need for VIMS's science is greater than ever and the added competition requires a need for VIMS to be more visible. As a result of these changes and the desire to maximize the impact and visibility of VIMS's work, the organization has undergone a year-long restructuring. Dean Aday noted the importance of aligning VIMS's vision, strategy, human resources, and financial resources during the restructuring process. As a result, effective July 1, 2023, he said VIMS will have a new structure and budget model. The traditional departmental budget will be replaced with a problem focused/sectional budget that will be nimbler and allow faculty to move across sections. The sections will reflect what VIMS's identifies as current needs in science and for the decade ahead. The budget model will be strategic instead of historic and will align with the strategy. The budget will be a zero based. Dean Aday said once VIMS moves through the faculty governance changes, it will be brought to the board in September or November.

### **CLOSED SESSION**

Ms. Johnson moved the Committee on Academic Affairs convene into closed session pursuant to Va. Code §2.2-3711.A.1 for discussion of the appointment, tenure or promotion of specific faculty members or candidates for employment. Motion was seconded by Mr. Ashton and approved by roll call vote – 6-0 – conducted by Mr. Michael J. Fox, Secretary to the Board of Visitors.

At that time the Committee and Board Members, President, Provost, University Counsel, and Interim Dean of A&S entered the closed session meeting at 2:59 p.m.

### **RECONVENED OPEN SESSION**

Following the closed session, the Committee returned to open session at 3:14 p.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 Dr. Karen Kennedy Schultz and approved by roll call vote – 6-0 – conducted by Mr. Fox.

### **ACTION MATERIALS**

At the request of Dr. Katherine A. Rowe, President, Ms. Johnson introduced **Resolution HC-1 (appended)**, Appointment to Fill a Vacancy in the Executive Faculty. The

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

- **Resolution 12:** Appointments to Fill Vacancies in the Instructional Faculty
- **Resolution 13:** Award of Academic Tenure
- **Resolution 14:** Faculty Promotions
- **Resolution 15:** Designated Professorships
- **Resolution 16:** Leaves of Absences
- **Resolution 17:** Retirement of Brian W. Blouet – School of Education
- **Resolution 18:** Retirement of Ronald R. Sims – Mason School of Business
- **Resolution HC-1:** Appointment to Fill a Vacancy in the Executive Faculty

**Resolutions 12-18 and HC-1** were moved as a block by Dr. Schultz, seconded by Mr. Ashton, and approved by voice vote.

**ADJOURNMENT**

There being no further business, Ms. Johnson adjourned the meeting at 3:18 p.m.

**WILLIAM & MARY  
APPOINTMENT TO FILL A VACANCY IN THE  
EXECUTIVE FACULTY**

A vacancy in the Executive Faculty of William & Mary has resulted because of a resignation, termination or the approval of an additional position.

**BE IT RESOLVED**, That upon recommendation of the President, the William & Mary Board of Visitors approves the appointment of the following individual to fill this position as of the date listed below:

Suzanne Raitt, Dean, Faculty of Arts & Sciences, effective April 25, 2023

B.A. (1983) and Ph.D. (1988), Jesus College, University of Cambridge, England  
M.A., Yale University, 1985

William & Mary

Acting Dean, Faculty of Arts & Sciences, 2022-23

Chancellor Professor, 2015-23

Vice Dean, 2021-23

Chair, 2016-20

Co-chair, Council of Arts & Sciences Chairs and Program Directors, 2018

Faculty Representative, W&M Board of Visitors, 2014-16

Program Director, 2004-08

Professor, 2000-14

University of Michigan, Ann Arbor

Associate Professor, 1995-2000

Interim Program Director, 1999-2000

Queen Mary University of London, Westfield College,  
Assistant Professor and Associate Professor, 1989-95

University of Cambridge, Gonville and Caius College  
Research Fellow, 1988-89