

FACULTY MEETING AGENDA

September 12, 2018
Griffin 3 – 4:00 p.m.

1. Call to Order and Remarks *President Mandel*
2. Reminder about online balloting for nominations for the Committee on Appointments and Promotions *President Mandel*
3. Reminder about online balloting for nominations for the Faculty Review Panel *President Mandel*
4. Reminder about online election for the Committee on Educational Affairs *President Mandel*
5. Introductions of New Faculty
(see attached list) *Dean Buell*
6. Remarks from the Faculty Steering Committee *Professor Dubow*
7. Remarks from the Curricular Planning Committee *Professor Nugent*
8. Remarks from the Calendar and Scheduling Committee *Professor Crowe*
9. Remarks from the Student Chair of the Honor Committee *Nicholas Goldrosen*
10. Remarks from the Director of Writing Programs *Stephanie Dunson*
11. Discussion of Proposed Changes to Housing Policy:
(see Faculty Bulletin) *Fred Puddester & Professor LaLumia*
12. Questions and Announcements

ACTIONS TAKEN AT THE MAY 16, 2018 FACULTY MEETING

Elected to the Faculty Steering Committee

Div I Tenured – Amanda Wilcox

Elected to the Curriculum Planning Committee

Div III Full Professor – Heather Williams

Elected to the Faculty Compensation Committee

Div II Tenured – Bill Gentry

Div III Tenured – Daniel Aalberts

Div III Non-Tenured – Pamela Harris

Elected to the Committee on Educational Affairs

Div II Tenured – Sarah Jacobson

Div I Non-Tenured – Corinna Campbell

Div III Tenured – Cesar Silva

Div III Non-Tenured – José Constantine

Elected to the Standing Grievance Panel

Div I Tenured – Kerry Christensen

Div I Non-Tenured – Kim Love

Div II Tenured – Sarah Jacobson

Div II Non-Tenured – Kai Green

Div III Tenured – Mea Cook

Div III Non-Tenured – Pei-Wen Chen

The Motion to Revise the Description of the Committee on Undergraduate Life Passed.

Note: Faculty with children at the Williams College Children's Center who wish to make use of the 6:30 p.m. pickup option must sign up at the Center by the Monday prior to the meeting. We also want to remind you that the college now has arrangements with the Williamstown Youth Center and Pine Cobble School for childcare during these meetings. If your child does not attend one of these afterschool programs and you would like childcare during the meeting, please contact Assistant Dean of Faculty Megan Konieczny (mtk2@williams.edu) by Friday.

New Faculty for the Fall Semester of 2018-2019

Sonya K. Auer	Visiting Assistant Professor of Biology
Amanda N. Bergold	Visiting Assistant Professor of Psychology
Roxana A. Curiel	Mellon Postdoctoral Fellow in Mexican Literature and Cultural Production
Alice C. Bradley	Assistant Professor of Geosciences
Theresa M. Brock	Visiting Assistant Professor of French
Victoria Brooks	Visiting Lecturer in the Graduate Program in Art History
Julia Q. Bryan-Wilson	Robert Sterling Clark Visiting Professor of Art History
Xizhen Cai	Assistant Professor of Statistics
Donald R. Carlson	Visiting Professor of Economics
Gregory P. Casey	Assistant Professor of Economics
David Cassuto	Class of 1946 Visiting Distinguished Professor of Environmental Studies
Melinda Y. Chen	Robert Sterling Clark Visiting Professor of Art History
Jason A. Cieply	Visiting Lecturer in Russian
Matthew M. Clasen	Visiting Assistant Professor of Psychology
Carl Cornell	Visiting Lecturer in French
Phoebe G. Donnelly	Stanley Kaplan Visiting Postdoctoral Fellow in the Department of Political Science and Leadership Studies Program
Hali Edison	Visiting Professor, Center for Development Economics
Radwa M. El Barouni	Visiting Lecturer in Arabic Studies
Brahim B. El Guabli	Assistant Professor of Arabic Studies
Kevin M. Flaherty	Lecturer in Astronomy and Observatory Supervisor
Prisca Gayles	Gaius Charles Bolin Fellow in Africana Studies

Nicole T. Harrington	Visiting Assistant Professor of Psychology
Hicok, Bethany F.	Lecturer in English
Charles Jackson	Visiting Assistant Professor of Art
Galen E. Jackson	Assistant Professor of Political Science
Susanne C. Kerekes	Gaius Charles Bolin Fellow in Religion and Asian Studies
Herbert Kessler	Croghan Bicentennial Professor in Biblical and Early Christian Studies
Savan Kharel	Visiting Assistant Professor of Physics
Elizaveta A. Koryushkina	Visiting Assistant Professor of Anthropology
Lu Kou	Visiting Assistant Professor of Chinese
Alicia C. Maggard	Postdoctoral Fellow in Maritime History
Maud S. Mandel	Professor of History
Carolina Melgarejo-Torres	Visiting Assistant Professor of Spanish
Andrew C. Miller	Visiting Assistant Professor of English
Marion S. Min-Barron	Visiting Lecturer
Murad K. Mumtaz	Assistant Professor of Art
Elias W. Nelson	Assistant Professor of American Studies
Sarah E. Olsen	Assistant Professor of Classics
Melinda Petre	Visiting Assistant Professor of Economics
Anna M. Plantinga	Assistant Professor of Statistics
Kailani Polzak	Assistant Professor of Art
Robert J. Rawle	Assistant Professor of Chemistry
Kathryn Ringer-Hilfinger	Visiting Assistant Professor of Spanish
Shantee L. Rosado	U.S. Afro-Latinidades Fellow in Latina and Latino Studies

Marketa Rulikova Edwards	Visiting Assistant Professor of Sociology
Dylan J. Schneider	Visiting Assistant Professor of Music
Pallavi Sen	Assistant Professor of Art
Andrew R. Sisson	Visiting Assistant Professor of English
Yana Skorobogatov	Assistant Professor of History
Benjamin H. Snyder	Assistant Professor of Sociology
Greta F. Snyder	Visiting Assistant Professor of Women's, Gender, and Sexuality Studies
Matthew P. Swagler	Visiting Assistant Professor of History
Munjulika Tarah	Assistant Professor of Dance
Owen Thompson-Ferguson	Assistant Professor of Economics
Maria K. Uden	STINT Research Scholar
James B. Wood	Visiting Professor of History

Williams College

Faculty Steering Committee

Colin Adams (Division III), Michelle Apotsos (Division I), Matt Carter (Division III), Sara Dubow (Division II, Chair); Aparna Kapadia (Division II), Amanda Wilcox (Division I)

FACULTY BULLETIN

FROM: The Faculty Steering Committee

In April 2016, the faculty approved the proposal of "simple (editorial or technical) revisions to the Handbook" by the Dean of Faculty and the Faculty Steering Committee. These revisions do not require a motion and full vote by the faculty. A faculty member "may move to have any simple revision addressed under the substantive revision process." Otherwise, this revision will be considered approved and go into effect on July 1.

Below is a revision to Section III-I (The College Tuition Grant Program) of the Faculty Handbook that falls under this guideline.

Revision

The following two sentences will be added to Section III-I (The College Tuition Grant Program):

Receipt of the Williams College Tuition Grant may affect the financial aid awarded by the college or university the child is attending. For specific information, contact the Financial Aid office at the dependent child's school.

Final revised language for Section III-I: The College Tuition Grant Program

Section III-I: The College Tuition Grant Program

The Williams College Tuition Grant Plan Summary

...Currently these grants are not considered taxable income for federal or state purposes. However, if there is a change in the tax laws, or a need to restructure the College's benefit package for any reason, the nature and applicability of this benefit will be reviewed, and upon approval of the Board of Trustees, may be changed. The College cannot, in any case, guarantee the after-tax value of the tuition grants.

Receipt of the Williams College Tuition Grant may affect the financial aid awarded by the college or university the child is attending. For specific information, contact the Financial Aid office at the dependent child's school.

To obtain further details of the College Tuition Grant Program or to apply for the benefit, faculty and staff members should contact the Office of Human Resources at 4478.

Rationale

If a Williams College employee receiving the tuition grant applies for financial aid from the college her child is attending, the financial aid calculation will consider the value of the tuition grant as a financial resource available to support the costs of college. As a result, a family may be awarded less institutional aid from the college attended than they would have been awarded in the absence of the Williams College tuition grant. This interaction between the Williams College tuition grant and institutional financial aid can take recipients by surprise, making it difficult to adequately plan for dependents' college costs.

In response to concerns brought to the attention of the Faculty Compensation Committee by faculty members affected by the unexpected impact of the tuition grant on the financial aid package awarded by the school a child is attending, the FCC, in consultation with the Office of the Provost and the Office of Human Resources, is recommending adding these additional sentences to the description of the tuition grant.

The extent to which the interaction with institutional aid erodes the value of the Williams Tuition Grant will depend on many factors, including family income and the financial aid policies of the college the child is attending. It is important that potential users of the Tuition Grant understand that a) there may be interactions between the Williams Tuition Grant and any financial aid awarded by the colleges their children are attending and b) these interactions can reduce the net benefit they receive from the Williams Tuition Grant.

FROM: The Faculty Steering Committee

In April 2016, the faculty approved the proposal of "simple (editorial or technical) revisions to the Handbook" by the Dean of Faculty and the Faculty Steering Committee. These revisions do not require a motion and full vote by the faculty. A faculty member "may move to have any simple revision addressed under the substantive revision process." Otherwise, this revision will be considered approved and go into effect on July 1.

Below is a revision to Section III-G (Faculty and Administrative Staff Housing) of the Faculty Handbook that falls under this guideline. Eligible faculty and staff interested in taking advantage of this revised program before July 1, 2019 should contact the Office of Real Estate directly.

Revision:

The following changes are proposed to Section III-G of the Faculty Handbook in order to allow eligible commuting faculty and staff to purchase real estate locally using the College's mortgage benefit. Proposed changes to the section are highlighted in yellow.

Section III-G: Faculty and Administrative Staff Housing

Mortgage Benefit

Program

The College makes subsidized mortgages available to eligible faculty and administrative staff... Only one College mortgage is available to each eligible employee during the course of employment at Williams, although that mortgage can be transferred to another property (see "Transferal" below). The College mortgage is intended to help finance a local primary residence. ~~and cannot be used to finance the purchase of a second home or rental property.~~ If land is purchased with a College mortgage, the parcel financed cannot exceed five acres without special permission, and a home for the borrower must be built on the parcel within two years of the purchase date. No dwelling in which two or more faculty or administrative staff members cohabit may be mortgaged through the College for more than the maximum amount of one full mortgage.

The employee borrower must occupy the financed real estate as a local primary residence except (a) for any period that the borrower is on an approved leave from the College, (b) ~~for an aggregate of 150 days in any year (non-cumulative from year to year), and (c)~~ for any period when construction or repair work makes occupancy of the home impractical.

The property may not be rented / leased in excess of 60 days total for the academic year, except when the borrower is on an approved leave from the college. Borrower may rent / lease the property for the entire summer period (from June 1 through August 30) in addition to the 60 days during the academic year.

Final Revised Language for Section III-G, “Faculty and Administrative Staff Housing”:

Mortgage Benefit

Program

The College makes subsidized mortgages available to eligible faculty and administrative staff... Only one College mortgage is available to each eligible employee during the course of employment at Williams, although that mortgage can be transferred to another property (see "Transferal" below). The College mortgage is intended to help finance a local residence. If land is purchased with a College mortgage, the parcel financed cannot exceed five acres without special permission, and a home for the borrower must be built on the parcel within two years of the purchase date. No dwelling in which two or more faculty or administrative staff members cohabit may be mortgaged through the College for more than the maximum amount of one full mortgage.

The employee borrower must occupy the financed real estate as a local residence except (a) for any period that the borrower is on an approved leave from the College, (b) for any period when construction or repair work makes occupancy of the home impractical.

The property may not be rented / leased in excess of 60 days total for the academic year, except when the borrower is on an approved leave from the college. Borrower may rent / lease the property for the entire summer period (from June 1 through August 30) in addition to the 60 days during the academic year.

Rationale

This revision was proposed by an ad hoc committee, referred to as the Real Estate Working Group, that was formed in 2017-2018 to review the residential real estate program. Members of the committee are: Matt Sheehy, Jamie Art, John Gerry, Eiko Siniawer, Lisa Dorin, Melissa Barry, Marshall Creighton, Bob Wright, Sara LaLumia, Sulgi Lim, and Tim Lebetsky. The purpose of the review, which will continue in 2018-2019, was to discuss the future of the program, and what potential improvements and enhancements would continue to support its intended purpose.

This proposed revision to the mortgage benefit was reviewed by the Faculty Compensation Committee, the Benefits Committee, the Committee on Priorities and Resources, and Senior Staff. All of these groups have provided feedback and are in support of this revision.

FROM: The Real Estate Working Group and the Office of Real Estate

The commuter housing program, established as a pilot program in 2011-12, was reviewed in 2017-18 by the ad hoc Real Estate Working Group in consultation with the Faculty Compensation Committee, the Benefits Committee, the Committee on Priorities and Resources, and members of the senior staff. All of these groups have provided feedback and are in support of maintaining a formal commuter housing program going forward. The Office of Real Estate will oversee the ongoing program and the allocation of the commuter housing units as described below.

Commuter Housing Program

- The commuter housing program will consist of six (6) units that are set aside for selection and use by those eligible for the program. The residential real estate office will oversee the proper allocation of units for the program.
- Eligibility is limited to faculty and staff who have exhausted their eligibility as Group 1 participants for the regular rental housing program.
- Eligible individuals are those with a primary residence beyond a 60-mile radius from the campus, a documented rental residence outside of this radius, or a family residence that serves as one's primary residence outside of this radius.
- Individuals must complete paperwork documenting their eligibility and registering for the program with the residential real estate office.
- Eligible individuals may participate in the commuter housing program indefinitely once approved. Participation will occur in three-year segments with a lottery to occur for units every three years or when a unit becomes available.
- The lottery for commuter units will occur in two phases. The first phase will be for new entrants (initial three-year term) into the commuter housing program. If any units remain, a second phase of the lottery will occur for any other eligible commuters (those who have already participated in an initial three-year term).
- The commuter program lottery will occur at the end of March every three years prior to the regular residential housing lottery or as needed when a unit becomes available.
- Individuals who have participated in the pilot commuter housing program to date, may enter the lottery and will participate via the Phase Two portion of the lottery.
- The program will be reviewed by the Faculty Compensation Committee (FCC) and Benefits Committee following the initial three year term or as needed. Any changes to the program proposed by the Real Estate Office will be reviewed and approved by the FCC and Benefits Committee.

Faculty Meetings

Once each month during the academic year, faculty meetings take place at 4:00 p.m. in Room 3 of Griffin Hall. The President and the Faculty Steering Committee convene the meetings and work together to set the agenda. Faculty meetings include reports from the President, other administrative officers, and from faculty committees with active business. Those in attendance include faculty, representatives of several administrative offices, student representatives of the College Council, *The Williams Record*, and student members of those committees on the agenda for that meeting.

Motion Chart

	Debatable	Non-Debatable Amendable	Non-Amendable	Second Required	Second not Required	Majority Vote	2/3 Vote	May Reconsider	May not Reconsider
Motions									
1. Point of Order		✓			✓				
2. Previous Question Terminate Debate "calling the question"		✓		✓	✓		✓		✓
3. Lay on Table		✓		✓	✓		✓	✓	
4. Amendment	✓		✓	✓	✓	✓		✓	
5. Accept & Adopt	✓		✓	✓	✓	✓		✓	
6. Consider Article Out of Order	✓		✓	✓	✓		✓		✓
7. Adopt a Resolution	✓		✓	✓	✓	✓			✓

Voting Procedures

Please Note:

- i. *On October 6, 2010, faculty approved the motion replacing voice votes and votes by show of hands at faculty meetings with votes by electronic voting devices.*
- ii. *On May 11, 2011, faculty voted to determine the results of votes on motions at faculty meetings by the majority of those voting. An abstention is not a vote and is not counted as a vote.*

Voting Membership

The voting membership of the faculty consists of all Professors, Associate Professors, Assistant professors, and Senior Lecturers, as well as those Lecturers and Instructors who hold full-time appointments. Faculty holding part-time appointments may vote only if they have been notified by the Dean of the Faculty that they have met the requirements to be voting members (see Policies Governing Part-time Faculty). Faculty holding appointments called "Visiting" do not vote. All voting members in the professorial ranks who do not hold major administrative appointments are eligible to be elected to those standing committees with elected faculty membership, according to the rank and divisional categories prescribed for those committees. [*Faculty Handbook*, Section I: B]