

Minutes of the Meeting of the Faculty of Arts and Sciences October 3, 1989

Dean Lutzer called the meeting to order at 3:35 p.m. in Rogers 100.

The faculty approved the minutes of the meeting of May 2, 1989.

Announcements

Dean Lutzer made these announcements:

1. Ms. Katy Wilson will be the Student Association's liaison to the faculty this year.
2. A & S bylaws stipulate that only members of the Faculty of Arts and Sciences may vote in faculty meetings (a reminder).
3. Parents Weekend is October 6-8. If parents come to class, please welcome them.
4. Regarding the new telecommunications system: Each department will receive one secretarial data line as part of its standard package. The new phone service may not be operational in academic buildings on the new campus until November 1st, due to construction delays. Data service in the new phone system will begin November 13th, and students will not have access to mainframe computers during the weekend of November 10th.
5. Because some departments overran their budgets last year (at the expense of other departments), a tighter system of administrative control will be put in place this year. The Budget Office will make periodic projections of "continuing costs" (e.g., telephone and printing bills). When a departmental account falls below the amount needed to pay these continuing costs for the rest of the year, no further discretionary charges against that account will be allowed (until solvency is restored).

Several faculty members raised questions about budget control. Mr. Tiefel: Is the administration also projecting that M & O funding levels will be insufficient this year? (Dean Lutzer: Not necessarily.) Mr. Ward: Did "some" or "most" departments overspend last year? (About a third did.) Mr. Ward: But how many would have overspent had the Dean not made supplementary funds available, and can we count on supplementary funds again this spring? (Not necessarily.) Mr. Harris: Will other schools at the College be subject to the same controls? (Yes.)

Reports of Administrative Officers

The President

President Verkuil presented a profile of the entering freshmen, emphasizing their quality in terms of objective scores. The size of the entering class will be 1250 again next year. Applications are expected to decline (a national trend), but this should not erode the quality of applicants.

This will be an interesting year in state politics. In mid November, university presidents will have opportunity to react to a draft report of the Commission on Education in the 21st Century. Mr. Verkuil has given the Commission a written statement (to which faculty may have access) arguing the importance of out-of-state admissions to higher education in Virginia. W & M is staying out of the debate on whether to create a new university in Northern Virginia. Neither candidate in the coming gubernatorial election is saying much about higher education. This is also a biennium budget year in which the General Assembly will be influential. We have proposed expanding the emmanent scholars concept to include scholarships, so that endowments can be built up by seeking private funds.

Mr. Verkuil made further announcements: The tercentenary campaign is gaining momentum, with \$65 million already pledged toward the \$150 million goal. Contributions for faculty-positions are more solid than those for scholarships. Over 1700 sets of parents have registered for Parents' Weekend. Friday's reception in the Wrenn Yard is for faculty as well as parents and students; please come by. The new recreational sports facility came six months late, but the Randolph Residence and Blow Memorial Hall are expected to be on schedule. Plans are afoot for more student residences (400 undergraduate beds and 240 graduate beds) and a new University Center behind the football stadium.

Mr. Ward noted that the President's optimistic report shows everything going up. What about the M & O fund, which may actually be going down? How about an endowed M & O program? Mr. Verkuil acknowledged that, indeed, the state has allowed no increase in non-personnel funds for six years. All presidents are concerned. The library, too, is underfunded at only 80% of guidelines. Yes, we have been working on endowments and will use private funds to support M & O if we can. With good humor, the President thanked Mr. Ward for adding balance to the report. A final question was put by Mr. Holmes, who asked if there are plans for a Harold Fowler Chair. Mr. Verkuil said that such a chair could be considered, depending on the wishes of the History Department; he advised departments to pass on names of other deserving honorees to the Dean and the Development Office.

Dean of the Faculty of Arts and Sciences

Dean Lutzer reviewed accomplishment in 1988-89 and prospects for the coming year.

Last year: The new advising and registration systems have been highly successful (kudos to Mr. Coleman). The enlarged freshman class prompted the Provost to allocate additional resources (adjuncts), which were put to good use. Three departments (Chemistry, Philosophy, Sociology) underwent concentration assessment; the graduating-senior survey revealed positive perceptions of the College in most areas (possible exceptions are concentration advising and preparation for presenting written arguments); the portfolio-analysis project had positive results; and SCHEV liked our report enough to circulate it as a model to other state universities. Undergraduate research programs continued to expand last year, especially in Area III. Fifty-two full-time faculty appointments were made last year (14 were tenured or tenure track and 6 of these were senior); 36% of the appointees were women. FAC studied merit evaluation and published a report recommending that departments revise their systems in light of seven guidelines. The A & S faculty continued to be successful in obtaining outside funds for personal research and program support; the Charles Center and Commonwealth Center offered new options for local support.

This year: Student registration will include a three-course priority list. Undergraduate research programs will continue to expand. Assessment will continue: Mathematics, Psychology, Geology, and Physics will undergo concentration assessment, and the Dean will ask departments to review the effectiveness of their concentration advising and writing requirement. The faculty will receive proposals for new programs in American Studies (B.A.), International Studies (B.A.), and Public Policy (B.A. and M.A.); the new Applied Science program will begin this year. The Registrar has agreed to adopt the faculty's suggestion to mail out student grades on a fixed date, whether or not all are available. New appointments this year will be primarily at the junior level; adjunct conversion positions will allow us to cut down the number of courses taught by part-time faculty. Departments will review their merit systems and by November 1st submit reports that will be reviewed by FAC. The Dean has appointed a committee of department chairs and program directors (Willis, Gross, Welsh, Orwoll, Finifter, Crapol, Fraser) to air the issue of relationships between programs and departments in the area of personnel decisions. Recent FFE projects include the Charles center, the Writing Center, the freshman/sophomore advising program, and a Women's Studies grant. Proposals for new FFE programs are due in the Dean's office no later than December 1st; they will be reviewed by EPC before going to the Provost; we hope to submit five ranked proposals to Richmond. An important budget issue (already noted) is flat funding of M & O; with the help of department chairs, the Dean will propose to central administration that M & O increases be given high priority in 1990-91 budgets.

The Ph.D. pipeline. The last part of the Dean Lutzer's report focused on a national problem for the future: the Ph.D. pipeline. The Ph.D shortage in Area III is well documented, and

there are indications (e.g., the report of the Mellon Conference) of a growing shortage in the humanities as well. Although W & M ranks high in producing graduates who go on to earn doctorates, it is important to advise students that the days of doctoral taxi drivers are over; academia will have positions for them.

In the brief discussion that followed, Mr. Eckhause pointed out that some departments are producing graduate Ph.D.s as well as students who may some day earn them. Mr. Holmes sounded a cautionary note, recalling the mistaken over-projections that had been made for academic positions in the '70s. We should be very careful, Holmes said, in claiming a Ph.D. shortage for the humanities. Dean Lutzer agreed that projections should be mistrusted, but noted that the opposite problem (under-projection) had occurred in his own field, mathematics.

Committee Reports

Nominations and Elections Committee

Mr. Keifer announced that Mr. Rublein, who was elected to replace Ms. Kerns on the Educational Policy Committee during her leave, has agreed to continue for another semester, since Ms. Kerns will be on leave again. Mr. Keifer then presented to the faculty the names of nominees for positions on the Educational Policy Committee (a semester replacement for J. Braxton) and the Committee on International Studies (a one-year replacement for R. Wright). For each position, Dean Lutzer asked for nominations from the floor before receiving motions that nominations be closed.

Later in the meeting, Mr. Keifer reported these election results:

Educational Policy Committee (replacement): F. Cate-Arries (Modern Languages)

International Studies (replacement): J. Oakley (Classical Studies)

Faculty Affairs Committee and Faculty Assembly

Mr. Selby began by conducting another election: He presented FAC's nominations for the Nominations and Elections Committee (three positions with three-year terms, one with a one-year term, and one with a one-semester term). There were no further nominations from the floor. Later, Mr. Selby reported these results:

Three-year terms: L. Reilly (Classical Studies), C. Sherman (Dance), E. Themo (Sociology)

One-year term: J. Van Horn (Religion)

One-semester term: M. Zelder (Economics)

Mr. Selby complimented the efficiency of his predecessor, Mr. Finifter: For the first time in four years, there was no summer FAC meeting. There have been these developments:

1. Due to program changes, two departments requested exceptions to the rule limiting chairs to two, three-year terms. FAC concurred.
2. In June, the Board of Visitors approved the constitutional amendment concerning procedures for electing representatives.
3. FAC is discussing a proposal to reduce the number of bi-elections by constituting an "alternate member pool," putting faculty recently departed from a committee at risk (for a time) to come back.
4. Another topic under discussion (raised by non-tenured faculty members) is how to define a third-year pre-tenure evaluation that will be rigorous but constructive.

Putting on his Faculty Assembly hat, Mr. Selby next reported on a lengthy Assembly debate about the College's new policy of rescheduling (and in some cases displacing) maintenance workers in Buildings and Grounds in order to make more use of outside contractors. Faculty representatives raised questions about affirmative action, employee safety, and humanity (what will be done for people who might be affected adversely). This had little apparent effect on Vice President Merck, whose main concern is efficiency and better services. According to Merck, displaced workers will have opportunities with outside contractors.

Mr. Selby invited questions. Mr. Nezek asked if reducing the number of people on committees is being considered. Mr. Selby said that recommendations about such matters will soon be forthcoming from the Committee on Committees, which did not meet this summer.

Retention, Promotion, and Tenure Committee (RPTC)

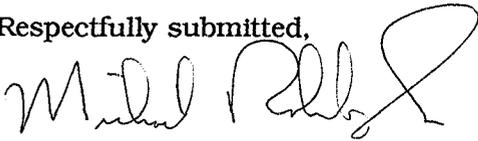
Mr. Terman presented the report of the Advisory Committee on Retention, Promotion, and Tenure (Appendix 1). He described the structure, purpose, and procedures of the committee, emphasizing that it serves an advisory function only. Last year the Dean concurred with all RPTC recommendations for tenure and promotion.

The Committee received ten recommendations last year that distinguished individuals be hired with tenure. RPTC takes the position that tenure decisions for incoming scholars should be based on the same criteria as those for regular faculty. It has not been easy to obtain adequate teaching evaluations for these candidates, and hiring decisions must often be made quickly.

Dean Lutzer confirmed that RPTC's schedule is indeed getting more complicated. He noted that RPTC had to send two hire-with-tenure cases back to departments last year. Chairs should be firm in requesting teaching-evaluation data from outside sources (they may blame the Dean).

There was no new business. the meeting adjourned at 4:55 p.m.

Respectfully submitted,



Michael Rohrbaugh
Secretary to the Faculty of Arts and Sciences

Appendix 1. Report of the advisory Committee on retention, Promotion, and Tenure