

Minutes of the Meeting of the Faculty of Arts and Sciences
April 2, 1991

The meeting was called to order by Dean David Lutzer at 3:30pm in Rogers 100.

Minutes of the March 12, 1991 meeting were approved without correction.

ANNOUNCEMENTS

The Dean

1. Reminded the audience that only members of the Faculty of Arts and Sciences may vote at the meeting.
2. Announced the departure of Mr. Dale Robinson, the College's Affirmative Action Director to a similar position at the University of Texas Medical Center. A reception in honor of Mr. Robinson will be held on April 17.
3. Joined rumor mongers circulating gossip that Mr. Gerry Johnson and Ms. Virginia Kerns had been named two of eleven recipients of the state's Outstanding Faculty Awards.
4. Explained that graduating students will receive diplomas with Latin Honors affixed at departmental ceremonies on May 19. Owing to the extra computational burden placed on the Registrar's office, it is crucial that grade reporting timetables be respected by Faculty.

Mr. Haulman announced the availability of 6 summer fellowships for undergraduate students two in humanities, two in social science and two to support international travel. These have been provided by the Parents' Association.

Mr. Hoak explained some details of a colleague's medical condition and invited Faculty to assist in a program of therapy.

Mr. Conlee reminded the Faculty that the College's Writers Festival would be celebrated during the current week, and that all were invited to attend the various sessions.

ADMINISTRATIVE REPORT

The Provost, Mr. Schiavelli, speaking of the budget had no bad news. The legislative veto session would begin tomorrow, he said. There was even some mild optimism that a 6% cut built into the base budget for '91-'92 might be partially relieved by a contribution from the Governor's rainy day fund.

The Provost also described the successful conclusion of the design of the academic calendars through the year 1999. A somewhat more relaxed examination schedule built into the calendar will preclude the award of diplomas on graduation day. Beginning in 1993, diplomas will be mailed to students.

Lastly, the Provost expressed the hope that his memo on faculty salary computations was found enlightening.

Mr. Winter asked how much the awarding of Latin Honors would cost the institution. The Provost said that the exigencies of the

new calendar would make it absolutely impossible to complete the calculations for Latin Honors in time for graduation. Overtime help currently used by the Registrar to complete what is now only a difficult task would therefore become unnecessary. Hence, the paradoxical result that the larger job would actually be cheaper.

Mr. Tiefel, remarking on an incident at a sister institution in the Commonwealth, asked if the Provost had any estimate of illicit drug useage at the College and whether precautions are being taken to minimize this useage.

As we speak, said the Provost, the President and Vice-President for Student Affairs are hearing the Governor's views on these matters. There is already in place for students a variety of health education programs dealing with drugs and alcohol. In any event, he said, the administration of the College harbors no illusions that drug and alcohol useage here is significantly different from that on comparable college campuses.

Mr. McCord wondered whether the new diploma mailing procedure would mean students not graduating might actually process in the graduation ceremonies. Mr. Haulman replied that this would be true, and in fact, is already being done for a variety of students and a variety of reasons.

COMMITTEE REPORTS

Nominations and Elections

Mr. Roger Smith, reporting in the absence of Mr. Zelder, presented nominations for three elective committees: International Studies, Procedural Review and Academic Status. No nominations came from the floor. Subsequently, Berhanu Abegas, Donald Baxter and Teresa Longo were elected to International Studies, Joy Archer and William Bynum to Procedural Review and Jesse Bohl and Keith Miller to Academic Status.

Faculty Affairs

Mr. Eckhause, the chair of FAC, described briefly some recent activity of the committee. FAC was gathering data on the problem of stipends paid members of the faculty for various sorts of committee and administrative jobs. FAC would like to design a consistent set of guidelines for such stipends, though Mr. Eckhause expected this to take some time. Speaking of time, he said, because of its shortage, FAC's promised report on budget issues would actually appear at the May meeting instead of the April.

Also, FAC had made recommendations to the Dean regarding appointive committees of Arts and Sciences and the College. Lastly, Mr. Eckhause said that one of FAC's members, Mr. Oakley, would be on leave for the academic year '91-'92. Mr. Frazier and Mr. Willis who, as recently retired members of FAC, would normally be candidates to automatically replace Mr. Oakley, were compelled to decline. FAC has asked Nominations and Elections to hold a special election in May to fill the anticipated vacancy.

Next, Mr. Eckhause yielded the floor to Mr. McGlennon, chief liaison of the Faculty to the Assembly. Mr. McGlennon, reported:

1. The Assembly had convinced the administration to appoint the chair of the Environmental and Energy Committee an ex officio member of all future building committees. Mr. Merck, Vice-President for Administration and Finance, has recently provided information regarding abatement of environmental damage at the construction site of the new University Center. (That building- already approved by authorities in Richmond for construction- will be completely financed by student fees).

2. The President's budget information predicts that class schedules offer 114% of class space needed for anticipated registrants in the Fall of 1991. This is slightly less than this year's available space. The President also reported that he will recommend to the Board of Visitors the College's membership in the Yankee [sic] Football Conference.

3. The Assembly awaits a report from sub-committee on the Consensual Amorous Relations Policy (CARP). Mr. McGlennon predicted that changes from earlier drafts are in ferment owing to further discussions with Assistant Attorney General Forch. Ideally, a new draft will emerge for debate in the Arts and Sciences Meeting prior to its consideration by the Assembly. It is hoped that a final version of CARP will be sent for approval to the Board of Visitors in time for their June meeting.

4. The final draft of the Faculty Handbook section dealing with Sanctions Other Than Dismissal is available for inspection.

5. The Assembly has passed a resolution seeking to return to 12.5% the institution's contribution to Optional Retirement Plans. The recent reduction in this rate had put the College at a recruiting disadvantage said Mr. McGlennon.

6. There has been preliminary debate on the policy statements of the university Research Committee. Some sentiment had been expressed by members of the School of Business for an award system strongly favoring "Newer and Younger" faculty.

Mr. Strong asked about financing for the University Center. How much would student fees increase because of this new construction? The Provost quoted figures intended to convince everyone that the percentage increment in fees due to the UC construction was less than it had been for the old Campus Center construction. In dollar terms, the total new amount would be about \$300 per student (phased in over four years). But this new amount would be partially offset by the disappearance of a \$36 fee charged students to amortize the cost of William and Mary Hall.

Mr. Funigiello was puzzled by the Research Committee problem. Do we not already favor the Newer and Younger he asked. This is true said Mr. McGlennon, but people from the School of Business had suggested that every "fundable" proposal from a member of the N&Y take priority over all fundable proposals from senior members of the faculty.

Mr. Gary DeFotis, chair of the Research Committee explained that certain specific decisions of the Committee were the genesis of the complaint. His view was that the Committee, in principle, favors proposals from the N&Y over those from other faculty, but

that the process remains a competitive one. The idea of a guarantee of funding for a N&Y proposal was, he thought, unhealthy.

Mr. McGlennon said that the Assembly had not reached any conclusions on the matter, though, incidentally, was considering some other possible recommendations on the structure of the Research Committee.

The Dean thanked Mr. McGlennon for his detailed report, announced that the EPC agenda item was illusory, and asked for the report of the Affirmative Action Committee.

Affirmative Action

Ms. Houle, chair of the committee, presented its printed report on sexual assault, gave a bit of background, and requested comment. The Dean asked if the last paragraph of the report proposing the appointment of an ad hoc committee was, in fact, a motion of the Affirmative Action Committee. Yes, said Ms. Houle.

Mr. Schiffrin said that the inclusion of a member of the Law School on an Arts and Sciences committee, as described in the AA motion, was inappropriate. Ms. Houle agreed, and the Dean edited the AA motion on the spot.

Mr. McGlennon thought the report poorly aimed. The Assembly is already hard at work on this difficult issue. Why should all their work be duplicated in the Arts and Sciences Faculty? Because the Arts and Sciences Faculty was responding to complaints from Arts and Sciences students and faculty, said Ms. Houle. Perhaps the A&S ad hoc committee could report its findings to the Assembly. Indeed, said the Dean, we can report anything we like to the Assembly.

Mr. Langer, SA liaison to the Faculty, said that many students are unhappy with current procedures for dealing with sexual assault. He did think, however, that the Task Force on Sexual Assault, recently established by Vice-President Sadler would be the proper venue for considering the problem.

Mr. George Harris, a member of the A&S Affirmative Action Committee, described the intractable problems presented by the demand for universal justice and simultaneous respect for student confidentiality. His thought was that either the College, as a matter of policy, ship all potential cases of felony to public jurisdiction or else define an internal process which does a better job of protecting the rights of victims as well as those of the accused. The proposal of the AA committee was intended to spur an investigation of the latter alternative.

Mr. Fuchs said Mr. Harris's analysis of the problem was quite correct, but that the best chance for a broadly accepted change of procedures in sexual assault cases would lie with the most broadly defined authorship. Representatives of such a constituency are already being assembled by Mr. Sadler, and in particular, there will certainly be Arts and Sciences Faculty representatives on that Task Force.

Mr. Fuchs therefore proposed a substitute motion urging the Arts and Sciences delegates to the Assembly to cooperate with the Task Force on Sexual Assault and with the Assembly itself, to study

procedures for dealing with sexual assault. According to his substitute motion, the delegates would report on their findings at the November meeting of the Faculty.

All fine and good, but there are other things going on here besides sexual assault that we want considered said Ms. Houle. What, asked Mr. Fuchs. Specific things I can't talk about, said Ms. Houle. But what kinds of things then, asked Mr. Fuchs. A non-sexual matter said Ms. Houle.

Mr. Willis thought the tone of the AA report unnecessarily adversarial. These are exceedingly important issues and they must be dealt with in an orderly way, he said. Issues are too vaguely described in the report at hand, and the Task Force is well designed to consider the specific issue of sexual assault.

Mr. Funigiello, a member of the Affirmative Action Committee agreed, but said the individual cases brought to the attention of AA had prompted them to try to do something. In particular, AA is not completely satisfied with appeal procedures in disciplinary actions. He said that if another group effectively takes up the problems, AA will be happy. However, he said, unlike some other instances where committees of individual Faculties had been merged after the Assembly had been formed, there were still separate Affirmative Action Committees, so presumably the Arts and Sciences Affirmative Action Committee should be doing something on its own, and if not this, what? So you have no objection to the Fuchsian substitute asked the Dean of Mr. Funigiello. None, said the latter.

Mr. Aday wondered what had become of the old Discipline Committee. Ms. Disque of Academic Support staff responded that these days, a student accused of disciplinary infractions, other than sexual assault, is given the option of choosing a single administrator to hear the case, or a panel to be chosen from a standing committee of "jurors". In the instance of an alleged sexual assault, both accused and accuser are offered the choice, and if there is disagreement between the two, the Vice-President for Student Affairs chooses who shall hear the case.

Ms. Rexroth broke silence to say that she was the source of the "other" case reported to the Arts and Sciences Affirmative Action Committee. She thought that the secrecy surrounding the outcome of disciplinary hearings, whether on sexual assault cases or otherwise, was very frustrating.

Mr. Fuchs motion to substitute passed by voice vote.

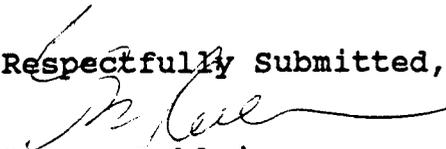
Mr. Strong asked whether Mr. Fuchs wouldn't mind broadening the scope of his substitute motion to include a more general study of disciplinary hearings. Mr. Fuchs thought there was enough to chew on with matters of sexual assault. Mr. McGlennon agreed, and said that other concerns about disciplinary hearings might be referred to Faculty Affairs and subsequently to the Assembly.

Mr. Delos hoped that intervention might reduce the incidence of sexual assault and that the Task Force could examine this possibility as well. The Dean ruled the remark out of order, but invited Ms. Disque to respond after Mr. Fuchs' substitute motion had passed by voice vote.

Ms. Disque catalogued a variety of programs provided incoming students to help them deal with matters of sexual ethics, alcohol use and other matters of behavioural choice.

The meeting adjourned at 5:15pm.

Respectfully Submitted,



George Rublein
Secretary to the Faculty