

MINUTES  
Meeting of the Faculty of Arts and Sciences  
6 February, 1996

The meeting was called to order by Dean Jacklin at 3:36 PM and the minutes of the meeting of 5 December, 1995 were approved as WAMied.

#### ANNOUNCEMENTS

Dean Jacklin announced that agenda for meetings will be distributed on hard copy for a few more months.

#### REPORTS OF ADMINISTRATIVE OFFICERS

President Sullivan reported that the town meeting on the legislature had not been heavily attended, but there was also not a lot of visible movement on the issues since then; the process of persuasion continues, but there are no results yet. The Governor's budget had proposed \$105-115 million in new funds for higher education, which was something, but not much; the Unified Budget Amendment introduced on behalf of all the state's universities adds \$3.5 million more, including a 5.1% salary increase in years one and two for William and Mary faculty. There is also likely to be almost \$8 million for William and Mary in money for technology, an additional \$35 million for financial aid statewide, and some money to institutions for individual initiatives. The likelihood that part of this will be adopted is good, due to the improved atmosphere, partly because of the efforts of the business higher education council. This won't make up all the ground lost in the last six years and the state's bag of budget balancing tricks for the future is just about empty; the state needs an enhanced revenue structure, but reform is not likely soon. Meanwhile, the state is running up against a debt capacity problem and needs more debt-space to move projects such as the Swem expansion forward.

Professor Stephen Park asked whether the Unified Budget Amendment was structured so that the legislature can cut items line by line, or will they cut a percentage so that colleges have to wrestle over their shares?

President Sullivan responded that pro rata reductions are more likely than line item cuts.

Dean Jacklin added that the faculty have complimented President Sullivan's speech on the burden of bureaucracy, but have asked if we can also apply it internally.

Provost Cell announced that we have been notified that we have been reaccredited. She added that the State Council has

been focused on non-productive programs, but we have none on their list any longer. A new focus will be unnecessarily duplicative programs; there is a bill in the legislature to allow the Council to close such programs, a power they already have. The impact is likely to be that the Council will require a report on how we do program evaluations.

#### REPORTS OF COMMITTEES

##### Committee on Nominations and Elections

Professor Hoak announced the following slates of candidates for the Faculty Assembly for terms beginning in Fall, 1996:

Area I (two to be elected): Dorothy Coleman (Philosophy)  
Katherine Preston (Music)  
Marc Raphael (Religion)  
Talbot Taylor (English)

Area II (one to be elected): Kelly Shaver (Psychology)  
Larry Ventis (Psychology)

Area III (two to be elected): Gary DeFotis (Chemistry)  
Dennis Manos (Physics and  
Applied Science)  
Joseph Scott (Biology)  
Marc Sher (Physics)

There being no response to the call for nominations from the floor, nominations were declared closed and the ballots were marked and collected.

##### Educational Policy Committee

Professor Bohl moved the adoption of the motions contained in the February report of the EPC, declaring that sufficient resources were now available to implement the new curriculum. The report also moved the adoption of clarifications and procedures for the implementation in 1996-97, which Professor Bohl pointed out in detail:

1. GER 4 has been reworded to make clearer what is required of the student and to clarify GER 4 b.
2. GER 6 has been clarified to require that pairs of one credit courses be in the same art or performance medium.
3. It has been made explicit that courses taken to meet GER requirements cannot be taken pass/fail unless they are only offered that way.
4. The new rules apply only to students entering with freshman status -- those with more than 24 credits will be expected to follow the area/sequence system.

5. Transfer or AP courses count for GER requirements only when they are granted William and Mary credit, not those noted as exemptions only.

Professor Fuchs asked why rule #4 had been proposed -- haven't we always allowed students to chose new options?

Professor Bohl responded that this was to minimize confusion for students, advisors, and others who have to evaluate student records.

Professor Fuchs moved an amendment: "Resolved that section 4 of the EPC report be amended so that all current students should have the option of graduating either under the old or the new curriculum.

After some technical parliamentary discussion, the motion was seconded.

Registrar Augustin pointed out that the problem here was not merely administrative convenience, but to allow transfer students who will be arriving in the next two years who will have planned their present programs under the catalog rules currently in effect to transfer without penalty.

Dean Macdonald added that it is not quite correct that students can always choose later versions of any changes -- it does not apply to concentration rules, for example.

Professor Randolph Coleman commented that we will need workshops for advisors in any case, but that blurring the lines on catalog years of entry could confuse the issues because current students may have taken courses which have now been modified in order to meet the GER requirements, and it may also strain available resources by increasing enrollments in some GER courses.

Professor Aday asked what advantage there would be to prompt a student to ask for this option.

Professor Archibald wondered whether this amendment might only be of advantage to a few people who wanted to duck the sequence requirement.

Professor Fuchs argued that if we really believe the GER system to be superior, then it should be available to all.

Professor Stephen Parks asked whether this could be done by petition to the Committee on Degrees.

Dean Macdonald replied that they would generally recommend against it.

A motion to call the question was made and seconded and adopted by voice vote, Professor Fuchs reread his motion, and it was defeated by a voice vote.

Professor Fuchs then inquired about the issue of transfer and AP credit versus exemption: why not allow students to pass when they can show the kind of knowledge expected even if they aren't given equivalency credit for our courses?

Professor Bohl answered that some departments give, for example, AP scores of "4" an exemption from a course as a prerequisite for the next level, but not equivalency credit; the standard here is to expect the equivalent of a William and Mary course to fulfill a requirement.

Professor Barbara Watkinson inquired as to how this would apply to GER 6 and also to Art History courses for which only exemptions are granted.

Professor Bohl reiterated that the suggestion is that exemption implies less than credit, but credit is what is required.

Professor Robert Johnston asked whether there isn't a category of courses which give partial equivalency and exemption for the next course.

Professor Randolph Coleman responded that there are such but it applies only to some community college psychology courses.

Professor Robert Johnston stated: "If that's the case, we can work it out."

Professor Bohl then discussed proposed interpretations of the rules as they apply to students transferring from Virginia community colleges who are covered by a SCHEV rule that all students who have done two years in a community college are counted as having fulfilled all basic requirements. We are proposing that this will not apply to GER 4 b and GER 7 because these requirements are more like the sequence requirement, consisting of more advanced level courses; it should also not apply to GER 4 b and 6, because these are in character more like the language requirement, which we are allowed to impose on transfer students.

Professor Rublein asked whether all these students would be Associate in Arts degree recipients and how well they will fit our program.

Professor Bohl stated that most of the students in AA programs will have had most of the required courses, the exception being in the sciences, where they may not quite meet our new

curriculum because they will have taken everything in only one subject field.

In response to the question of how many transfer students would be affected, Professor Randolph Coleman gave an estimate of somewhat over forty.

Professor Bohl then moved on to point #6 of the clarifications in the motion: changes in courses approved and the numbers of seats available in each GER. English courses numbered above 300 have been withdrawn, and one additional course with 75 seats (in 5 sections) has been added to GER 7.

Professor Stephen Park asked: "Do you know to what extent these courses are taught by non-tenure track people?"

Professor Bohl: "We have not considered that, but only whether chairs affirmed that courses would be regularly offered."

Professor Stephen Park then asked whether the new faculty positions added to fulfill some needs are to be non-tenure track.

Dean Jacklin responded: "Some are, some not."

Professor Terry Meyers inquired as whether the GER 6 position might someday be made tenure track.

Dean Jacklin: "Maybe, someday."

Professor Bohl then went on to point 7 of the report, which proposes to set up a committee to continue the process of course approval and do away with the working groups, and also presents a plan for assessment involving new assessment working groups. The Committee on Degrees also needs to be able to consider special petitions. Finally, an appendix lists the exemption criteria and procedures for GER 6, including credit rather than course criteria; these cases are to be reviewed by the Subcommittee on General Education of the EPC.

He read again the official motion for the adoption of the items put forth in the February EPC Report.

Professor McCord asked whether we were voting on the approval of these courses in this motion and expressed concern about a Psychology course included as a Biology course in GER 2.

Dean Macdonald pointed out that the lists of specific courses have already been approved by the EPC in accordance with procedures adopted in previous years.

Professor McKnight added that he was on the GER 2 working group and could testify that this course was approved after careful consideration.

Professor Stockmeyer asked: "What about the proficiencies?"

Professor Bohl replied that the foreign language proficiency requirement is unchanged and that the computer proficiency requirement needs more work before coming up for final approval.

The report was then adopted by a voice vote without audible dissent.

Dean Jacklin then announced the winners of the day's elections:

Area I: Coleman and Raphael  
Area II: Ventis  
Area III: Scott and Sher

#### Faculty Affairs Committee

Professor Clemens first gave his monthly summary of the Committee's regular activities, including questions about the management of the Bookstore under its new ownership, and then moved on to the question of the revived salary resolution, giving a history of the past actions leading to a revival of the motion after its November defeat and summarizing prior arguments for and against. He then moved the original version of the resolution again:

"We thus recommend that \$500,000 of the funds freed up by the Plan's reductions in administrative expenditures be devoted to a pool for merit pay raises for faculty."

Professor Bohl objected to the money all being put into merit rather than a general raise across the board -- we have all suffered from salary stagnation.

Professor Clemens: "We have preferred that normal procedures apply."

Professor Fuchs raised a procedural question: can we make a motion about the budget when we have not seen other claims against the budget; has FAC gained any new insight into these claims?"

Dean Jacklin clarified a technicality: this motion is not endorsed by the FAC, but only brought back to the floor because of faculty action.

Professor Gary DeFotis asked why there is so much concern about taking money from other priorities when this is clearly our highest concern. The legislature is providing money for other concerns, this is a way to begin to address this one.

Professor Robert Johnston agreed that we need to take a stand on how important this is.

Professor Terry Meyers: "Is this implicitly endorsed by FAC?"

Professor Clemens: "Yes."

Professor Terry Meyers then reiterated how much he has been distressed by our salary problems as a department chair.

Dean Robert Scholnick interjected that he recognizes the need for competitive salaries for quality's sake, but wants to invest for the future also through innovative education, such as the cluster concept.

Professor Clemens: "We have financed innovation by hiring practices which have had a negative effect on salaries."

Professor Tiefel added that we have approved six new positions with the vote just taken, assuming that the Lord will provide, but the Lord didn't -- we need to restore balance by voting for this motion.

Provost Cell made the following points: 1) Those new positions came out of reallocation money. 2) The Budget and Policy Advisory Committee has only met once and hasn't looked at numbers or reached any conclusions. 3) We are disappointed that the Governor's budget has no raises, but they are a priority for many in the legislature. 4) Administrative cuts were made to create a pool for investment -- some may see raises as an investment, but they did cost some people their jobs, so it would not look good to use the money to raise other people's salaries.

Professor McGlennon responded that he was distressed that raising salaries is not considered an essential part of the results of restructuring under the Strategic Plan when the administration has not set a good example regarding the relative raises of administrators and faculty over the years.

The question was called, seconded, and accepted.

The motion to adopt the resolution carried by a voice vote.

Professor Clemens then called attention to the part of the FAC report on the effect of hiring practices on salaries, specifically the recent practice of using the funds freed up by

the retirement of senior faculty to create two new junior positions rather than using some of the money for raises for existing faculty.

Professor Rublein then reported on the activities of the Faculty Assembly. The grand plan to bring the revised Handbook to the faculty last fall was torpedoed by the Board of Visitors' counsel; a joint committee has worked through the counsel's comments word by word and there is progress; it is hoped that the document can go to the Faculty Assembly this spring. The Assembly is also considering the Strategic Plan's cluster idea and related reports in meetings to come, which will be reported on WAMI; comments are needed.

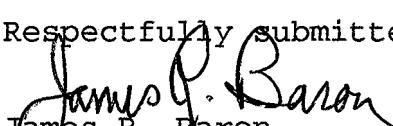
#### UNFINISHED OR OLD BUSINESS

President Sullivan attempted to respond to Professor McGlenon's earlier comments by pointing out that we share our problems with other institutions and the united efforts of all university presidents are needed. He acknowledged an awareness of faculty skepticism about administrators and that it is a healthy thing when done with respect, but he doesn't feel that we have an overpaid administration and an underpaid faculty, and furthermore, we are not overadministered. He respectfully suggested that to the degree that we attribute unhelpful motives to some parts of the community, we defeat ourselves; we are trying to do the right things for this faculty and let's try to believe that we are all acting in good faith. He stated that he accepts the resolution in the constructive spirit in which it was passed.

Professor McGlenon replied that he didn't mean to suggest that the administration is overstaffed and overpaid, but that the intervention in a discussion on the allocation of resources to suggest that we are taking a narrow and parochial view at the time when significantly larger salary increases have been taken by the highest levels of the administration is not fair.

The meeting was adjourned at 5:32 PM.

Respectfully submitted,

  
James R. Baron

Secretary of the Faculty of Arts and Sciences

COMMITTEE ON NOMINATIONS AND ELECTIONS  
Faculty of Arts and Sciences

23 January 1996

TO: Faculty of Arts and Sciences

FROM: Committee on Nominations and Elections: D. Hoak (chair), M. Chappell, M. Eckhouse,  
M. Houle, S. Ito, S. Knudson, R. Prosl, A. Reed, A. Ward

RE: Nominations for the Faculty Assembly

Nominations are invited for election to the Faculty Assembly at the February 6, 1996 meeting of the faculty. The term is three years. Elections will take place separately within each Area:

Area I -- 2 seats. Retiring: D. Cockrell (music), A. Fuchs (philosophy). Continuing members: K. Kulich, G. Smith, B. Watkinson, P. Wesp, J. Willis.

Area II -- 1 seat. Retiring: J. McCord (history). Continuing members: R. Archibald, D. Baxter, D. Dessler, K. Kambis, M. Voigt

Area III -- 2 seats. Retiring: M. Mathes (biology), R. Orwell (chemistry). Continuing members: R. Kinkaid, G. Rublein, H. Schone, P. Stockmeyer

If you would be willing to have your name placed in nomination or if you want to nominate other faculty members, please do so BY NOON, MONDAY, JANUARY 29, 1996. (It will be helpful to know that your nominees have agreed to be nominated.)

Send your nominations to: Dale Hoak (history) -- voice mail: ext. 13750  
E-mail: dehoak@facstaff.wm.edu