

Minutes of the Meeting of the Faculty of Arts and Sciences  
The College of William and Mary  
February 4, 1997

The meeting was called to order at 3:36 p.m., Dean Robert Archibald presiding.

I. Approval of Minutes

**THE MINUTES OF THE MEETING OF DECEMBER 3, 1996 WERE APPROVED AS SUBMITTED.**

II. Reports of Administrative Officers

President Sullivan reported on the status of the colleges' combined funding requests currently before the General Assembly. The House and Senate committees recommend funding a 6% increase in faculty salaries; the vote should come in about two weeks. The 6% increase would be consistent with the goal of attaining the sixtieth percentile salary group among our peer institutions within four years. Proposed support for William and Mary's amendments to the combined request are outlined in the attached digest [attached to the hard copy and circulated on email]. Little money has been proposed for the Swem Library project, but both houses support funding it fully next year.

President Sullivan expressed concern that the General Assembly has become more regionally focused in recent years, with individual districts' interests taking precedent over those of the commonwealth as a whole. This trend works against William and Mary. The lack of a set policy for funding higher education combined with the commonwealth's current structural deficit is disheartening; strong gubernatorial leadership is crucial.

Provost Cell thanked Professor Judith Ewell and her committee for their work in the search for a new Dean of the Faculty and commented that the search is going well. Provost Cell brought to the faculty's attention that although we have a clear need to expand our science facilities, according to state guidelines we already have too much space, as our utilization figures are low. The provost has therefore set up an ad hoc committee to look at space utilization, co-chaired by Gary Kreps and Sam Jones and including Martin Garrett, Bob Orwoll, and Miles Chappell.

III. Report of Nominations and Elections Committee

The committee submitted the following slate of nominees for positions on the Faculty Assembly:

Area I: Tony Anemone (MLL), William Cobb (Phil), David Holmes (Rel), Richard Palmer (T & S).

Area II: Berhanu Abegaz (Econ), Edward Crapol (Hist), Larry Evans (Govt), Barbara King (Anth).

No nominations were made from the floor and **THE SLATE WAS ACCEPTED AS SUBMITTED. TONY ANEMONE, DAVID HOLMES, ED CRAPOL, AND BARBARA KING WERE ELECTED.**

#### IV. Report of the Educational Policy Committee

Professor Anemone moved **THAT WE AMEND THE ORDER OF THE AGENDA IN ORDER TO ENSURE A QUORUM FOR THE DISCUSSION AND VOTE ON THE BLACK STUDIES PROPOSAL. THE MOVEMENT WAS SECONDED AND PASSED BY VOICE VOTE WITHOUT AUDIBLE DISSENT.**

On behalf of the committee, Professor Bohl moved **THAT WE INSTITUTE A NEW CONCENTRATION IN BLACK STUDIES.** Discussion began with a series of questions centering on the coherence of the proposed program, especially the wide-ranging diversity of recommended courses and the relatively little attention given by many of them to Black Studies per se. In response to these concerns it was stressed that the goal of the program was in fact breadth, not examination of the African American experience in a vacuum. While the introductory and capstone courses offered within Black Studies serve to set a foundation for a concentrator's program and to provide a lens through which the entire course of study is interpreted, it is understood that each concentrator must work closely with an advisor to ensure coherence in that individual's concentration.

Additional discussion focused on the question of whether Black Studies was "a step in the right direction" for the college and on a perceived need for clearer guidelines for establishing and assessing all interdisciplinary programs. Many members of the faculty spoke strongly in support of Black Studies as a discipline as well as attesting to the particular strengths of the proposed William and Mary program, which moves beyond a traditional humanities focus to include a significant social sciences component. Indeed, it was pointed out that William and Mary is playing "catch up" in the area of Cultural Studies, and the proposed program marks a major step forward for the college. The proposed William and Mary program compares favorably with such programs as Princeton's and Yale's, and our current offerings attract a talented and diverse group of both students and faculty. In addition to articulating the discipline's intellectual integrity and stressing that the proposed concentration stands entirely on its academic merits, proponents also pointed out a moral imperative for the college to support such a program that brings together students and faculty "of all colors." **THE PROPOSAL WAS PASSED BY VOICE VOTE WITH NO AUDIBLE DISSENT.**

Professor John McGlennon then introduced a resolution **ASKING THE EDUCATIONAL POLICY COMMITTEE AND THE HONORS AND INTERDISCIPLINARY STUDIES COMMITTEE TO EXAMINE THE QUESTION OF QUALIFICATIONS FOR INTERDISCIPLINARY PROGRAMS AND REPORT ON POSSIBLE GUIDELINES FOR SUCH PROGRAMS** in light of the questions raised regarding our standards for interdisciplinary studies generally. **THE MOTION WAS PASSED BY VOICE VOTE WITH AUDIBLE DISSENT.**

## V. Report of the Faculty Affairs Committee

Professor Harlan Schone reported that the committee has been concentrating on developing Arts and Sciences procedures for post-tenure review and on developing an Arts and Sciences Faculty Manual to supplement the new Faculty Handbook. On behalf of the committee Professor Schone **MOVED ADOPTION OF THE PROPOSED ARTS AND SCIENCES POLICIES AND PROCEDURES FOR POST-TENURE REVIEW**. Discussion brought out a number of concerns with the procedures, especially the emphasis on negative findings and their consequences. Ought there to be a formal mechanism for passing along findings of superior performance? The annual merit review was mentioned as the mechanism designed to highlight excellence; post-tenure review screens for lack of competence. Concern was expressed stemming from the normalization of departmental merit scores. Will a numerical "trigger score" exist? Answer: no. A department's lowest-scoring individual may be performing well above the "overall unsatisfactory" level. It was clarified that the performance plan is ordinarily developed by the individual under review, but may include input by the department chair and/or dean. The September date for the follow-up review after an unsatisfactory post-tenure review was explained to be a flexible deadline. **THE MOTION WAS PASSED BY VOICE VOTE WITH AUDIBLE DISSENT.**

## VI. Report of the Review, Promotion, and Tenure Committee

Professor Richard Kiefer reported that in 1995-96 of thirteen faculty members reviewed for tenure, the committee recommended that eleven be granted tenure and two denied. The dean concurred with the committee's recommendation. Of seven candidates for promotion to full professor only two were recommended for promotion. The dean disagreed with the committee's conclusions and all seven were promoted. The dean concurred with the committee's recommendations that some new appointments be made at the rank of full professor. The dean brought one midprobationary (interim) review to the committee, which agreed with the department that the faculty member be retained. In the future, the outgoing chair of RPT will bring this report to the faculty at the September meeting.

In response to questions it was clarified that a larger than usual number of requests for promotion came before the committee. Also, midprobationary reviews go only to the dean unless the dean brings them to the committee for review.

## VII. Report on Summer School

Professor John McGlennon, chair of the university-wide Summer School Committee, reported on the committee's work. The Arts and Sciences summer school program has been in a period of decline as reflected by both lack of growth in faculty compensation and declining enrollments. The results of a survey of faculty and students are posted on the provost's homepage. The committee recommends that a part-time director be appointed for the Arts and Sciences summer school. The director would promote greater efficiency and innovation, including innovative scheduling. Further, said director should

be encouraged to explore expanding summer school as a means of both enriching the Arts and Sciences program and enhancing revenue. Faculty salaries have been increased for 1997; students now need to be made aware of the opportunities provided by the program. The committee's report has been endorsed by the department chairs and is under consideration by the Faculty Assembly and the Educational Policy Committee.

**THE MEETING WAS ADJOURNED AT 5:42 P.M.**

Respectfully submitted,

Julie Galambush  
Religion Department  
Secretary, Faculty of Arts and Sciences