

MINUTES
Meeting of the Faculty of Arts and Sciences
March 11, 1986

The meeting was called to order by Mr. Schiavelli at 3:35 p.m. in Rogers 100. One hundred and seven members were present.

The minutes of the last faculty meeting of February 4, 1986 were approved as submitted.

REPORTS OF ADMINISTRATIVE OFFICERS:

President Verkuil reported that the results of the most recent legislative session are very gratifying. We obtained essentially everything we asked for. One might almost wonder, did we ask for enough? Faculty salary increases for 1986-87 will average 12.5%, the highest for any college in Virginia but one (Clinch Valley). There was a 9.5%-12.5% range for such increases, depending on how far each school was off its peer group. We shall now have to hope that other schools in our peer group also obtain large increases! For the first time a distinction between faculty members and administrators was made - the latter will receive only a 10% average increase. Tough luck then if one was just made an associate dean.

\$4.3 million for a new physical education building was also approved. This facility and its approval now are important for several reasons. It is critical for the quality of student life here, and students will see the budget process affecting them positively. The facility will be located near William and Mary Hall, and furthers the development of that part of the campus. It is now even easier to make the argument for refurbishing Blow Gym for academic and administrative uses. Finally, such large appropriations may be more difficult to obtain in future years, because of the effects of Gramm-Rudman.

Funding for other budget items was also obtained: \$2.5 million for the refurbishing of Ewell Hall; a new computer system for administrative and financial accounting; the restoration of the twenty-five staff positions previously lost; capital and salary support for VIMS. The Higher Education Equipment Trust Fund was also established, to provide capital support for major academic projects like new computing systems. It will be possible to apply to this fund by the end of the calendar year.

We are now proposing to the Board that a consultant be retained for purposes of preparing a Campus Master Plan. A full range of issues and items will be addressed by this method, including the best use of campus land, buildings, playing fields, etc. The College has not had such a plan since 1961, and of course many transformations have occurred since then. It is believed that the external perspective of an outside consultant is necessary in devising such a comprehensive overview. All segments of the academic community will however be involved in making decisions on projects to be undertaken.

Mr. Fuchs asked and President Verkuil answered that nothing for salaries was yet in the budget for the second year of the biennium, but that it could be assumed that such funds would be appropriated. Mr. Schiavelli noted that there was of course money for "salaries", but none as yet for "increments".

REPORTS OF COMMITTEES:

Nominations and Elections: Anne Netick, Chair

A two-sided ballot (Appendix I) containing the names of candidates for positions on a number of committees was distributed and reviewed. There were no nominations from the floor. Later in the meeting the results of the election were communicated: Clare Mather and Joel Schwartz to Academic Status, Joanne Funigiello to Degrees, David Finifter and Jack Willis to Faculty Affairs, Gary Kreps (unopposed) to Chair of Faculty Affairs, Berhanu Abegaz and Maria Palmaz to International Studies, and Elsa Nettles to Retention, Promotion and Tenure. Run-off elections for the third opening on International Studies and the second opening on Retention, Promotion and Tenure were required; the results were Bruce Goodwin to the former and Hans Tiefel to the latter.

Educational Policy: Richard Palmer, Chair

The previously distributed revision of area/sequence requirements (Appendix II) was referred to and explained briefly. Inequities arising in the case of transfer students entering with area or sequence credit based on courses taken under a quarter system, and in the case of students here who have taken such courses carrying only one or two credits, have prompted the revisions. The Chair moved the approval of the new guidelines. The motion was seconded.

In response to a question from Jerry Smith, Mr. Palmer indicated that the EPC was now looking at the Modern Languages department's proposals for reorganization. In reply to Mr. Tiefel, Mr. Palmer answered that the waiving of a total credit requirement in the case of a student only a half credit short could only be done through normal college approval processes.

The motion was passed by voice vote without apparent dissent.

The previously distributed (Archibald) Resolution as adopted by the EPC (Appendix III) was read and explained. Mr. Palmer said that while it was believed that the called for financial reports for the new Center for Honors and Interdisciplinary Studies and the Writing Center would have been forthcoming in any event, the committee felt that the anxieties recently expressed regarding these centers might be allayed by formalizing the reporting process. The Chair moved the approval of this resolution. The motion was seconded. Mr. Schiavelli observed that if the corresponding committees were indeed established, they would be constituted under the aegis of the EPC.

The motion was passed by voice vote without apparent dissent.

Academic Status: Cathy Elliott, Chair

The previously distributed report of the committee (Appendix IV) was referred to. The Chair noted that it was a three-year report. There were no questions.

Graduate Studies: Robert Scholnick, Chair

The previously distributed Proposal for a Program Leading to the Ph.D. Degree in American Studies (Appendix V) was referred to. The Chair moved the approval of this proposal. The motion was seconded.

Discussion began with Mr. Selby saying he supported the proposal, that members of the History department had served on the American Studies Committee and the drafting committee, and that the history department had

endorsed the proposal at a recent meeting. The establishment of the program would improve course offerings and enhance the graduate program. Also, prospective applicants for graduate study, who did not quite satisfy background requirements to pursue a Ph.D. in History, might find this program an attractive alternative. Mr. Finn said that he also supported the proposal. He noted that an undergraduate component was present in the new program, one that had been lacking in the earlier Master's program. Also, he liked the sentence (page 2, last paragraph) "Central to our structure, too, is the means to compensate departments for teaching-hours lent to American Studies".

Mr. Tiefel asked how funding of the program would proceed. Mr. Scholnick said that the State Council knows the proposal is on its way, and had told Dean Schiavelli that Virginia doesn't have a Ph.D. program in American Studies, that it should have one, and that it should be in Williamsburg at William and Mary. The Chair went on to note that the program was ambitious and needed new money. It would not be established on the cheap.

Mr. Schiavelli congratulated the former and present Deans of Graduate Studies, and all those who had participated in drafting the proposal, for a job well done. The motion was passed by voice vote without apparent dissent.

Faculty Affairs: Vinson Sutlive, Chair

The committee has met thrice in the past month and has considered the following topics: (1) establishment of a fund for the liberal arts, a discretionary fund (supported by Alumni) to be administered by the Dean; (2) a step program for faculty salaries; and (3) academic liability insurance for faculty, including a request to Mr. Fogarty that this be investigated.

Concerning his remarks at the last faculty meeting, to the effect that Chemistry and Physics had benefited from their graduate programs but that Anthropology and History had been hurt, the Chair wished to expand. It should be obvious that a graduate program does not, ipso facto, enhance an undergraduate program. Inevitably, trade-offs are involved. He had intended to convey the message that in the past some graduate programs had been hastily set up, and indeed on the cheap. Graduate programs should however be supported when properly established and funded. The committee congratulated the President and the administration generally for the latest successes with the Legislature.

Mr. Axtell said that in his opinion the undergraduate program in History had not been hurt by the establishment of its graduate program. Mr. Funigiello agreed with this, adding that the Graduate Studies Committee would henceforth be very wary of proposing inadequately funded programs. Ludwell Johnson countered with the observation that, in his opinion and based on his greater experience with the undergraduate program in History, the graduate program had indeed had adverse effects on the undergraduate, in terms of the time that could be devoted to undergraduate teaching and in other ways too numerous to mention.

Mr. Eckhause asked whether the Chair's remarks were his personal views only or also those of the committee. Mr. Sutlive said that they were those of the committee. Mr. Eckhause said that he would have liked to have known about this before the meeting. Mr. Schiavelli jokingly hoped that the Chair would now find himself receiving less hate mail.

NEW BUSINESS:

The previously distributed resolution from the Ad Hoc Committee on South Africa (Appendix VI) was referred to and explained by Mr. Abegaz. An equivalent petition has also been circulated and a teach-in will be held this Wednesday and Thursday. Approximately 5% of the College's \$42 million endowment is invested in companies operating in South Africa. Almost all of these are Sullivan signatories, but a few are not. The positions of some other academic institutions were reviewed. Mr. Abegaz moved approval of the resolution. The motion was seconded.

Discussion began with George Harris saying that the pending resolution appeared to him to be the least assertive position that might be taken, but that he believed a stronger resolution was needed. He therefore read a substitute resolution (Appendix VII) and moved its approval. The motion was seconded.

Discussion of this substitute resolution began, with Mr. Harris explaining its rationale. The resolution, essentially total divestiture, was more symbolic of the disapproval of South Africa in the College community, was more consistent with our own integrity, and might have more significant consequences than the original resolution. Few South African Blacks were in fact affected by the Sullivan Principles. Economic pressure now might induce change and avoid an ultimate resolution through violence.

Mr. Palmer spoke in opposition to the substitute motion, noting that the Sullivan Principles were one of the most liberal forces at work in the South African system. Messrs. Fowler and Cockrell spoke in favor of it, the latter saying that he had been last in South Africa in 1984, that few South Africans of any color supported the Sullivan Principles, and that in the relatively free South African press divestiture was a much discussed topic, so that acts of divestiture would be noted there. At Mr. Faia's request Mr. Abegaz read a summary of the Sullivan Principles. Mr. Livingston noted that while the Ad Hoc Committee's resolution might possibly be adopted by the Board, the substitute surely would not be. Which therefore was it more prudent to support? Mr. von Baeyer asked, in view of the "we the undersigned" would the faculty as a whole become a signatory to the resolution? Mr. Abdalla said that about ninety-five faculty and staff had signed the petition that was circulated. Mr. Crapol agreed with the reservations implicit in the questions of Messrs. Livingston and von Baeyer. Mr. Tiefel said he was in favor of unanimity on this moral issue, and the original resolution was more likely to promote this. Mr. Palmer said that American corporations which had upheld principles we favor had done so at some risk and ought not to be punished; therefore the original was better.

Mr. Schiavelli noted that the public declaration being sought was one to be made by the Board of Visitors, not the faculty; moreover, the action desired was also in large measure in the power of the Endowment Association, a separate body.

Mr. McGlennon agreed that it had to be clear what the resolution is. He offered an amendment to introduce the following sentence before the first "Whereas ..." of the statement of the resolution:

The Faculty of Arts and Sciences does endorse the following resolution and does commend its adoption by the Board of Visitors and the Endowment Association.

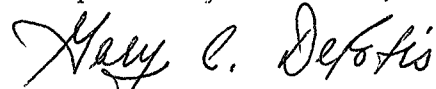
The motion to substitute was put to a vote and defeated.

Discussion of the original motion recommenced, with Mr. Selby asking if Mr. McGlennon's amendment was acceptable. Mr. Abegaz said it was. Mr. Schiavelli said that if it passed the resolution would be transmitted to the President by the Secretary. Mr. Faia asked if the reason for statement (3) by the Board was understood. Mr. Abegaz said this was not clear to him. Mr. Palmer suggested that companies signatory to the Sullivan Principles might have to pay a fee. Mr. Abegaz confirmed that a fee (though a small one) would have to be paid to the A. D. Little company, which monitors activities of American companies in South Africa.

The motion on behalf of the original resolution was put to a vote and passed strongly, with one dissenting vote heard. It was asked and Mr. Schiavelli answered that the resolution would be transmitted as "from the body".

The meeting adjourned at 4:55 p.m.

Respectfully submitted,



Gary C. DeFotis
Secretary to the Faculty

- Appendix I: Ballot, from the Committee on Nominations and Elections
- Appendix II: Revision of Area/Sequence Requirements, from the Educational Policy Committee
- Appendix III: Archibald Resolution as Adopted by the Educational Policy Committee
- Appendix IV: Report of the Committee on Academic Status, January 1983 - January 1986
- Appendix V: Proposal for a Program Leading to the Ph.D. Degree in American Studies, from the Graduate Studies Committee
- Appendix VI: Resolution on South African investments, from the Ad Hoc Committee on South Africa
- Appendix VII: Substitute Resolution on South African investments, from George Harris