

MINUTES

Meeting of the Faculty of Arts and Sciences February 3, 1987

The meeting was called to order by Mr. Selby at 3:34 p.m. in Rogers 100. A quorum was present. The minutes of December 2, 1986 were approved. Mr. James Tabor was elected Secretary to the Faculty to replace Mr. DeFotis who is on leave for the spring semester.

REPORTS OF ADMINISTRATIVE OFFICERS:

President Verkuil

President Verkuil gave a presentation he called "The Image and Reality of William and Mary" which dealt with our current peer group of colleges. He presented several charts showing the past (1980) and current (1987) list of colleges (20 total in the group) which are considered to be our peers, with the major factors of comparison that go into determining such rankings. He then explained in some detail the "peer group concept." He pointed out that faculty salaries are largely determined on the basis of peer group comparisons. Last year the State raised salaries from 5-9%. We received the highest level, 9%, because of the gap in our salary levels when compared with our peers: we were in the 29 percentile and the goal is to get us to the 60th percentile. All of our group are doctorate granting institutions. The peer group concept is being continually refined and developed. Currently neither student body quality measures nor faculty quality evaluations are used. In the future these and other measures might be included to determine our group. President Verkuil drove home his overall point that the "reality" of the hard statistical data shows that we rank rather well with major doctorate granting research oriented institutions in our peer group.

A number of questions were then raised:

Are minority student ratios of concern here? President Verkuil expressed his concern over this issue and his support for all efforts at minority recruitment, but explained that such a criterion is not currently a part of the determination of peer groups.

What about the "politics of bench marking"? Is this way of ranking something permanent? Could it be to our disadvantage in other ways? President Verkuil explained further the way in which the "peer group concept" was being further refined and under continual evaluation.

Are not other Virginia schools moving up in the quality of their peer groups as well? President Verkuil agreed that this is the case and noted that so far no other Virginia schools have objected to the concept of peer grouping per se, even though it affects matters as sensitive as salary increases.

What about out-of-state, in-state ratios? Which is seen as positive and which as negative? President Verkuil said the out-of-state ratio was a positive factor, it helps to make us more "national" in the comparisons.

President Verkuil then reported that a drug policy evaluation committee (President's Special Committee on Drug Education and Testing for Intercollegiate Athletes) had been formed and was in operation. He invited faculty comments on this issue to be turned in to the chairperson, Mr. Edmonds, of the Law school.

He invited faculty to participate in the upcoming Charter Day, noting that there was already a sell-out crowd.

Provost Shiavelli

Mr. Shiavelli reported on the following subjects:

1. In response to our acute need for additional classroom space, 16-20 classroom units have been selected for refurbishing. These were chosen on the basis of a poll of the deans.
2. Mr. Shiavelli has asked Nell Jones to furnish a list of all requests for space over the past few years in order to more accurately evaluate our needs. There are critical needs for academic space. The creation of more space is a must.
3. Three new ad hoc groups have been formed, each to be chaired by Associate Provost Slevin: 1) Assessment of Academic Advising will look at our current academic advising system; 2) Student Assessment Plan will be dealing with various measures of student achievement; and 3) Faculty Assembly will evaluate the establishment of such a body of faculty representatives.
4. \$300,000 is available for supplemental budget requests. The department chairs and deans are currently drawing up their requests.
5. In reworking our position count we have been able to come up with 10 additional vacancies. This will allow us to convert some hourly employee slots to full-time, etc.
6. The Summer Research Grant program drew a record number of

high quality applications. Of the 80 total which were received, more were rated "excellent" and therefore recommended for funding, than grants available. Subsequently additional funds were found to fund 4 or 5 more than our original number.

VP for University Advancement, Mr. Allenby

Mr. Allenby spoke about the critical need for communication with the faculty regarding our fund raising needs and plans. His charges are to 1) Coordinate the program of fund raising, advancing the excellent program already in place; 2) set in motion a capitol campaign, a "significant" drive of major size which will be connected to our tri-centennial celebrations. A Campaign Organizing Committee has been formed, headed by Hays Watkins. Planning is well under way and will continue for the next two years. Mr. Allenby made a general appeal for faculty help.

Dean of Student Affairs, Mr. Sadler

Dean Sadler reported on a Student Association request that we initiate a program by which we recognize outstanding seniors who have distinguished themselves in service, activities, and studies. Their names and a list of their achievements could be included in our graduation programs. He asked faculty to assist in the recognition of such students.

REPORTS OF COMMITTEES

Mr. Crapol, interim report from the ad hoc Committee on Grade Reporting and Scheduling

Mr. Crapol explained that Provost Schiavelli set up an ad hoc Committee on Grade Reporting and Scheduling chaired by Associate Provost Slevin in response to our December resolution. He noted the following goals and recommendations: Noon, January 4th was chosen as a final due date for all grades. In order to reach this goal there will have to be a shorter reading period. Exams would be from December 7-16th. The course withdrawal process will need revision, none will be allowed after the 8th, 9th, or perhaps 10th week. Various measures will be taken to improve efficiency in the registrars office. The recommendation of the committee is that we establish a more permanent schedule that could be used each year.

Mr. Eric Williams, VP of the Student Association, expressed the appreciation of the student body to the faculty for prompt grade reporting. He stressed the importance to the students of receiving the grades by mail at home between the fall and spring semesters.

Mr. Kreps, Faculty Affairs

1) Mr. Kreps reported on discussions regarding the production of an "Arts and Sciences" brochure of some type to be used in fund raising. There have been a series of meetings with President Verkuil and the people from the Development office discussing this project. Development would produce the brochure. It would be tried on an experimental basis to see if we achieve a cost effective increase in gifts by promoting the general needs of the Arts and Sciences.

The question of designated funds was then raised, is it a good way to go? Mr. Allenby explained that our goal would be to increase the overall donor pool, and thus total amount, of unrestricted gifts to the annual fund. Arts and Sciences currently receives as much as 75% of that general fund. An increase in designated giving, which represents a relatively small pool of donors, might end up netting us less. By promoting Arts and Sciences generally, through such a brochure, but coordinated with our overall fund raising efforts, the college will get a larger amount from a bigger "pie."

2) Mr. Kreps then turned to the "Statement of Revised Policy by the Faculty Housing Committee" which had been distributed prior to the meeting. He briefly reviewed the history of the concern and involvement of the Faculty Affairs Committee in this issue of faculty housing, beginning in June, 1986. The space for the Writer in Resident program had been converted to offices and Mr. Lombardo had reported that the overall program was in doubt, that other units might be removed from faculty housing, and that from a financial point of view faculty housing faced real problems. Mr. Lombardo provided the committee with data on maintenance needs and costs. The Faculty Affairs Committee discussed this issue in a series of meetings. In October a memo was sent to the Faculty Housing Committee expressing concern that the faculty be heard on this issue. Mr. Kreps reported his committee's concerns at our November meeting.

Mr. Palmer then spoke in behalf of the Faculty Housing Committee. He explained that his committee's role was to assist in determination of a fair policy of faculty use of the units, not to make policy regarding the removal or inclusion of any given unit in the pool. He further noted that the purpose of providing such housing has never been to provide a financial supplement for faculty, the program is supposed to pay for itself. He noted that some on the committee currently felt that the idea of having a "community of scholars" on campus was an added argument for the program, but noted that this had not been the rationale in previous years. The main purpose of the program was to meet a housing shortage in the area. It was primarily intended for faculty moving in on two or three year appointments. In recent years the demand for such housing has decreased. At

the same time costs have mounted. The estimated cost of repairing and maintaining the current units is \$400,000.

Mr. Palmer then went over the Statement of Revised Policy, explaining the rationale behind the various recommendations.

The floor was then opened for questions and comments. Opinions on various sides of the issue were stated and a number of points were clarified by Mr. Palmer:

1. If we face such an acute space problem, why not use this property for administrative or academic purposes. It could then benefit all the community rather than a select few.

2. What of present tenants who might be asked to vacate property slated for other uses? Mr. Palmer stated his committee's view that any persons so displaced would receive the highest priority in being assigned other available units.

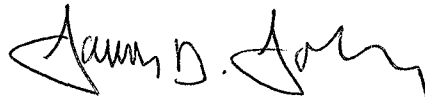
3. Could this property have a recruitment value for bringing in tenure track people to our area? Mr. Palmer explained that this had not been the policy in the past, but non-tenure people were given priority.

4. Is our current policy outdated, somewhat like the old college mortgage program? Of benefit to only a few?

Mr. DeFotis, who had served as chairperson of the Faculty Housing Committee when the Revised Statement was drafted, then spoke briefly. He disavowed his committee's role as a policy making force concerned with the "global" situation. Appropriate administrative divisions can best make such policy, taking all the factors (cost, space, needs of faculty, etc.) into consideration.

The meeting was adjourned at 5:15 p.m.

Respectfully submitted,



James D. Tabor
Secretary to the Faculty