

MINUTES
Meeting of the Faculty of Arts and Sciences
May 5, 1987

John Selby, the acting Dean, called the meeting to order at 3:15 p.m. in Rogers 100. A faculty quorum was present. The minutes of the April meeting were approved as reported.

REPORTS OF ADMINISTRATIVE OFFICERS:

President Verkuil

President Verkuil gave a short presentation on the situation of the faculty salaries. He made reference to the 1984 resolution of the Faculty of Arts and Sciences requesting the administration to work toward achieving salary increases that would bring William and Mary to at least the 50th percentile of the peer group. Using tables to illustrate his point, the President demonstrated that W&M has presently already moved up 20 percentage points, to the 50th percentile of our peer group. In one sense, then, the administration has already discharged its responsibility regarding salary adjustment. He also pointed out that, thanks to the relatively high production of D.Eds.in the School of Education, W&M is advantageously ranked with other doctorate granting institutions. On a related matter, the President noted that the endowed chairs of eminent scholars brought in a substantial increase in matching funds, from \$140,000 two years ago to \$596,000 this year. He also mentioned that the administration always took initiatives to secure funds for new programs, like the Center for Excellence. Such initiatives have the distinct advantage of adding new positions without having to increase the number of students. The President made the point that a Committee he chairs is working to:

- a) recapture funds lost due to inflation in non-personnel appropriations
- b) guarantee full and equal state funding for all higher education institutions. Currently, there were some institutions which were funded at 80% of their budget guide lines, some at 91% and others at 95%.
- c) insure full funding of the eminent scholars program.

President Verkuil then highlighted some capital projects that are in the pipeline for W&M: a new gymnasium, the renovation of Washington Hall, a Computer Center, a new 250 capacity students dorm, and finally, a new student center in a more convenient location.

The President closed with some remarks about the preparations under way for the tricentennial celebration, and the campaign to raise money for the College.

Provost Schiavelli

Provost Schiavelli made the following announcements:

- I) 1144 freshmen to date will be arriving in the Fall. Their SAT scores are on average 10 points higher this year than last year in Math and Verbal.
- II) the administration allocated 12% more funds for graduate stipends, thanks to non-restricted endowments.

- III) over the summer, a number of classrooms will be renovated to create additional space for graduate students and computer terminals.
- IV) an ad hoc committee has been appointed to come up with recommendations on the jurisdiction of the Faculty Assembly.
- V) another committee will look into Academic advising and make recommendations on how to improve the system.

COMMITTEE REPORTS:

Mr. Baker, for the Board of Faculty Compensation, referred to the findings of the Board circulated previously as the "Salary Compensation Report". He thanked those individuals who helped collect and collate the necessary data; David Finifter, John McKnight and Willa Chambers. He stressed the point made in the report that the professor and assistant professor's salaries are at a disadvantage compared to those in the official peer group, and that, in comparison to the Schools of Law and Business, Arts and Sciences salaries show a clear discrepancy, especially with regard to the latter.

Several questions were raised afterwards; i.e. would a comparison of the ratio between years of service after the terminal degree and salary be more informative? Is promotion to professorship in other schools more rapid than in Arts and Sciences? If so, does that adversely affect salaries?

NOMINATIONS AND ELECTIONS COMMITTEE:

The following were elected in each committee:

- a) Education Policy: 1) J. Braxton, English, 2) J. McCord, History,
3) T. Meyers, English
- b) Academic Status: 1) S. Ware, Biology, 2) H. Coleman, Fine Arts,
3) C. Buck, English
- c) International Studies: 1) R. Wright, Anthropology, 2) I. Abdalla, History
- d) Faculty Affairs: 1) J. Selby, History, 2) H. Fraser, Modern Languages
- e) Retention and Promotion: 1) D. Jones, Philosophy, 2) R. Kiefer, Chemistry

Prior to the election, however, the Faculty expressed concern that it was not fully informed about the candidates. In subsequent elections the Faculty required the Nominations and Elections Committee to designate in each ballot the departments of candidates standing for election, and provide a list of the names of continuing members as well as those vacant positions to be filled.

EDUCATIONAL POLICY:

Reporting for the Educational Policy Committee Gerald Johnson apologized for not giving the Faculty enough time to study the proposed changes recommended by his Committee (previously circulated). He attributed the rush to the fact that his committee had received information on which to work rather late. Many individuals were concerned that the EPC recommendations regarding withdrawal as presented did not

discriminate between students who were passing at the time of withdrawal from those who were not. Again, Crapol, for the ad hoc committee on scheduling exams pointed out that his committee had actually recommended to EPC both "withdrawal" and "failure", and a 12 weeks maximum. He was surprised that EPC recommended "withdrawal" only.

In the end, the EPC recommendation on "withdrawal" was ruled out of order on the ground that the faculty was not given the required lead time to study it.

GRADUATE STUDIES:

On behalf of the Committee on Graduate Studies, Alan Ward introduced two resolutions to ammend two current regulations for M.A., and Ph.D. (See Appendix A). Both were duly endorsed by the faculty.

FACULTY RESEARCH COMMITTEE:

Reporting for the Faculty Research Committee, Joseph Scott drew the attention of faculty to the new changes in the procedure of the allocation of research grants, as highlighted in the Committee's report circulated previously. He explained at length the rationale behind these changes which were caused, in the main, by the limited funds available to the Committee and the rising number of fundable research projects.

During the discussion that followed, the point was made that due consideration should be given to young faculty to benefit from the semester leave system. The faculty were asked to endorse such a policy, especially since the Provost seemed receptive to such a move. Funigiello concurred, provided that the necessary funds to support such a program would not come out of the limited research funds.

ANNOUNCEMENTS:

The Dean informed the meeting that the Provost had ruled that pregnancy would now qualify for faculty disability leave under current regulations (Faculty Handbook, p. 79). Selby also announced that coming CEBAF professors would enjoy all faculty privileges except salary and tenure.

Three more announcements came from the floor:

- a) The faculty adopted the following resolution as purposed by the Faculty Affairs Committee:

John Selby became Acting Dean of the Faculty of Arts and Sciences in September 1986 to fill the vacancy created by the resignation of the previous Dean, Mel Schiavelli, who had become Provost. Mr. Selby took over the deanship on very short notice at the request of the Provost, and on the recommendation of the Faculty Affairs Committee.

When Mr. David Lutzer becomes the new Dean of the Faculty of Arts and Sciences on July 1, 1987, Mr. Selby will return to full-time teaching in the history department. During his one-year tenure as acting Dean, Mr. Selby has more than justified the confidence placed in him by his colleagues who recommended him for the position.

In this most difficult administrative position, Mr. Selby has shown rare qualities of judgment, leadership, and fairness. He has acted both as a stimulating leader of the faculty, suggesting and supporting change and growth, and as an effective administrator, implementing faculty policy. Always just and humane, Mr. Selby has worked with departments and individuals in an exemplary manner. He has treated all with respect and openness. His high professional standards, his integrity, and his administrative efficiency have served the faculty well.

The Faculty of Arts and Sciences, therefore, wishes to express its gratitude to Mr. Selby for the outstanding job he has done as Acting Dean, and for his diligence in representing and furthering its collective interests. With affection and respect, the Faculty welcomes him back as a full-time colleague.

- b) Zamora recommended that the faculty acknowledge the retirement of Professor C. Ballingall and recognize her contribution to the College. He read a statement to that effect, and the faculty unanimously endorsed the recommendation (see Appendix B).
- c) Gary Kreps recommended that the faculty acknowledge the retirement of Professor R. W. Kernodle and recognize the contributions he made in governance and scholarship to his department and the College. The faculty endorsed the recommendation unanimously (see Appendix C).
- d) The Department of Theatre and Speech recommended that the faculty acknowledge the retirement of Professor Marion M. Brown and recognize the contributions she made in governance and scholarship to her department and the College. The faculty endorsed the recommendation unanimously (see Appendix D).

There being no other business, the meeting was adjourned at 5:10 p.m.

Respectfully submitted,



Ismail Abadlla
Acting Secretary to the Faculty

IA:gep

Appendix A: Residence Requirements for Graduate Study

Appendix B: Professor C. Ballingall Resolution

Appendix C: Professor R. W. Kernodle Resolution

Appendix D: Professor Marion M. Brown Resolution