

MINUTES OF THE MEETING OF THE FACULTY OF ARTS AND SCIENCES  
May 3, 1988

The meeting was called to order by David Lutzer at 3:35 p.m. One-hundred and six faculty were present. The minutes of the previous faculty meeting, held on April 5, 1988 were approved with two changes: page 1, line 15, should read "Cynthia Null" rather than Cynthia Hull; page 2, line 28 should read ". . . contracts will not go out until the beginning of May." Mr. Fuchs was asked by the Dean to serve as parliamentarian pro tempore.

**ANNOUNCEMENTS**

Dean Lutzer made the following announcements:

1. The Faculty Assembly proposal was approved in Arts and Sciences by a 74% majority. Each of the Schools also approved the proposal.
2. Senior grades should be submitted to the Associate Registrar in James Blair 110. Note the earlier deadlines.
3. The new Freshman Advising system is taking shape with Randy Coleman as director. More volunteers are needed. He will be available at the end of the meeting to answer questions.
4. Salary letters have been put in the mail.
5. The Gender Equity study of inside and outside salaries found no statistical support for the hypothesis that male and female faculty are paid differently. Various variables were taken into account: rank, seniority, discipline, tenure status, etc. Department chairs were asked to do case by case studies of women faculty and turn in recommendations; appropriate adjustments were then made. Some type of ongoing evaluation of this issue will be developed over the summer in consultation with FAC.
6. A Provost level committee will be formed to study the part-time faculty situation at the college. Data collection has already begun.

**REPORTS OF ADMINISTRATION OFFICERS**

President Paul Verkuil

President Verkuil covered the following points in his report to the faculty:

1. Student space: a Law School project for graduate housing is being evaluated as part of the master plan. We are looking at an ambitious expansion of 264 beds, apartment style, 6 units, separately managed. This is one step in looking at the larger graduate housing situation. Undergraduate housing is also being examined, as well as our need for the new Student Center. Various plans and proposals are under discussion.

2. The Board is supportive of the idea of providing some kind of faculty-staff child-care facility. The new Student Center will likely include a care facility for 75 children.

3. The visits of President, Provost, and Dean to departments have been completed. Twenty-three visits were made, many views were heard, a mass of data was collected, and our most acute needs were highlighted. There is no complete agreement on "what we are about," but out of these meetings some definite emphases and directions will emerge.

4. The faculty is congratulated for their vote on the Faculty Assembly. This should really aid in defining the institution and with Board relations. The Board is positive about this development.

5. Over the summer there will be many renovations, changes in parking, etc.

#### **REPORTS OF COMMITTEES**

##### Nominations and Elections, Mr. Dessler

The election of new committee members was conducted with the following results:

##### International Studies Committee (3 year terms):

Clay Clemens, Government  
Martha Houle, Modern Languages  
Jack Van Horn, Religion

##### Replacement for 1988-89 only:

Don Baxter, Government

##### Faculty Affairs Committee:

Cirila Djordjevic, Chemistry  
Morty Eckhause, Physics

For chair: David Finifter, Economics

Academic Status Committee  
David Aday, Sociology  
John Conlee, English

Faculty Hearing Committee  
Hans von Baeyer, Physics

Educational Policy Committee  
Catherine Elliott, Economics  
Virginia Kerns, Anthropology  
Deborah Ventis, Psychology

For chair: Terry Meyers, English

Terms for these newly elected members begin in September, 1988

Faculty Affairs, Ms. Ventis

The committee has discussed or taken action on the following items:

1. Discussion of the advising system with Mr. Coleman, working on a statement of purpose.
2. Issue of faculty development, looking for suggestions regarding expanding beyond summer grants, semester leaves, etc. Ideas such as faculty exchanges, travel funds, campus workshops, orientation of new faculty, etc. are under discussion.
3. The part-time faculty issue is being discussed and carefully monitored as the evaluations proceed.
4. The election of Assembly members will be coming up in October. The FAC is glad to hear President Verkuil's report that the Board is positive about the Faculty Assembly, in contrast to some press reports.

Ms. Ventis thanked her committee and the Dean for the year's work.

Honorary Degrees Committee, Mr. Holmes

Mr. Holmes reported on some of the perennial difficulties faced by his committee in the process of selecting worthy candidates for the commencement speaker and honorary degrees. He briefly explained the selection process, urged faculty to work with student officers in coming up with good candidates (beyond, but not necessarily in every case excluding, movie and rock stars, and other hot "in the news" figures), and stressed our need to enlarge our pool of good candidates (which has grown smaller in past years).

## **OLD BUSINESS**

### Student Association, Mr. Deutsch

Jeff Kelly, our student liaison, Tom Deutsch, VP of the Student Association and a number of other student officers attended the meeting in order to bring before the faculty a formal request that we reverse our vote to adopt the new plus/minus grading system passed at the last meeting. The students presented to the faculty the results of a phone survey of 241 students showing that 70% of students favor the old system. They also argued, on the basis of a AACRAO national report on this issue (based on WSU), that more students would lose than gain from the new system, that superior and borderline "C" students would be hurt, and that grade corrections would double.

Dean Lutzer explained that the motion to reconsider would have to come from the faculty. Robert Noonan made such a motion and George Greenia seconded. A question was raised as to whether people who were not present for the original vote should now vote on the motion to reconsider. It was determined that all present should vote on this motion.

Mr. Grant explained to the faculty the history of the discussion, how student input had been carefully invited and considered and countered the implication that the faculty had somehow "slipped this by" the students. He reminded the faculty that the vote had been delayed one month. He also pointed out that the WSU students and faculty were actually in favor of the new system and that more than 50% of four-year colleges have adopted it.

A short but lively discussion followed in which some faculty expressed support for the student's request while others opposed. The question was called. The proposal to reconsider was defeated by 57 to 40.

## **NEW BUSINESS**

### Faculty Women's Caucus, Ms. Knezevich

Ms. Knezevich explained the background behind the proposed resolution of her caucus (a copy is attached, appendix I): opposition to the swimsuit calendar featuring women students to be sold produced and sold by the Advertising and Marketing society.

A question was raised regarding the free speech issue that might be involved here. Ms. Knezevich held that this was a commercial endeavor and the resolution was appropriate according to ACLU standards of interpretation.

Various faculty rose to state their strong support of the resolution, a few suggested that our opposition to this product was taking it too seriously, or that it reflected a prudish or negative view of the human body. Several faculty stressed that the issue was the way in which women were stereotyped--do we not want to express our firm opposition to such? Mr. Holmes pointed out that this kind of positive move by the Women's Caucus might serve to sensitize us to other similar things on campus, such as our use of "Indians" in various ways to promote athletics.

A vote was taken and the motion was carried.

The meeting was adjourned at 5:01 p.m.

Respectfully submitted,



James D. Tabor

RESOLUTION REGARDING PROPOSED WOMEN'S CALENDAR

At a time when President Verkuil is calling for leadership in the effort to create a more positive climate for women at the College of William and Mary, it is indeed unfortunate that the Advertising and Marketing Society is proposing to sell a swimsuit calendar featuring women students. Faculty, administrative and undergraduate women have been striving for many years to change the perception of women at the university. The goal has been to present women in terms of their achievements, intelligence and talents. The proposed calendar trivializes those efforts by presenting women as commodities. This calendar would reinforce a message all too prevalent in our society: You may earn a B.A., M.A. or Ph.D., but first and foremost you will be judged on your physical attributes, not on your accomplishments or abilities.

Be it resolved that, because of the negative message contained in the calendar currently being planned by the Advertising and Marketing Society, and because it presents the university in an inappropriate manner, the Faculty of Arts and Sciences hereby expresses its disapproval of the project and calls upon those involved to abandon it voluntarily.

---Faculty Women's Caucus