

Minutes of the Meeting of the Faculty of Arts and Sciences December 6, 1988

Dean Lutzer called the meeting to order at 3:30 pm in Rogers 100. There were 124 members present. The faculty approved the minutes of November 1, 1988, with no corrections.

Announcements

The Dean made these announcements:

1. The Educational Policy Committee (EPC) has further clarified the new plus/minus grading system adopted by the faculty: "Only the instructor in a course can determine which grade (A, A-, B+, B, etc., from the list on p. 50 of the catalogue) should be assigned to a given student."
2. First semester grades are due not later than January 3rd at 9:00 am, but should be turned in earlier, if possible, to help the Registrar and the Academic Status Committee (ASC). Otherwise, the ASC will have little time to consider the cases of students on probation.
3. We will need to make some adjustments in class scheduling and office assignments to accommodate reconstruction of Washington Hall, anticipated this fall. The Registrar and a Provost-level committee are working on scheduling guidelines.
4. There will be an open, mini-drop/add period (faculty signatures not required) later this week. We hope that increasing flexibility now will decrease confusion in January.
5. Faculty committees are reviewing the College's "Insider's Case Statement," a financial-development campaign document nearing its final revision. By May, the "insider's" document will be repackaged as the "Outsider's Case Statement," a blueprint for the Campaign of 1993. In the meantime, insiders should not tell outsiders about the plan.
6. During break, the library will be open from 9 am to 1 pm on December 27, 28, and 29.

Reports of Administrative Officers

The Provost

Provost Schiavelli reported on what the College hopes to gain in the short legislative session that begins in January. From bonding, we expect funds for student housing, the student center, and a day care center, since all of these projects have passed a "financial feasibility test." From the general fund, we expect \$9 million for construction of Tercentenary Hall, the sixth building on the Sunken Garden and a mirror image of Blair Hall. Tercentenary (a name catching on in Richmond) will house Geology, Computer Science, and Chemistry, creating expansion space in Small, Jones, and Rogers for other programs. The general fund should also cover reconstruction of the existing (sic) faculty art studio near Lake Matoaka. The Washington Hall project, already approved, awaits unlocked lottery funds.

Continuing in a positive vein, Mr. Schiavelli discussed legislative initiatives bearing on faculty salaries and new positions. A 9.3% increase has been recommended for the state's contribution to continuing W & M faculty salaries. If approved, this would be the highest increase in the state for the fourth consecutive year and would raise W & M salaries to the 60th percentile of our peer group. Another initiative provides for new positions in "international education;" and a "guideline position" initiative, based on increasing graduate enrollments, especially in Education, could justify 11 more discretionary positions. In all, the College could gain up to 20 positions.

Mr. Axtell asked if it is true that an international education position would be in geography. Mr. Schiavelli said yes, a chair for an eminent scholar in geography has been designated by a donor. Mr. Axtell then

wondered what "international education" means and whether the new positions would be in the School of Education. He was told that these could be either joint or separate appointments (in A & S or Education), depending on a candidate's qualifications. It was also noted, in response to a question by Mr. Fuchs, that new "discretionary" positions need not be faculty positions, but can be used for other (e.g., administrative) purposes anywhere in the university.

Mr. Schiavelli then conveyed a message to the faculty from the President: Despite Mr. Verkuil's recent appointment to chair a civil rights commission in Louisiana (an honor for him and for the College), he is and will remain our full-time president. Having "no further rumors to squelch," the Provost concluded his remarks.

Dean of Undergraduate Studies

Initiating a new custom, Dean Finn presented the first annual report of the Dean of Undergraduate Studies (Appendix 1). He took the opportunity to welcome his successor (Dean Haulman) and to reflect on his own experiences as Undergraduate Dean over the last four and a half years. Mr. Finn said he would not trade those years for anything and will miss being at the center of things in these times of promise and peril. The promise and peril both concern growth: The promise is continuing the "reach for excellence" catalogued in the Undergraduate Dean's report and reflected in the interdisciplinary development of our curriculum and our faculty. (Of these, Mr. Finn considers faculty development most important.) Growth is perilous, too, because it threatens the faculty's identity, particularly the "benign combination of teaching, scholarship, and service" that has evolved over the past two decades. Mr. Finn suggested that virtually all of the "new" initiatives pulsing here now originated in the Self Study of 1968-70, a critical period in the College's history when many of the current faculty arrived. Growth also threatens the identity of our undergraduate program (as current disenrollment figures portend), the main threat coming from "resources too thinly stretched." The problem we face is not whether growth will happen (it will) but how to manage it wisely. Wisdom in this case will depend on a trusting, collaborative relationship between faculty and administration. (Contrary to rumor, Mr. Haulman has not joined the enemy.) Faculty and administrators should debate as colleagues, not adversaries, for divided we surely will fall.

Dean Finn then made these additions and corrections to his report:

1. The median SAT score of the 1988 entering class (p. 1) was 1240; the mean was 1229.
2. The percent of students in the top 10% of their class (p. 1) was 65.8%, not 72.6%
3. Disenrollment figures for Fall, 1988, are as follows: 36 students were disenrolled from 4 or more courses, 154 from 3 or more, 511 from 2 or more, and 1572 students from one or more. "Acute" disenrollment problems (that inhibit students' plans for concentration, minor or sequence) are greatest in English, Government, Psychology, Philosophy, and Economics. This year's disenrollment figures are better than last year's because steps were taken to schedule courses more evenly throughout the day ("de-bunching") and, where possible, to reassign students in multiple-section courses to other sections ("shaking the box"). Our first goal must be to reduce further the number of students disenrolled from three or more courses, then the number disenrolled from two or more, and so on.
4. Kenan Professor nominee John Esposito (the Holy Cross Islamicist) has written that he cannot accept the appointment.

Mr. McKnight asked how many students were bumped from a course rather than a section. Mr. Finn replied that the figures presented are primarily course disenrollments, since "shaking the box" was done before the figures were calculated.

There being no further questions, Mr. Finn thanked the faculty and said again that he has enjoyed being dean. The faculty expressed appreciation to Mr. Finn with sustained applause, and Dean Lutzer added his personal thanks.

Committee Reports

Nominations and Elections Committee

Led by Mr. Keifer, the Committee offered no formal report, but expeditiously distributed ballots for the much anticipated election of representatives to the Faculty Assembly. Dean Lutzer asked for additional nominations from the floor. There being none, he asked for and received a motion that nominations be closed. The motion was quickly seconded and passed unanimously by voice vote. The Dean then reminded the faculty that we (all) would vote first to nominate individuals who would then be officially elected by the faculties of their respective areas. Thus, everyone should vote for four members from Area I, five from Area II, and four from Area III. There were several questions about this: Mr. Hausman asked if the positions were for different terms (yes, there are different terms in each area, which is why FAC assignments are relevant); Mr. Bill asked if it was possible to vote for a lesser number of candidates in a given area (no, the rules stipulate that sections of the ballot lacking the full compliment of votes are invalid). After collecting the ballots, Mr. Keifer and the Committee left the auditorium to count the votes.

International Studies Committee

Wearing an "International Studies" T-shirt, Mr. Haulman made what may be his last appearance before the faculty as a non-administrator. Mr. Haulman made these corrections to the circulated committee report (Appendix 2):

1. In 1988 there were 8 students in the Beijing study abroad program (p. 2).
2. The directors and instructors who are listed on p. 3 are for the summer of 1989.
3. The Exeter Exchange Scholar for 1988-89 is Kenneth Salzer (p. 3).

Mr. Haulman discussed the Committee's diverse roles, recent accomplishments, and current agenda. With 136 concentrators, International Studies is now the largest non-department department on campus. During academic year 1987-98, the committee took important strides in grant development; recommended to the Provost several changes and additions to College-sponsored study-abroad programs, which were approved; and established liasons with the schools of Education and Law. Current projects include developing a core course for concentrators, differentiating tracks in International Relations (the largest sub-concentration), and streamlining the procedure for determining international-student transfer credit.

Mr. Meyers asked about the future of study-abroad programs in view of the College's anticipated growth. Mr. Haulman noted that increasing exchange rates may have a retarding effect; on the other hand, more incoming students are expressing interest in study abroad. Ms. Carson (Director of International Programs) added that the gap between tuition and costs is widening, especially for out of state students, so the program is studying sources of possible "bridge funds." Mr. Willis then rose to express support for study abroad and to voice a concern about quality control. As these programs proliferate, it is becoming difficulty for chairs to decide proper equivalences. Some of the programs seem thin academically. Can we take a hard look at them and have better information to give to students in advance? Mr. Haulman acknowledged the problem and the need for stronger contacts with programs abroad. Mr. Bill (Director of International Studies) said that he and his staff are indeed sensitive to the important issue of quality control and will be addressing it in three ways: by debriefing students, visiting the programs, and talking to other institutions about the programs. It will be more difficult, he allowed, to get useful information back to departmental advisors.

Faculty Affairs Committee (FAC)

Mr. Selby made these announcements on behalf of FAC and Mr. Finifter, who was out of town:

1. Regarding student assessment, both FAC and EPC are reviewing relevant documents and will report to the faculty at the February meeting.

2. Two issues brought to FAC are within the jurisdiction of the new Faculty Assembly: reexamination of sexual harrassment policy (we need one) and the need for a university-wide grievance procedure (A&S has one, but some areas are not covered). FAC will compile a list of issues to bring to the attention of the Assembly.
3. There is a growing feeling among students that their views are not given proper consideration by the administration and faculty. Students cite the recent decisions about plus/minus grading and drop/add procedures as cases in point. FAC is discussing certain "structural issues" related to the students' complaints.
4. There has been frank discussion in (separate) FAC meetings with the President and Provost about enrollment growth and the development campaign. Dean Lutzer will prepare a brochure articulating A&S development needs.
5. A telecommunications contract has been awarded to Bell-Atlanta. The construction plan requires considerable trenching, some of which will be done underground with a "flow mole" to preserve the aesthetic integrity of the Colonial (old) campus. A faculty group has expressed concern, however, that the flow mole may destroy architectural remains. This possibility apparently had not been considered, but Vice Provost Robeson will now give it his attention.
6. The FAC liason committee has begun a series of presentations aimed at preparing the Board of Visitors for future discussions of the growth issue. The first presentation addressed the topic, Whom Do We Teach? Mr. Crapol emphasized the need for diversity and the value of our present percentage of out-of-state students, Ms. Mather reviewed the disenrollment problem, and Mr. Dessler discussed aspects of residential college life. Dean Lutzer gave a report as well.
7. It is FAC's opinion that Dean Lutzer acted properly, given our by-laws, in granting the Flat Hat representative's request to be present for the drop/add discussion at the November faculty meeting. FAC sees no reason to change our policy about who may attend faculty meetings.
8. Mr. Selby introduced a "Resolution Regarding Convening of the Faculty Assembly" (Appendix 3) agreed upon by FAC chairs from the five schools. The other schools have adopted this resolution (which is based on one adopted by us in September), although some FACs had misgivings about establishing a precedent for the Administration calling Assembly meetings. Mr. Selby then put the resolution in the form of a motion. There was no discussion, and the resolution passed unanimously by voice vote.

In response to Mr. Nezek, Mr. Selby said that the new phone system will be working when the flow mole gets through. Dean Lutzer added that the phones depend not only on flow, but on Blow, since the controls will go in the basement of the (yet to be) renovated old gymnasium. The target date of late summer is optimistic.

Affirmative Action Committee

Mr. Abegaz began by noting that this is the first time there has been an A&S affirmative action annual report (Appendix 4), which itself represents an affirmative action by the Dean. In the future, however, this important advisory committee should be elected, not appointed. Mr. Abegaz emphasized that successful affirmative action depends on strong commitment by administrators. The Provost's public statement that chairs will be "held accountable" for progress demonstrates our own administration's commitment in this regard. Although the proportion of minority students in the current freshman class is a clear improvement over last year, we should not "exaggerate success at the margins." For example, we have relatively few black male students who are not atheletes. Regarding recruitment of minority and women faculty, there has been some progress but not enough. Mr. Abegaz criticized the College's recruitment goals because they are based on the dubious ("supply") principle that the proportion of women or minorities in a given discipline is an appropriate standard for William and Mary. In the Committee's view, critical mass is crucial to recruitment. At a public university such as our own, at least 10% of the faculty should be black, 5% should represent other minorities, and at least one-third of the faculty should be women.

Ms. Ventis asked how many women were hired into tenure-track positions during 1987-88; Dean Lutzer said 8 of 17. Mr. Teifel wondered about retention figures for minority students; Mr Abegaz replied that 85% of our entering minority students eventually graduate, a figure approximating the college-wide retention rate. Mr. Abdalla added that our minority retention rate is better than twice the national average, thanks mainly to Dean Carol Hardy. He urged the Committee to recognize Dean Hardy with a letter of commendation. Mr. Finn rose to suggest that we should also thank Dean Hardy for her efforts on behalf of handicapped students, whose needs are now being met in a defensible, discreet way.

New Business

Dean Lutzer introduced a memorial resolution proposed by Mr. Stanford (Mathematics) to honor the late Luther Thomas Conner, Jr., Associate Professor Emeritus of Mathematics. The resolution was moved, seconded, and adopted unanimously by the faculty. The resolution provides "that this memorial be inscribed in the minutes of the Faculty and that a copy be sent to his (Mr. Conner's) family" (Appendix 5).

Election Results

Shortly before 5:00 pm, the Nominations and Elections Committee returned with the Faculty Assembly results and wrote the elected slates of nominees in each area on the board. These were:

Area I

A. Fuchs ('92)
J. Willis ('91)
M. Houle ('91)
J. Conlee ('90)
H. Fraser ('90)
A. Reed ('92)

Area II

J. Archer ('92)
L. Schifrin ('92)
D. Ventis ('91)
V. Sutlive ('91)
J. Edwards ('90)
J. Selby ('90)
J. McGlennon ('92)

Area III

R. Winter ('92)
L. Wiseman ('92)
G. Johnson ('90)
E. Bradley ('90)
C. Djordjevic ('91)
M. Eckhause ('91)

Dean Lutzer then asked the faculty of each area, in turn, to approve its list of nominees by voice vote. This was easily done, with audible opposition heard only from Area II. In this way, all people on each slate were elected to be members of the Faculty Assembly.

Mr. Field (Modern Languages) was elected to replace Mr. Haulman on the International Studies Committee.

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

Respectfully submitted,

Michael Rohrbaugh
Secretary to the Faculty of Arts and Sciences

- Appendix 1: Report of the Dean of Undergraduate Studies (December, 1988)
- Appendix 2: Report of the Committee on International Studies, 1987-88
- Appendix 3: Resolution Regarding Convening of the Faculty Assembly (FAC memo of 11/23/88)
- Appendix 4: Faculty of Arts and Sciences Affirmative Action Advisory Committee: 1988 Annual Report to the Dean
- Appendix 5: Memorial Resolution: Luther Thomas Conner, Jr.