

Minutes of the Meeting of the Faculty of Arts and Sciences **May 2, 1989**

Dean Lutzer called the meeting to order at 3:31 p.m. in Rogers 100.

The faculty approved the minutes of March 14, 1989, and approved those of April 4, 1989, with one correction:

- p. 1 The Provost announced that more money will be available next year for graduate student assistantships, but less (not more) for hourly wages.

Announcements

Dean Lutzer made these announcements:

1. Contract letters were issued on April 15th with a two-week return date. Faculty who have not already done so should sign and return them immediately.
2. The first summer school session will be from June 5th to July 7th and the second from July 10th to August 11th.
3. On April 26th, Dean Lutzer and the chairs of the Faculty Affairs Committee (FAC) and the Retention, Promotion, and Tenure Committee (RPTC) met with probationary faculty to discuss A & S tenure policy. Probationary faculty requested clearer statements about departmental tenure expectations and called for a mid-course tenure review, probably in the third year of the standard seven-year probationary period. RPTC supports the third-year review, and the Dean will ask departments to begin such a program after consulting FAC about appropriate procedures.
4. A plan has been developed to relocate Anthropology and Modern Languages during the two-year renovation of Washington Hall using a combination of rented space, converted wood-frame buildings, and library carrels. The Library Committee will set priorities for assigning at least 15 remaining carrels for faculty research. In this connection, Ms. Watkinson announced that faculty who currently hold carrels or research grants will soon receive a questionnaire designed to evaluate faculty research needs.
5. The College's (financial) development campaign for the 4th century will soon kick off. The "Outsiders' Case Statement," written after extensive consultation with A & S faculty, will be available to departments next week.
6. It is likely that this year's commencement will be heavily attended, so faculty planning to march in the procession should be sure to tell Dean Sadler. The ceremony will begin at 1:00 pm.
7. Sixty-five additional PCs will soon be distributed to faculty .

Dean Scholnick announced that a representative of Educational Testing Service will be on campus May 10th to discuss the meaning of GRE scores. Faculty are invited to attend.

Reports of Administrative Officers

The President

President Verkuil gave a preview of the tricentennial fund-raising campaign that will be announced May 6th. In this, the largest campaign ever announced by a Virginia public institution, the College has an opportunity to triple its endowment. Mr. Verkuil has worked on the project since he arrived at William and Mary, and it is the best prepared campaign he has known. We all have something to gain from the campaign, he said, and much to look forward to.

Committee Reports

Nominations and Elections Committee

Mr. Dessler (in the absence of Mr. Keifer) presented to the faculty the names of nominees for the Board on Faculty Compensation (2 positions), the Board of Student Affairs (5 positions), the Degrees Committee (1 position), the Faculty Hearing Committee (1 position), the Retention, Promotion, and Tenure Committee (2 positions), and the Faculty Assembly (a one-semester replacement for Area I representative Martha Houle). The Dean received clarification that RTPC membership need not be balanced by area, and he reminded the faculty of the arcane ratification-by-area procedure required in electing Faculty Assembly representatives. Prompted by Ms. Ventis, Mr. Selby explained that Ms. Houle's seat on the Assembly Executive Committee will not be inherited by her temporary replacement, but will be filled by special election.

For each position, Dean Lutzer asked for nominations from the floor before receiving motions that nominations be closed. There being no further nominations, the Committee collected the ballots and left the room to count the votes. Sixty-nine faculty members voted.

Later in the meeting, Mr. Dessler reported these election results:

Board on Faculty Compensation: R. Rapoport (Government), K. Shaver (Psychology).

Board of Student Affairs: J. Arries (Modern Languages), B. Brown (Government), J. Galano (Psychology), C. Kennedy (English); S. Peart (Economics).

Degrees Committee: D. Morse (English).

Faculty Hearing Committee: A. Ward (Government).

Retention, Promotion, and Tenure Committee: R. Champion (Physics), B. Watkinson (Fine Arts).

Faculty Assembly (one-semester replacement for M. Houle): B. McConachie (Theatre and Speech)

Dean Lutzer asked the Area I faculty to approve the motion to elect Mr. McConachie. The motion passed unanimously.

Faculty Affairs Committee (FAC)

Mr. Finifter made these announcements:

1. FAC has sent a list of recommendations for A & S representatives to College-wide committees directly to the Faculty Assembly's Committee on Committees. In the past, these recommendations went through the Dean to the Provost.
2. Later this week, FAC will present to the Dean its report on merit evaluation procedures and ask that he make copies available to faculty. The report examines the variety of departmental approaches to determining merit scores, criticizes the current system of normalization used by the Dean, and proposes recommendations for departmental procedures and for decreasing reliance on normalization.
3. At FAC's urging, Provost Schiavelli has agreed to obtain outside consultation in reviewing the College affirmative action program.
4. The time is ripe for identifying faculty development needs. Faculty, administration, the Board of Visitors (BOV), and the State Council have all recently expressed interest in this area. As the tercentenary campaign begins, it will be useful for the administration and the Office of University Advancement to have a list of faculty development needs. FAC is preparing such a list. Suggestions should be given to Mr. Finifter or Dean Lutzer.

5. FAC members of the Faculty Liaison Committee will participate in the third and final faculty presentation to BOV, titled "What Do We Teach?"

Faculty Assembly

Mr. Selby (President) reported that the Assembly is still gathering information, setting precedents, and "getting its act together." There have been these developments:

1. The Assembly will play a central role in setting up university-wide committees, as noted by Mr. Finifter.
2. The Assembly has approved the constitutional amendment changing the procedure for electing representatives. It now goes to BOV for final approval.
3. The Assembly heard the second part of a two-part report on graduate education: Provost Schiavelli discussed budgetary aspects of graduate education (as he did at the April A & S meeting).
4. The Executive Committee met for the first time with the University Policy Advisory Committee (UPAC). The Executive Committee asked that it have "timely access" to relevant information, which faculty committees have not had in the past. The Provost agreed to expedite the flow of information.

Educational Policy Committee (EPC)

Mr. Meyers called the faculty's attention to EPC's April report, "Recommendations Concerning Growth" (Appendix 1). He noted two corrections:

- p.3 At the bottom, a line is missing. The text should read, "In the fall of 1988 approximately 1/3 of students (1,600) were disenrolled from at least one course. An ad hoc committee on disenrollment chaired by Associate Provost Slevin examined classroom availability and course schedules as ways to alleviate the problem."
- p. 4 Add "here" to the next to the last sentence of the first paragraph under Funding and Other Issues. The full sentence should read, " Many universities are able to support their undergraduate programs with graduate teaching assistants, but given the nature of William and Mary that seems undesirable here."

Mr. Meyers acknowledged the unflagging dedication of Ms. Ventis and Mr. McCord in preparing the report, and said he hopes EPC will be able to provide a happier report on these matters four years from now.

In response to a question by Mr. Abdulla, Mr. Meyers confirmed that the Committee in effect had declined to recommend an optimal size for the entering freshman class, which the faculty had directed it to do last year (see cover memo, Appendix 1). Whether or not the faculty chooses to endorse the report is up to them. Mr. Edwards then moved that the EPC report be endorsed. The motion was quickly seconded and passed unanimously by voice vote.

Committee on Faculty Research

Mr. Hausman discussed highlights of the Faculty Research Committee's Annual Report (Appendix 2). The Committee awarded 43 Summer Research Grants from 69 applications (a 60% acceptance rate). On the other hand, out of 27 available Semester Research Assignments only 25 could be made; for the second year running, all eligible applicants for semester assignments received one. Mr Hausman noted that the Committee could have used more money for Minor Research Grants and that there is a small but growing demand for book subventions. The Committee unanimously supports the idea of semester research assignments for untenured Assistant Professors and hopes that an announcement will be made shortly that will offer faculty the option of taking a semester leave at full pay or a year at 70-80% pay with full benefits.

Mr. Ward asked if the Committee views research leave for non-tenured faculty as a right or as a competitive scheme (answer: a right). Dean Lutzer added that the department chairs recently endorsed this idea by a vote of 21-0; last year they rejected the proposal by 19-2.

Ms. Ventis asked if the 80% proposal would leave enough money to hire faculty replacements. Mr. Hausman said that he believed adequate replacement funds would be available.

New Business

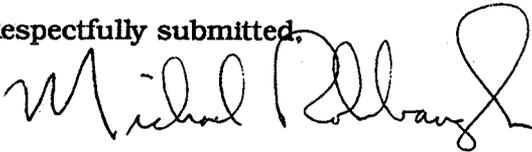
Dean Lutzer called for new business.

Mr. Bradley invited questions about the Board on Faculty Compensation's Report for 1987-89 (Appendix 3). Mr. Shaver asked how many professional faculty are grant supported. Mr. Bradley referred the question to Provost Schiavelli, who said very few. Mr. Meyers wondered whether any money was left over from faculty disability insurance, and if so, what was done with it. Mr. Bradley said the Board has not dealt with that issue in the last two years.

The Dean announced that two colleagues, Ms. Ewell (History) and Mr. Livingston (Religion), have received 1989 Outstanding Faculty Awards from the State Council of Higher Education of Virginia. The faculty responded with sustained applause.

The meeting adjourned at 4:25 p.m.

Respectfully submitted,



Michael Rohrbaugh
Secretary to the Faculty of Arts and Sciences

- Appendix 1. EPC report: Recommendations Concerning Growth.
- Appendix 2. Committee on Faculty Research: Annual Report, 1988-89.
- Appendix 3. Board on Faculty Compensation: Report for 1987-89.