

Minutes of the Meeting of the Faculty of Arts and Sciences March 13, 1990

Dean Lutzer called the meeting to order at 3:32 p.m. in Rogers 100.

The faculty approved the minutes of the meeting of December 5, 1989, with one correction: The new graduate program in public policy analysis (pp. 4,5) offers a Master of Public Policy (M.P.P.) degree, not a Master of Arts (M.A) degree.

Announcements

Dean Lutzer made these announcements:

1. In order to vote at A&S faculty meetings, one must be a member of the A&S faculty as defined by our by-laws.
2. A report from the International Studies Committee has been added to the agenda.
3. The College has been notified informally that our Funds for Excellence (FFE) proposal on curriculum reform is likely to be funded. The amount of the grant is likely to be \$150,000.

Reports of Administrative Officers

The President

President Verkuil reported that the outcome of the General Assembly session was better than anticipated: W&M received most of what we had hoped for. Although colleges and universities will take a 5.5% cut, in our case this will be offset almost exactly by salary increases; in effect, we will be "reallocating" \$1.6 million. The salary increase next year will be 5.1% for full-time faculty and 3.9% for administrators, professional staff, and part-time faculty. However, the faculty increase will come in two installments -- 3% in July and the rest in December -- so the total state-fund increase will actually be less than 5.1%. The Applied Science Ph.D. program will be funded at the levels (and with the positions) requested; there will be some relief for equipment purchases and maintenance; and the library will be funded at 75% of guidelines, not 70% as announced earlier. On the capital side, the resuscitated lottery bill will allow construction of Tercentenary Hall, the Matoaka art studio, and the VIMS marine toxicology building to proceed on schedule. In addition, we received permission to begin planning for the new University Center. All in all, Mr. Verkuil concluded, we have come out well.

There were a number of questions and comments. In response to Graduate Dean Scholnick, President Verkuil noted that state funding will begin in the second year of the new Applied Sciences program; private funds will be used the first year. Ms. Marshall asked if administrators' raises also will be split between July and December (answer: no). Mr. Oakley asked what salary increases might be expected in the second year of the biennium (1991-92); Mr. Verkuil and Mr. Grayson (delegate to the Assembly) commented on the uncertainties of the budget process, noting that the reserve fund will be sorely depleted if retirees when their suit against the state. Mr. Rublein wondered if the university-center project will cause a jump in student fees. Mr. Verkuil replied that the impact will not be great because fees for the new center will be collected in advance. Citing a recent student-issued report, he added that students are satisfied with the level of fees, though they have some

questions about how fees are allocated. Furthermore, the student body president has written the Governor and the Assembly to say that students want the new center, so we are not going against student opinion. Mr. Rublein politely pointed out that these opinions are those of students enrolled now, to which President Verkuil replied that he would happily query future students if that were somehow possible. Mr. Baxter said he had read the student-center project was no longer on the state's funding list; the President said press reports on this were wrong -- a last minute decision was made to let planning go forward. Then followed three questions from Mr. Axtell: Will a faculty club be included in the University Center? (Answer: yes.) At what percentage of state guidelines is the library funded now? (Answer: 80%; funding next year will be 75%, up from the 71% originally proposed.) What will be the actual faculty raise next year, given the fact that the full raise will be deferred until December? (Answer: about 4.2%.) Provost Schiavelli reminded the faculty that state-raise percentages apply only to the portion of our salary budget funded by the state (about 90%); the rest is from private sources. Mr. Boozer asked if that meant the private portion would increase at less than the rate of inflation. (Answer: probably.) Returning to the faculty club question, Mr. Charles said he understood Dean Sadler is planning to refurbish a section of the old student center for faculty club use. Finally, referring to the Provost's point about the state's contribution to faculty salary, Dean Lutzer reemphasized that the actual increase will be something less than 5.2%.

Committee Reports

Faculty Affairs Committee (FAC) and Faculty Assembly

Mr. Eckhause presented FAC and Faculty Assembly reports prepared by Mr. Selby, who was not present. FAC met twice since the last A&S meeting, mainly to discuss budget priorities and review revisions of departmental merit-evaluation procedures. FAC also advised the dean on voting rights of part-time faculty: Although Article I, section 1, of the Bylaws says nothing about voting by full- or part-time faculty, FAC advised the Dean that this section has never been interpreted to mean that part-time persons could vote and that he should so rule. FAC also suggested that the faculty revise section 1 to make the meaning clearer.

At its February 27th meeting, the Faculty Assembly heard a report from its Asbestos Hazard Advisory Committee and adopted a resolution calling upon the President to (1) hire a qualified consultant to evaluate local risks and develop action plans; and (2) instruct appropriate officials not only to keep the Advisory Committee informed, but to consult the Committee about abatement priorities and scheduling. The Assembly also began its consideration of proposed revisions to the Faculty Handbook, dealing first with a proposed Statement on Professional Ethics. In addition, the "Ad Hoc Committee on a Statement on Sexual Harassment" submitted for inclusion a paragraph concerning "amorous or sexual relationships" between professors and any other individual of the College community "with whom they have, or are likely to have, a professional (i.e., an evaluative) relationship." The Assembly discussed these questions at length, but postponed action. Finally, in response to a request from concerned faculty members, the Assembly also adopted a resolution "rejecting all forms of discrimination based on sexual orientation," and recommending that "the words 'sexual orientation' be permanently added to all statements of non-discrimination policy in the publications of the institution."

Questions and discussion followed. Mr. Tiefel: Has the administration responded to the asbestos resolution? Mr. Eckhause: Yes, the Executive Committee has received a letter from President Verkuil. Mr. Axtell: What does the sexual orientation resolution mean for ROTC students? Mr. Verkuil: Established organizations have their own statements of rights and responsibilities, and the Faculty Handbook does not apply to students. Mr. Axtell: Could

such a limiting interpretation be correct? Mr. Schifrin: The Assembly's intention was that the resolution apply to all parts of the university. Mr. Verkuil: That issue will have to be addressed. Mr. Schifrin: Conflict may be unavoidable.

The discussion turned to affirmative action. Mr. Funigiello asked if FAC has pursued the matter of hiring an affirmative action consultant. Mr. Eckhause replied that the Provost has this under advisement and has been in touch with the American Council on Education (ACE). Provost Schiavelli added that an appropriate consultant has been difficult to identify. Mr. Funigiello suggested consulting the local chapter of AAUP chapter about this. In response to a question from Mr. Ward, Mr. Funigiello went on to note that the Provost agreed last spring to hire an outside consultant, both to insure compliance with guidelines and to recommend ways to improve our program. In reply, the Provost pointed out that all of the College's affirmative action documents have been reviewed and approved by state officials within the past year; furthermore, it is not clear what would constitute the work of such a "consultant," and ACE has not provided good answers. Exemplifying his concern, Mr. Funigiello said he is teaching a history course this semester in the new Recreational Sports building, which is not accessible to handicapped students in wheelchairs. Dean Lutzer asked if this had been a problem for any particular student (answer: no) because our policy is to move classes when students request access to them. How is it possible, Ms. Walker asked rhetorically, that we have a new building without access for the handicapped? Ms. Ventis concluded the discussion of affirmative action by suggesting that the issue in this and many other matters is implementation of policies, not the absence of policies.

Educational Policy Committee (EPC)

Ms. Ventis presented the Committee's annual report (Appendix 1) prepared by her predecessor, Mr. Meyers. The faculty had no objections to the report and approved it unanimously by voice vote. Ms. Ventis then presented three curricular items for faculty approval: area credit proposals for Modern Languages (Appendix 2) and Physical Education (Appendix 3), and a revised proposal for concentration requirements in American Studies (Appendix 4). Mr. Clemens asked whether these changes, if approved, would apply retroactively to declared concentrators. Ms. Ventis and Dean Lutzer said they would not; changes go into effect when they enter the catalogue.

Area credit for Modern Languages. Ms. Ventis briefly explained the history of area credit in modern languages, noting that the purpose and content of the 205 and 206 courses have changed substantially since the curriculum revision of 1971. Mr. Johnston inquired about the nature of this substantial change; Mr. St. Onge (Chair of Modern Languages) answered in some detail; and the faculty approved the proposal unanimously by voice vote.

Area credit for Physical Education. Ms. Ventis introduced the Physical Education proposal, noting that, procedurally, it was not really necessary to bring it before the faculty for approval; we already give area credit for Dance in Area I. Ms. Walker wondered if that was a proper justification, since Dance is a Fine Art. Ms. Jackson (Chair of Physical Education) said these courses go well with other area courses in psychology and sociology. Ms. Ventis agreed, highlighting the interdisciplinary nature of the courses, following which Mr. Ward asked if this meant the physical education courses could be used for area credit if "packaged" with courses from other departments. Before Mr. Ward's question was clearly answered, Mr. Johnson asked what materials and readings would be used. Mr. Charles, who teaches two of the three proposed area courses, described his syllabi and course outlines. Asked if his questions had been answered, Mr. Johnson said he did not think they could be answered in this forum. Ms. Ventis assured the faculty again that EPC had spent much time reviewing the physical education proposal and was satisfied with its quality. Asking for clarification related to Mr. Ward's question, Mr. Johnston wondered if one could satisfy a distribution

requirement by taking two courses in physical education and one in another Area-II discipline. Mr. Haulman (Dean of Undergraduate Studies) said yes, one could; in fact one could satisfy the same requirement by taking two courses in psychology (Mr. Johnston's discipline) and one in physical education. The proposal was finally put to a vote and approved, with audible dissent.

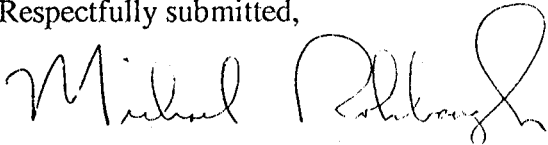
Revised concentration requirements in American Studies. Ms. Ventis noted changes in proposed American Studies concentration requirements prompted by Mr. Finn's queries at the February faculty meeting. With no discussion, the faculty approved these changes unanimously by voice vote.

Committee on International Studies

Mr. Baxter presented the report of the Committee on International Studies (Appendix 5) for faculty approval. Mr. G. Smith noted a correction: The second sentence of the last paragraph on page 3 should read: "Sweet Briar has been added as a co-sponsor of the summer program in Muenster." Mr. Baxter answered a question from Mr. Funigiello about the prospective summer program in Lugano, Switzerland. Finally, Mr. Ware asked if we now have a summer program in a Spanish-speaking country (we do not); in his view this is a serious omission.

There was no new business. The meeting adjourned at 4:22 p.m.

Respectfully submitted,



Michael Rohrbaugh
Secretary to the Faculty of Arts and Sciences

- Appendix 1. Report of the Educational Policy Committee, May, 1988 through December, 1989.
- Appendix 2. Area Credit Proposal for Modern Languages.
- Appendix 3. Area Credit Proposal for Physical Education.
- Appendix 4. Concentration Requirements in American Studies.
- Appendix 5. Report of the Committee on International Studies, September, 1988 through December, 1989.