

Minutes of the Meeting of the Faculty of Arts and Sciences May 1, 1990

Unable to enter the scheduled meeting room (Rogers 100), where a final exam was taking place, the faculty trooped good naturedly to the Millington Auditorium, where Dean Lutzer called the meeting to order at 3:45 p.m.

The faculty approved the minutes of the meeting of April 3, 1990, with two corrections:

1. On p. 3 (near bottom), delete "The philosophy department's requirement for unanimous approval is unique".
2. Ms. Ventis noted that the correction to the March 13th minutes regarding concentration requirements in American Studies (p. 1) is incorrect. The revised revision of the incorrect correction should read: "The revisions included two references to 'advanced' courses, *which should be deleted.*" (In other words, required courses from the social sciences or from religion and philosophy need not be "advanced".)

Announcements

Dean Lutzer made the following announcements:

1. Only members of the Faculty of Arts and Sciences may vote in this meeting.
2. We expect to know the extent of 1990-91 A&S budget cuts within the next two weeks. The mandated cuts were computed on the basis of gross budgets, including salaries, but will come from operating budgets since salaries cannot be cut.
3. In December, 1988, the Provost circulated a pamphlet on non-sexist language to support President Verkuil's goal of improving the "climate" for women at William and Mary. The language issue is not trivial and should be addressed if only for the sake of our (mostly female) students. This will require added vigilance in classroom teaching. We should not take offense when colleagues point out slips of the tongue or pen. The dean's office, too, welcomes such corrections; even old dean's (sic) can learn new tricks.
4. Final grades for graduating seniors require special attention.
5. This has been a good year for W&M in science: (a) Professor H. von Baeyer will be honored as one of Virginia's Outstanding Educators of 1989-90; (b) graduate students L. King and B. Murrill (computer science) were among 13 recipients of Commonwealth Fellowships recognizing the state's outstanding doctoral candidates; (c) undergraduates K. Pickering (anthropology), J. Wilson (biology), L. Robinson (chemistry), E. Grosfils (geology), and M. McIrvin (physics) were winners of National Science Foundation Predoctoral Fellowships; while we have had occasional winners of this remarkably competitive national award before, five in a single year is a feat, and the departments involved deserve congratulations; (d) the chemistry department will support almost 30 students this summer on its federal grants, making this one of the largest undergraduate research programs in the nation; in addition, biology will involve undergraduates through its Hughes grant, and geology, mathematics, and physics will do so through REU site grants from the National Science Foundation; (e) also this summer, various A&S departments will cooperate with the School of Education to present the Governor's School in Science and Technology, bringing to campus several hundred of the state's most accomplished high school science students.

6. The Board of Visitors approved our proposed B.A. concentrations in American Studies, Public Policy, and International Relations and International Studies. The proposals will be sent to Richmond later this month, with approval anticipated by Thanksgiving.

Committee Reports

Nominations and Elections Committee

Mr. Kiefer presented the names of nominees for the Board on Faculty Compensation (2 two-year-terms plus two years as alternate), the Board of Student Affairs (5 one-year terms), the Degrees Committee (one three-year term), the Faculty Hearing Committee (1 two-year term plus two years as alternate), and the Retention, Promotion, and Tenure Committee (2 three-year terms and 1 two-year term). Ms. Ventis wondered if the recent Faculty Assembly resolution stipulating three-year terms for university committees has implications for this election. Mr. Kiefer said candidates were invited for the terms indicated, in accord with A&S by-laws; resolutions to change the by-laws may be made in the future. Ms. Walker asked why no women had been nominated for the Retention, Promotion, and Tenure Committee, which now has no women members: Did the nominating committee invite women but get turned down? Mr. Kiefer did not recall, but he accepted Ms. Walker's point and noted that his committee tries to be mindful of gender balance.

For each election, Dean Lutzer asked for additional nominations from the floor before receiving motions that nominations be closed. (G. DeFotis [Chemistry] was nominated for RPTC.) Fifty-eight faculty members voted. Later in the meeting Mr. Kiefer reported these election results:

Board on Faculty Compensation: T. Meyers (English), E. Remler (Physics)

Board of Student Affairs: L. Beckhouse (Sociology), L. Evans (Government), E. Koopana (Economics), J. Lepore (Dance), M. Sher (Physics)

Degrees: K. Kulick (Modern Languages)

Faculty Hearing: F. Gross (Physics)

Retention, Promotion, and Tenure (three-year terms): W. Jones (Classical studies), J. Willis (English)

Retention, Promotion, and Tenure (one-year term): T. Taylor (English)

Faculty Affairs Committee (FAC) and Faculty Assembly

Mr. Selby reported that FAC met three times since the last A&S meeting. After lengthy discussion, FAC recommended that the dean institute mid-term review for probationary faculty members. FAC also made recommendations for nominations to all-College committees, and tomorrow will consider A&S recommendations for amending the Faculty Handbook.

The Faculty Assembly elected officers for 1990-91 at its April 17th Annual Meeting. Mr. (John) Selby, the outgoing President, appeared pleased to note that the "John dynasty" continues: The new President, and former Vice President, will be Mr. (John) Thelin; the new Vice President will be Mr. (John) McGlennon. At a "regular" meeting April 24th the Assembly adopted changes in the number of members serving on committees; these changes had been recommended by the Committee on Committees on the advice of the committees themselves. The Assembly also continued its consideration of the revised faculty handbook and postponed consideration of a proposed Interim Policy on Integrity in Research and Scholarly Activities.

Mr. Nezek said he understood the Faculty Assembly would lead to fewer committees and lighten the service burden on faculty. Do we now have fewer committees or do we have two parallel forms of government? Mr. Selby replied that some duplication has unfortunately been necessary in order to rationalize new governance structures. Ms. Ventis added that the Provost recently disbanded the Lectures Committee. She said the main accomplishment to date has been the reorganization of committees under the Assembly; all committees were asked to justify themselves, and the Committee on Committees foresees major changes, including fewer committees. Mr. Nezek was skeptical: The Assembly was supposed to make governance more efficient, he said, yet we now have no fewer committees and no fewer committee members than before. Ms. Ventis said Mr. Nezek had misstated her point, and an adamant exchange followed. Mr. Selby interjected a hopeful note -- that more new committees will be offset by fewer committee members -- and Mr. Funigiello remarked that the A&S Affirmative Action Committee has successfully rationalized why it should go out of business. Mr. Nezek offered his compliments.

Ms. Ventis then turned to (on?) Mr. Selby, reminding him that, despite his assurance, the A&S caucus had reneged on a commitment to nominate another woman as a continuing member of the Faculty Assembly Executive Committee. She asked if the faculty wished to endorse this. Ms. Djordjevic (an area 3 representative) interposed that she (Ms. D.), not Mr. Selby, was at fault: She had nominated a man because the man was better qualified. Mr. Selby noted that he, as an outgoing officer, had no vote at the annual meeting, but he felt the matter was thoroughly discussed and the outcome reflected the opinion of the caucus. Mr. Funigiello asked if caucus decisions are binding on members of the caucus. Mr. Selby said no, the purpose of the caucus is to organize. Mr. Axtell asked if Ms. Ventis was proposing a female quota system. Ms. Ventis said no, she was not; she only meant to suggest, in the spirit of affirmative action, that diversity should be a priority. In her view the caucus action shifted the faculty's commitment away from diversity.

Faculty Research Committee

Mr. G. DeFotis reviewed highlights of the annual report of the Committee on Faculty Research (Appendix 1): (a) the Committee approved a summer research grant supplement program to ensure that external support will not be less than internal support; (b) the Faculty Research Committee is now a committee of the Faculty Assembly; (c) the Committee awarded 49 summer research grants (6 more than last year) and 27 semester grants; (d) there were many requests for minor research grants, but only half could be funded; (e) the 80% (full-year) option for semester leave will continue; (f) revised application procedures will limit proposals to 1,000 words and require that proposals involving human or animal subjects be approved by the appropriate ethics committees before review by the FRC; and (g) grant recipients should feel no obligation to do departmental or university service (but the Committee does not want to rule service out).

Mr. DeFotis noted one correction to the report: On p. 7, the \$1,200 for undergraduate minor research grants attributed to English (Fall, 1989) was actually awarded to geology. He also advised faculty to get updated application forms from the Grants office.

Mr. Harris asked how the supplement program will affect the number of grants received; Mr. DeFotis said he expected little effect. Mr. Oakley said he hoped grants from the American Philosophical Society would be included. Mr. Johnston asked if this would be the Committee's last report to the A&S faculty. If so, he fears we will not be as well informed, since feedback from the Assembly tends to be less thorough. Replying to Mr. Johnston, Mr. Selby pointed out the faculty receives a report from the Assembly at each A&S meeting; furthermore, the faculty can request or have circulated any report it wishes. Mr. Johnston said we do not always know what a report contains (e.g., new forms and procedures), and not receiving reports may further weaken the A&S faculty. Mr. Hausman asked how terms of FRC representatives will be affected by the new Assembly guidelines. Mr. DeFotis and Mr. Selby said the Committee will be moving to three-year terms.

Affirmative Action Committee

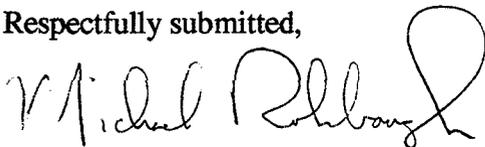
Ms. Houle discussed the annual report of the Arts and Sciences Affirmative Action Committee (Appendix 2). After noting that handicapped access to Millington Auditorium is not what it could be, she called attention to the Committee's recommendations, typed in boldface, which include suggestions about how the Affirmative Action committee(s) should be restructured. She also corrected an error on p. 3, where the last sentence of the first paragraph should read: "Hence the number of women faculty has not changed significantly since 1981 (not 1983)."

Ms. Houle cited statistics indicating the proportion of tenure-eligible women faculty has approximately doubled since 1981, while the proportion of tenured women decreased slightly from 13.1% to 11.6%. Retaining women faculty is a problem at the College. It is disturbing, she said, that all tenured hires in the past few years (e.g., eminent chairs) have been men.

Mr. Eckhause said he agreed with the report, but noted numbers can be misleading: For example, there are 14 more women faculty now than in 1981 -- an increase of approximately 40%! Mr. McCord asked if exit interviews were being done. Ms. Houle said an exit survey had been recommended; Mr. Robinson (Affirmative Action Officer) added that, following UPAC's recommendation, personal exit interviews for tenure-track faculty will begin next year. Mr. McCord asked if the results will be reported to the faculty; Mr. Robinson said no, the report will be to the (university) Affirmative Action Committee. Ms. Ewell, responding to Mr. Eckhause, said it has been the College's practice to hire women predominantly as visiting or assistant professors; it is a very serious matter if the percentage of tenured women has gone down. Ms. Walker added that the numbers (of women) may be bigger, but the effect (of hiring women) is shrinking. Mr. Harris asked how the Committee perceived its own clout. Ms. Houle said the Committee has limited influence because (a) members are appointed rather than elected, (b) members tend to be junior, and (c) lines of responsibility and accountability are unclear. Mr. Funigiello said the report of the College-wide Affirmative Action committee has not been shown to the A&S committee; indeed, the present committee structure seems to guarantee getting nothing done. Finally, Ms. Schaefer asked about recruitment and tenure figures for minority faculty. Mr. Robinson said 10 of 11 blacks hold tenure-eligible positions, but blacks still comprise less than 4% of the faculty.

There was no new business. The meeting adjourned at 4:44 p.m.

Respectfully submitted,



Michael Rohrbaugh
Secretary to the Faculty of Arts and Sciences

Appendix 1. Committee on Faculty Research: Annual Report, 1989-90

Appendix 2. Arts and Sciences Affirmative Action Committee: Annual Report, 1989-90