

Minutes of Meeting of the Faculty of Arts and Sciences
February 5, 1991

The meeting was called to order by Dean David Lutzer at 3:30pm in Rogers 100.

Minutes of December 4, 1990 meeting were approved without correction.

ANNOUNCEMENTS

The Dean

1. Reminded the audience that only members of the Faculty of Arts and Sciences may vote at the meeting.
2. Explained that the Board of Visitors had approved the Latin Honors proposal in principle, but had referred the matter back to the Faculty to deal with some questions concerning grade-point cutoffs. EPC is currently studying the situation and expects to report on the matter in March.
3. Made yet another gloomy statement about budget problems at the College and in Arts and Sciences in particular. The extraordinary decisions being forced on the administration because of mandated recisions are being discussed with wide participation of Faculty as represented by the University Planning Advisory Committee, the department chair's committee, EPC and the Faculty Affairs Committee. Though it may not appear so to the naked eye, the academic pursuits of the institution are being given priority as budget reductions are made.

Mr. Abdalla announced that Black History Month is being celebrated by the appearance of a number of speakers during February at the Williamsburg Public Library.

ADMINISTRATIVE REPORTS

The Provost, Mr. Schiavelli, speaking of budget matters, was less enthusiastic than Mr. Lutzer. He explained various bits of financial arcana under study in the General Assembly. Among the most threatening of these is a new scheme to absorb into the State General Fund the money paid by students as user-fees. The State would then decide after the fact what portion of these funds would be returned to the College. Heretofore, General Fees (as distinct from tuition), paid by students have been automatically allocated to the College and their manipulation has been a convenient budget management tool for the Administration.

Regarding the proposals being mentioned for furloughs of State employees, the Provost said no one has any notion of how such a thing would be implemented either for Classified Employees or Faculty. On another aspect of employment, the Provost discussed the Governor's proposal to offer enhanced financial packages to early retirees who belong to VRS. Even at lower salaries, replacements will unlikely be permitted on a one-for-one basis, so that the Administration is very much concerned about the impact of such early retirements on course offerings at the College. The Provost will call a meeting early in March of all faculty eligible

for early retirement under the Governor's initiative.

Sometime during the first week of March, dust will settle in Richmond and we will all know more about the resolution of these general questions. Closely following will be the announcement of a stiff tuition increase at the College.

Mr. Kreps asked if there would be any further cuts in the current fiscal year. The Provost said he didn't know, yet. Mr. Welsh saw an inconsistency in the Governor's repeated statements that new taxes are unnecessary while at the same time maneuvering to tax the student General Fees. The Provost said that while it might be a tax, it (that is, the student fee payment) was not new.

Mr. Abdalla asked about the impact of all this on the size of next year's incoming class. Without directly linking the reduction to budget problems, the Provost said the class would be down about 50 to 80 students from this year's class.

Mr. Nezlek asked for instruction on the difference between the ways tuition and fees are treated by various parties. The Provost explained that traditionally, the overall College Educational and General Fund is fixed by the General Assembly, and that, for example, an a posteriori tuition increase would simply decrease the contribution made to E&G from the State General Fund, a happy situation for people in Richmond. By contrast, at least until this year, user-fees were "off budget" and were handed directly from the student to the College. By adroit maneuvering, certain academic costs could be paid out of user-fees. Thus these fees could provide a certain insulation from the intense fiscal problems in Richmond. In particular, a mere lowering of fees married to an increase in tuition would very likely be counterproductive. Tuition increases which can benefit the College are possible but they need careful political preparation.

COMMITTEE REPORTS

Nominations and Elections

Ms. Walker, reporting for the Committee in the absence of Mr. Zelder, presented nominations for Representative to the Faculty Assembly. No competing floor nominations surfaced. Subsequently, Larry Becker, Gary Kreps, Richard Palmer and Kathleen Slevin were elected.

En passant, Mr. Johnson inquired about a rumor that members of the Faculty Assembly are paid a stipend for their services. The Dean explained that the Executive Committee (elected by the Assembly itself) were paid a stipend which could be taken as salary or used to buy adjuncts or provide other academic or research services to the recipient. Ms. Slevin said the possibility of taking the stipend in salary was new to her. Mr. Johnson asked whether the practice could be discussed publicly especially as there was historical precedent for avoiding this sort of payment. The Dean said such a discussion would be in order, though he would much prefer that it be an agenda item for a later meeting, and the question was also referred to FAC.

Faculty Affairs

Mr. Eckhause, chair of FAC, brought a motion to change the quorum for Arts and Sciences Faculty meetings from 100 to 60.

Mr. Nezlek asked him for the average attendance at these meetings. 60 said Mr. Eckhause. Mr. Funigiello asked about the Theory of Quora. Mr. Fuchs said Roberts' Rules suggest that a quorum be set at a number which can be "reasonably expected" to attend a meeting.

Mr. Funigiello wondered aloud why more faculty do not attend the meetings, and answered himself by saying that nothing interesting happened. All the stimulating issues have been given over to the Faculty Assembly he said. Mr. Eckhause said times are tough and there is a shortage of contentious issues.

Mr. Strong said he rarely comes to Faculty meetings for fear of death by ennui. There is no discussion of important issues at these meetings. Not so, said Mr. Willis. The real problem is that Departments do not encourage attendance. Also, the shift in class schedules to a broader use of classrooms meant that many more faculty were in class on Tuesday afternoon than had been in former times.

Mr. Johnson inquired about the current size of the Faculty. About 300 said the Dean. Then by his calculation said Mr. Johnson, about 10% (=31 of 60 present at a quorum) of the Faculty could, under FAC's proposal, determine academic policy. This is a shameful proposal he said.

Mr. Welsh claimed that Mr. Johnson's statement was a disguised argument in favor of the new quorum. If the quorum were smaller, the Faculty, fearing manipulation by an aggressive minority, would be compelled to attend. Besides, said Mr. Welsh, isn't the quorum already 60? The Dean said he had heard gossip to that effect, but documentation verifying the number 60 had not been found.

Mr. McCord elaborated on the thesis that the meetings are uninteresting. In the midst of tremendous turmoil, we hear nothing at the meetings about drastic reductions in the applications for admission, about cuts in library funds, about changes in policy for replacement of faculty on research leave, about EPC discussions of likely increase in class sizes, about changes in athletic policies reported in the public press, or about rumored increases in administrative salaries.

Mr. Fuchs said that while all of this is interesting, it is irrelevant. Experience has shown he said, that about 60 members typically appear and that the Faculty can do business in such a meeting. Mr. Palmer said he thought the Faculty needed protection from a cabal of 31 of its most determined members who could subvert the institution.

Mr. Davis found Mr. Welsh's logic hard to follow. He attributed the lack of attendance to a feeling of powerlessness among faculty. But Mr. McGlennon, recalling his years of bondage as Secretary to the Faculty, said attendance at Faculty meetings had always hovered around 60 or 70. Besides, he said, unless there is a quorum call, business is conducted with small attendance already. To set the quorum at 60 is quite appropriate.

Mr. Kreps suggested that before the quorum be reduced from 100 to 60, FAC make a concerted effort to encourage attendance at the meetings. Mr. Fuchs said that no matter what, we need a workable quorum. We should seize the opportunity presented by the large attendance at this meeting to lower the quorum for later meetings.

Mr. Eckhause seconded this idea. We do important business at these meetings he said, we cannot let ourselves be hobbled by quorum calls from disgruntled partisans. A typical attendance of 60 is a reality. Mr. Delos repeated the notion that the quorum is already 60, and Mr. Gary DeFotis expressed support for Mr. Kreps' idea. Mr. Crapol wondered what particular problem was driving the change. Only that 60 is the current average attendance said Mr. Eckhause.

Mr. Johnston said the quorum call which truncated debate at the November meeting was a good idea. Mr. Johnson said FAC should encourage more committee reports so that the Faculty would have something to think about at its meetings. He also claimed Mr. Fuchs was at once saying that a small number was good-they could form a quorum- and bad-they could by their absence prevent a quorum from attending.

Lastly, Mr. Eckhause, in response to Mr. McCord's litany, said the Athletic Committee and the Admissions Committee, among others, being committees of the entire university faculty, rarely reported to the Arts and Sciences Faculty anyway. But Mr. McCord replied that he wasn't particularly seeking reports, he only wanted information.

The question was called and failed the two-thirds majority required for a By-Law change.

Next, Mr. Eckhause outlined the advisory work being carried out by FAC in connection with budget problems. As a paradigm of one sort of issue, he spoke of advising the dean on the issue of cheap tuba lessons versus an adjunct to teach Chinese. One other significant piece of advice given the Dean by FAC is that no extra salary be paid to faculty who teach an overload in order to compensate for staff shortages.

As a general matter, he said, FAC is satisfied that the administration is working in good faith to make budget cuts that are consistent with the academic goals of the institution.

Mr. Eckhause then introduced Mr. McGlennon, chair of the Liaison Committee to the Board of Visitors. Mr. McGlennon said that the University Planning Advisory Committee, of which the Assembly Executive Committee are all members, has been regularly consulted on budget adjustments, and that the administration had been responsive to opinions of UPAC. He said Mr. Jones, the Director of Planning and Budget, had briefed UPAC closely on the nature of the cuts. UPAC invites opinions and questions from Department chairs, and all other faculty as well.

Mr. McGlennon repeated the Dean's opening remark to the effect that the Board had essentially approved the Latin Honors program, but thought that more students should receive honors. EPC will discuss the matter and report. Mr. McGlennon reported the concern voiced by the Liaison Committee to the BOV that, under anticipated budgets, faculty will have worked for two years below their "contracted" '90-'91 salaries.

Mr. Johnston was puzzled by FAC's recommendation that no salary recognition be given for overload teaching while certain members of the Assembly were given stipends for what was essentially normal committee work. Mr. McGlennon said he thought those stipends were more like the stipends given department chairs than like salary for overload teaching.

Ms. Ventis complained that the Assembly's policy on consensual amorous relations had been withdrawn. The Provost said that, indeed, the administration had temporarily withdrawn that proposal on the grounds that the Assistant Attorney General had refused his imprimatur. The Provost's information was that certain minor details of the policy needed editing and that in due course a revised version of the policy would be forwarded to the BOV.

Educational Policy

Ms. Ventis, chair of EPC, reported that recent debate in these meetings as well as a refined sense of the magnitude of the university's fiscal problems had led EPC to reconsider the matter of economically driven educational policy. In particular, while EPC anticipates a global analysis of the undergraduate program from the ad hoc Curriculum Review Committee, it was now proposing a temporary alteration in the Physical Education proficiency requirement. The proposal would provide an immediate saving of \$150,000 to Arts and Sciences. According to the motion, the requirement would be reduced from four to two credit hours in PE activity courses. This reduction would be in force for the next four years. For briefing purposes, Ms. Ventis introduced Ms. Jackson of the PE Department.

Ms. Jackson first emphasized that the motion had been formulated by the PE department because a substantial number of adjunct, part-time and split-funded faculty had been lost to the department by budget cuts. Relative to the current timetable these cuts would leave approximately 40 PE activity classes without instructors. Secondly, she explained that the 2 credit Wellness course, PE 100, would not satisfy the new requirement, and, pending approval by EPC, PE 100 would be replaced by a new PE 201, Wellness, carrying academic credit, but not activity credit.

Ms. Jackson went on to defend the importance of physical activity to a liberal education. She read from the writings of Lisa Birnbach to show that certain Physical Education activity courses were on a level with Mr. Lavach's course in Human Growth and Development.

Mr. Abdalla wondered about the arithmetic: The number of people lost didn't seem to square with the 40 uncovered courses. Ms. Jackson said the mysteries of part-time/adjunct/split-position accounting made things work as she had described.

Prompted by a question from Mr. Strong, Ms. Jackson confirmed that this proposal was a response by the PE Department to budget cuts made by the Dean. What if we reject the proposal asked Mr. Delos. Ms. Ventis said that the \$150,000 PE budget cut was now set in stone and, absent the proposed change in the requirement, the missing PE activity courses would force the Degrees Committee to grant exemptions to graduating students. She assured Mr. Delos that EPC had studied the array of budget cuts made by the Dean, and had concluded with him that this is the least painful way to save \$150,000. The Dean verified with some figures.

Mr. Kreps asked again about arithmetic. Would it really take \$150,000 to staff 40 PE activity courses? No, said Mr. Haulman, \$35,000 would do. The \$150,000 figure was the amount actually gained because some staff were part-time (as opposed to adjunct)

and some were in split positions (part-time intercollegiate coaching, part-time PE instruction.)

Mr. Tiefel felt threatened because the Dean's decision was preempting Faculty authority. Then, reverting to his usual and customary Teutonic good humor, he exchanged this unhappy idea for an informal proposal. Cut out varsity football: it's expensive, it forces many academically unjustified admissions, it fosters violence and its loss would awaken the alumni to the sad state of the College's financial health. Ms. Ventis said she had heard this proposal before and that it is unlikely to come to pass. In any event, there is no possibility of restoring cuts already made in the Arts and Sciences budget, including the one imposed on PE. Again, the Dean concurred. There simply is no other source of \$150,000. And if there were, he said, it is unlikely he would want to spend it on PE activity courses.

Mr. Funigiello thought the budget of the Vice-President for Student Affairs would be a good place to look for money. The Dean said that had already been done.

Mr. Schwartz suggested that the budget saving feature of the proposal was an illusion. The very large number of students who now complete their four credit proficiency with PE 100 and 2 credits of activity, would take 2 credits of activity and 2 academic credits of PE 201. No, said Ms. Jackson, the department has no intention of providing such a large number of spaces in PE 201. The \$150,000 reduction in the PE budget is a fact, and whatever courses the Department could provide in the future would be provided without those funds. Ms. Ventis concurred. The issue here is not a game of tinkering with Wellness, it is to determine whether the activity proposal is educationally as well as fiscally sound. Indeed, said the Dean. These cuts are imposed by Richmond and will take place independently of any changes in the Wellness course.

Mr. Sherman now raised a related technical problem. The catalogue says that a BA or BS requires 124 credit hours. The instant proposal lowers the PE proficiency, but leaves the 124 credit requirement intact. The students will simply have to look elsewhere for the extra 2 credits and no money will be saved. (Those claiming that the degree requirement reads 120 academic credits plus 4 PE credits were proved wrong by a brief examination of the College Catalog.) Ms. Ventis said the Board of Visitors had to approve this anyway. They will clean up the details. But the Provost said that degree requirements for the BA and BS are entirely in the hands of the Faculty of Arts and Sciences.

Mr. Willis said he supported the proposal. In the November debate about PE consideration, he had been unhappy about the lack of adequate notice. Now, everyone who needed to look at the idea had looked at it, and they were in agreement. Besides, the four year sunset provided relief if the idea were a catastrophe.

Mr. Sherman's idea held a morbid fascination for Mr. Fuchs. He was not sanguine about prospects for more requests for philosophy courses which are already oversubscribed. Ms. Ventis said the idea of keeping the 124 credit requirement had never occurred to her. She assumed that the proposal would automatically lower the total to 122 credits, and that everyone understood this. But then why

didn't everyone know how the catalog reads asked Mr. Johnston. And by the way, if we do lower the requirement to 122 credits, will the State see this and make still more budget cuts? No, said the Provost.

To save time, the Dean suggested a friendly amendment to include a change from 124 to 122 credits required for the BA or BS.

Mr. Palmer said educational policy is not being debated here, this is damage control. Exactly, said Ms. Ventis. But we can't do anything about it. Mr. Edgar Williams said the Faculty seemed to be powerless to protect the integrity of the academic program. Mr. Davis, a member of EPC, agreed that damage control was the topic of debate. He was chagrined that EPC had neither understood the 124 credit requirement, nor realized the authority of the Faculty in setting degree requirements. Perhaps EPC hadn't thought out all the policy implications of this proposal.

Mr. Hoak asked how the four year sunset had been born. Ms. Ventis said the PE Department had actually requested that the 2 credit requirement be permanent. But EPC, aware that this change was too isolated from other curriculum changes, had looked for a compromise.

Mr. Abdalla pointed out that the College Catalog was a contract and that students already enrolled would need 4 PE credits to graduate. Yes, said Ms. Ventis, but that is all worked out. Mr. Haulman said he and Ms. Jackson had studied the enrollment patterns carefully and were confident that all commitments to current students could be fulfilled. But, after all this, the money problem may go away in four years said Mr. Abdalla. True, said Ms. Ventis, but we need money today. Besides, said Mr. Winter, when requirements are reduced, an option to choose the less stringent standard is commonly given current students. There might not be so much demand on the PE Department.

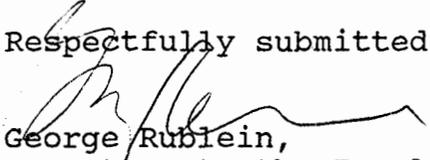
Mr. McGlennon said the view of this change as an attack on the academic integrity of the university is misguided. For example, without even breathing heavily, we had removed the swimming requirement from the curriculum some years ago.

All of this was prologue to the ensuing parliamentary frenzy:

1. Mr. Welsh asked that the election ballot total be minuted: 96 people had voted he said.
2. Mr. Johnston said that the 124/122 credit hour matter had not been given sufficient notice; he moved that action on the motion be postponed to the March meeting. His motion failed by voice vote.
3. The parliamentarian, Mr. Fuchs, advised the Dean that a change in the number of credits required for a degree is so weighty that it demands a formal amendment to EPC's motion, however friendly that amendment might be. Mr. Scholnick said the formal amendment was unnecessary, while Mr. Sherman said it was out of order because of insufficient notice. The Dean ruled that the amendment was in order, and Mr. Sherman's appeal of the ruling failed by voice vote.
4. The friendly amendment passed by voice vote.

5. Mr. Baxter moved to table the main motion. The motion to table failed by voice vote.
6. Mr. Crapol put the Faculty out of its misery with a quorum call at 6:10pm.

Respectfully submitted,


George Rublein,
Secretary to the Faculty