

## Minutes of the Meeting of the Faculty of Arts and Sciences

October 1, 1991

The meeting was called to order by Dean David Lutzer at 3:30 in Millington 150.

Minutes of the meeting of May 7, 1991 were approved without correction.

The Dean gave his annual State of the Faculty speech. The ability of the Faculty to do more with fewer resources was a central point of these remarks. The Dean outlined recent accomplishments in the undergraduate and graduate programs, and went into some detail regarding the impact of severe budget constraints on personnel policy issues. He also mentioned a variety of projects under way: Curriculum Review, XXI University proposals, Assessment, Educational outreach, and possible new Graduate opportunities.

The Dean described the principles used in allocating the recent increase in M&O funds. These principles led to wide variations in the percentage increases to Arts and Sciences departments and programs.

Finally, the Dean described the still uncertain state of the university position-budget and some considerations that will be used to allocate early retirement positions returned to the College by the State.

### Administrative Reports

The Provost, Mr. Schiavelli, made some brief remarks about the shape of the newly admitted Freshman class. Among other things, he mentioned an increase to 8 in the number of "Category 1" (=best) students, and a decrease in yield of admitted in-state women. Also, he said that 15% of the class of 1222 were minorities.

The Provost outlined the shape of the university's response to a request from Richmond authorities for new initiatives coupled to resource requirements. He said the College had supplied 18 new initiatives to the tune of budget increase of \$13 Million each year of the biennium and 136 new faculty positions each year. He thought that some of these initiatives were being taken seriously in Richmond.

The Provost had good news regarding salaries. The State has committed itself to reaching a 60<sup>th</sup> percentile faculty salary ranking in the appropriate peer group for each Virginia institution of higher education. It has now been learned that owing to severe budget problems in other states, smaller raises will be needed to reach this goal than had originally been estimated. 7% increases in each year of the next biennium will do the trick.

Lastly, regarding capital outlay, the Provost said that the College has requested funding for 3 major new projects: the renovation of James Blair Hall, construction of "Tercentenary Hall" and construction of a toxicology laboratory at VIMS.

Mr. Holmes asked how our level of 8 Category 1 students compared with the numbers at our competitor institutions, but the Provost had no information. Prompted by Ms. Walker, the Provost gave a more detailed breakdown of the new minority enrollments: 5.6% Black, 7.2% Asian, 1.5% Hispanic and .4% Native American. Mr. James Harris asked whether the College was still adhering to a target Freshman Class of size 1200 and the Provost said this was true.

Mr. Axtell asked for information regarding the search for a successor to President Verkuil. The Provost had little to contribute beyond the fact that members of the Board of Visitors were already talking to various constituencies of the College in an effort to expedite the search.

#### COMMITTEE REPORTS

##### Nominations and Elections

Ms. Walker, reporting in Mr. Zelder's absence, presented nominations for a one-year replacement for Mr. Oakley on Faculty Affairs, and for a one-year replacement for Mr. St. Onge on International Studies. There were no floor nominations. The Dean reminded the audience that only *bona fide* members of the Arts and Sciences Faculty may vote, and subsequently, Alan Fuchs was elected to Faculty Affairs, and Clay Clemens to International Studies.

##### Faculty Affairs

Mr. McGlennon, chair of FAC, first submitted nominations for election to the Nominations and Elections Committee. There were no floor nominations. Subsequently, George Greenia, Lynn Doverspike and Stewart Ware were elected.

Mr. McGlennon then put on his other hat as chief liaison to the Assembly and reported on a recent conversation between members of the Assembly Executive Committee and the Rector, Mr. Watkins, regarding the presidential search. Mr. McGlennon said that the Rector was anxious to have substantial faculty involvement in the search and that he wanted to move with some dispatch in the matter. Mr. McGlennon said that a search committee will very likely be named at the next Board of Visitors meeting in October.

Mr. McGlennon also reported satisfactory meetings of the University Planning Advisory Committee with various members of the administration. Mr. McGlennon expressed pleasure at UPAC's recent efforts to emphasize the importance of the undergraduate program.

Reverting to his Faculty Affairs disguise, Mr. McGlennon continued by reporting productive discussions between FAC and Dean Lutzer regarding allocations from the M&O budget to various departments. Also, FAC was looking into problems regarding photoduplication services, or lack thereof, at Swem Library.

Mr. McGlennon next remarked on gossip about alleged salary increases to the President and the Provost in a year of zero increase for faculty. His investigation had verified that there were no such increases.

In brief notice: FAC 1) Was trying to construct a calendar of regular reporting times for various A&S committees; 2) Expected to report soon on its study of the issue of stipends paid to recognize various university committee assignments; 3) Had learned that the

State of Virginia, contrary to some opinion, could issue employment contracts of longer than a year's duration, and that in the future, permanent faculty would only receive salary updates rather than new contracts; 4) Was informed that a rumored new indoor tennis facility was *not* in planning stages. Mr. McGlennon expressed certainty that any such proposed facility would be discussed in its early stages with the Executive Committee of the Assembly, and no such discussion had occurred in this instance.

Mr. Ventis asked how Mr. McGlennon had investigated the matter of salary increases to the President and Provost. I asked them, said Mr. McGlennon, and I believed what they told me. And do the stipends for certain committee members continue while the FAC recommendation on stipends is worked out? asked Mr. Ludwell Johnson. Yes, said Mr. McGlennon, and added that all stipends are under study with a view to a Fall report from FAC.

Mr. Johnson continued: Does FAC believe that the Executive Committee of the Assembly should be the "representatives" of the university faculty to the presidential search? That is the consensus of FAC said Mr. McGlennon, and there is some logic to this position since the Executive Committee is a faculty-elected body. True, said Mr. Johnson, but 75% of the university faculty belong to Arts and Sciences, so we would be underrepresented in the search, and anyway, the Executive Committee was not selected as a search committee *per se*.

Mr. McGlennon responded that the Board of Visitors appoints the search committee, and if they want a different mode of representation they will probably approach the Assembly or the Executive Committee about this possibility. Yes, but the BOV thinks all faculty look alike said Mr. Johnson. Arts and Sciences is the core of the College and the BOV needs to be informed that this is a fact crucial to the search. FAC should work on this issue. We already have, said Mr. McGlennon. But without consulting the Faculty, replied Mr. Johnson.

Mr. Palmer said that some members of the Assembly were not convinced that the Executive Committee was the appropriate group to be directly involved in setting up the search. Did you actually recommend yourselves to the Rector for this purpose? he asked Mr. McGlennon. Mr. McGlennon said the Executive Committee had tried to display a range of options the Rector might employ to get faculty members of the search committee, but Mr. Palmer was suspicious that these options might not have been delivered in an even-handed way.

Mr. James Harris wondered how anyone could possibly gather broad-based faculty opinion on the structure of the search committee if it is to be named within 2 weeks. Mr. Livingston said the Executive Committee should be very cautious in taking on this new burden, and in any event, should take soundings about faculty opinions regarding representation. Mr. McGlennon agreed with the latter sentiment and said that, in particular, the present meeting would be a good opportunity for Faculty to voice opinions.

At this invitation, Mr. Johnson moved that Arts and Sciences "representatives" to the presidential search committee be elected. The Dean asked anybody if the Assembly had a constitutional assignment as the sole source of recommendations for membership to university wide committees. No one knew, but Mr. Fuchs did say

that the Liaison Committee (=Executive Committee) is the only faculty group authorized to speak to the BOV on behalf of the faculty. Mr. Kreps asked whether there would actually be Arts and Sciences "slots" on the search committee. Again, no one knew, but Mr. McGlennon pointed out that membership to the search committee is an inherently appointive one. These are technicalities, said Mr. Johnson, the Faculty of Arts and Sciences can, as a body, recommend through appropriate channels whom it would like to see on the search committee.

Returning to the timing matter, Mr. McCord asked when the next Assembly meeting is scheduled. October 22 said Mr. McGlennon. Can an earlier Assembly meeting be called to digest the results of fast-moving developments in the Arts and Sciences Faculty? asked Mr. McCord. Certainly, said Mr. McGlennon.

Mr. Fuchs asked Mr. Johnson if he wanted to force the Rector to first allocate slots on the search committee and then await advice from the various faculties on how those slots might be filled. Mr. Johnson said that the Rector would be able to figure out how to deal with the sense of the motion.

Ms. Ventis now introduced a third contender to the title of Source of Power in the search. She asserted that the Assembly had historically used its Committee on Committees to determine recommendations for various appointive committees. She wondered why the procedure was not followed this time.

Mr. Johnson, in some exasperation with the meandering debate, said that his motion had a very simple motif: Arts and Sciences members of the search committee should be elected to that task. Indeed, said Mr. McGlennon, we all understand that motif since the motion asks for the election of a new representative group even as an already elected group is working on behalf of the Faculty in the matter. Mr. Johnson, however, denied any subversive intent to his motion.

In response to a question from Mr. Harris, Mr. McGlennon explained that the Executive Committee of the Assembly has 7 members, 3 of whom are members of the Faculty of Arts and Sciences. So why wasn't the Committee on Committees consulted about possible makeup of a search committee? asked Mr. Harris. Because in the first place, said Mr. McGlennon, the search committee's structure has not actually been determined, and in the second because, contrary to Ms. Ventis' assertion, the exact purview of the Committee on Committees remains to be determined by the Assembly.

Mr. Palmer said that the Committee on Committees had explicitly asked the Assembly for involvement in the matter of the search committee, but its request was ignored. He was troubled by the possibility that some sort of intra-Assembly squabble might infect the important task of the search committee.

Mr. Delos was opposed to the motion. He argued that search committees were never elected in earlier high-level searches and that Mr. Johnson's motion would undesirably politicize matters. Mr. Kreps was not impressed with this rationale since he did not regard earlier searches as models worth emulating. Nevertheless, he felt the Assembly was the proper source of advice on faculty representation to the search committee.

Ms. Walker asked for comment on Mr. Palmer's latest claim.

Mr. McGlennon repeated that the Committee on Committee's jurisdiction within the Assembly is far from clear. He added that there was no formal request from the Committee on Committees to participate in the search and there was certainly no Assembly vote on the idea. In fact, if the Rector does not invite the Executive Committee to join the search *en masse*, there will almost certainly be a small search committee with fewer faculty participants.

Ms. Archer, a member of the Assembly, concurred: there is ample precedent for the Executive Committee to make *ad hoc* committee appointments and there is no turf battle within the Assembly on this issue. Still, Mr. Harris wanted to know, was the Committee on Committee's so-called request transmitted to the Rector? No, said Mr. McGlennon.

The question was called and, as verified by division, the motion carried. The resolution asserted "It is the sense the Faculty of Arts and Sciences that all Arts and Sciences representatives on the Presidential Search Committee should be elected by Arts and Sciences." The Dean agreed to transmit that resolution to the Rector as soon as possible.

Mr. Selby again addressed the timing. How can we get all this done by the BOV meeting on October 17? The Dean said he would try his best to satisfy the intent of Mr. Johnson's motion without violating any provisions of any constitutions.

Mr. McCord then asked Mr. McGlennon to elaborate (at a later meeting) on UPAC's role in the design of the capital budget requests to Richmond.

#### Retention, Promotion and Tenure

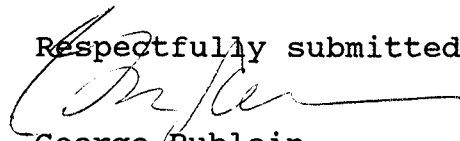
Mr. Crapol, chair of RPT, presented the committee's printed report. He commented only that departments are becoming very adept at presenting tenure cases, though the documentation in these cases is perhaps becoming excessive.

#### Curriculum Review Steering

Mr. Haulman, chair of the Committee, supplied a brief printed report and made some remarks on the anticipated schedule for the appearance of curriculum proposals to the Faculty. He also invited Faculty to attend the curriculum oriented lectures to be given by Professor John Searle on the weekend of October 20,21.

The Meeting adjourned at 5:15pm.

Respectfully submitted,



George Rublein  
Secretary to the Faculty