

Minutes of the Meeting of the Faculty of Arts and Science
November 5, 1991

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

Minutes of the meeting of October 1, 1991 were approved with an addendum requested by Mr. Welsh: The division of votes in favor of Mr. Johnson's motion was 33 to 21.

ANNOUNCEMENTS

The Dean:

1. Gave a brief account of the aftermath of the Faculty vote requesting elective approval of the Arts and Sciences members of the presidential search committee. The Dean had promptly communicated the request to the Rector who took the matter under consideration. Problems of timing of such elections were, however, rendered moot by the Rector's decision to appoint the search committee.

2. Described the top four academic initiatives submitted to the State Council by the College. Themes of these initiatives were, in order, undergraduate research, applied science, freshman advising and environmental science. The last of these is intended to foster cooperation between campus faculty and VIMS.

3. Identified five FIPSE proposals which have been submitted to enhance certain aspects of the College's function: an experimental speech program, faculty/student affairs cooperation, minority graduate enrollment, international studies as an emphasis within Women's Studies and the curriculum review.

4. Announced that The State Council has replaced the Funds for Excellence Program with the Funds for the Twenty-first Century Program. There will be much more money available for these projects. RFP's will probably appear in November and have a very short deadline.

5. Reminded the Faculty that grade deadlines (absolute latest: Noon, Jan 2) are looming.

6. Said that nominations for Virginia Outstanding Faculty are due in his office by mid-January.

7. Confessed unwonted optimism (already observed by an unnamed Southern colleague) in his budgetary dealings with the Provost.

8. Was elated by recent good news concerning support of the Freshman seminar program. Some new privately supported faculty positions will be filled to service the seminars.

Mr. Finn encouraged Faculty to apply for cards admitting them as foreign users to outside libraries.

ADMINISTRATIVE REPORTS

The Provost, Mr. Schiavelli, first discussed faculty positions and money. He said the College appears unlikely to lose any faculty positions vacated by the Governor's early retirement option. However, it also appears that a so-called "entry level salary" will

be determined for the new faculty and the resulting total dollar figure will replace the amount in the E&G budget formerly earned by the recent retirees. In other words, there will be less money for the same number of positions.

Echoing the sentiment of the Dean, the Provost seemed mildly encouraged about budget prospects. UPAC is being regularly consulted regarding priorities in the base budget as the College prepares for contingencies that may arise in the next biennium.

The Provost also briefly mentioned administrative efforts to crystallize policies regarding sick- and disability-leaves.

Mr. Scholnick inquired about prospects for capital construction at the College. The Provost said there would probably be a general obligation bond or bonds passed by the General Assembly. Of the \$350-750 million thereby raised, the College is eligible for nothing, at least as judged by space allocation formulas sometimes used. Still, the renovation of James Blair Hall and the construction of Tercentenary Hall are *programmatically* justified while the toxicology lab at VIMS does not come under the academic building guidelines since VIMS is deemed to be a research facility. So there are some possibilities for construction.

Mr. James Harris reminded the Provost that the Dean's advisory committee had recommended some time ago that the 2% salary reduction suffered by all faculty in the Fall of 1990 be the absolute first priority among salary increases when increase pools do come into existence. Is there, he asked, still agreement by the administration on this position? The Provost said he had not discussed budgetary matters in such detail recently; he expected to get fresh advice from the Deans later.

Mr. Finn asked whether the leave program would continue to be funded. Yes, said the Provost who said there are 30 FRA's this year, and that he hopes this year to fund the "replacements" for the FRA's at the original \$15K part-time level instead of the emergency \$9K adjunct level currently in use.

Mr. Gary DeFotis asked whether the space allocation formulas used in Richmond are either rational or revisable, in light of the fact that they allot no new space to the College. The Provost replied that the formulas are poorly designed, but that the College's lobbying resources are better spent arguing for space on a political rather than a bureaucratic basis.

The Dean, cued by the Provost's remarks about UPAC, urged interested faculty to transmit budgetary concerns to an appropriate UPAC member. Faculty opinions are taken seriously by UPAC he said.

COMMITTEE REPORTS

Graduate Studies

Mr. Scholnick, Dean of Graduate Studies, presented a lengthy printed report. The past academic year had been, he said, a difficult but exhilarating experience for graduate work at the College. He pointed with some pride to the stability of the graduate student aid budget, while bemoaning a severe strain in other modes of financial support for graduate studies.

Ms. Ewell said the claim of an "unchanged graduate aid budget"

in the report was very misleading. The History Department, she said, had suffered a \$70K loss in graduate student aid.

Mr. Fuchs was puzzled by the distinction between the codes "NRD" and "----" used to not report Graduate Record Examination Scores for entering students. Mr. Scholnick was uncertain about the "----", but said that "NRD" indicated that the statistical data was insufficient to deserve reporting an average.

Mr. Haulman was struck by the fact that in some ways, the graduate program was insulated from budget cuts while every other arm of the university had been dealt heavy blows by the State's financial problems. He invited Faculty to remark on this in response to the Assembly's advertised general survey of the faculty concerning the condition of the university.

Faculty Affairs

Mr. McGlennon, chair of FAC, reported first on Assembly matters. He had an update on the tennis facility item from his October report. There is a new donor making noises about an indoor tennis structure. The Campus Landscape, Environment and Energy Committee has been put on alert and the Assembly expects to interview Vice-President Merck regarding the issue. Mr. McGlennon identified Ms. Archer as the source of leaks about the facility.

Mr. McGlennon recited the list of members of the presidential search committee. It comprises the Assembly Executive Committee (7 members) together with heads of various other College constituencies, as well as the Rector and the Vice-Rector who is Chair of the search committee.

Mr. McGlennon remarked on a pleasant coincidence: Prior to the president's resignation, the Assembly had already planned to poll all university faculty to get some general sense of their attitudes about the institution. Results of that poll will now be available for use by the search committee. The Assembly has asked the Committee on Committees to appoint a group of faculty experts to analyze the poll results and digest the data.

Mr. McGlennon reminded the Faculty that consultants hired by the search committee will be on campus this week for preliminary conversations with various constituencies. Schedules have already been published for particular groups, but Mr. McGlennon invited anyone with an axe to grind to show up in the "open" sessions. Also, he said that the application deadline advertised in the Chronicle of Higher Education, viz., December 2, has actually been pushed to December 16.

Turning to FAC business, Mr. McGlennon said that discussions in FAC about budget matters are imminent. FAC hopes to publish shortly some tentative spending priorities. FAC would like debate in the December Faculty meeting to provide information which could be used in later UPAC meetings. Mr. McGlennon said that broad-based faculty support of particular priorities has had an impact on hard budget choices.

Briefly, Mr. McGlennon also reported i) Ms. Haygood has been appointed to the Sexual Abuse Task Force, and some progress is being made by the Task Force in its review of policies regarding accusations of Sexual Abuse; ii) Work on the "stipends problem" continues and recommendations from FAC are forthcoming.

Lastly Mr. McGlennon voiced the continuing concern of FAC about attendance at Faculty meetings. For example, he said, there was no quorum at the October meeting, and there is probably not one at the present meeting. He recognized that the registrar's desire to fully use classroom space is certain to produce conflicts with the meeting time, especially when lab sections are taken into account. Still, he thought the Faculty could display more interest in the meetings.

Mr. Mathes asked what the Assembly would do about a tennis facility if there is a real push to build it. Mr. McGlennon said the Assembly could make a direct recommendation (for or against) and hope that its recommendation would be taken seriously.

Ms. Ventis pointed out that some people had deep misgivings about the Executive Committee of the Assembly serving as the faculty representatives to the presidential search committee. Did these well-publicized sentiments provoke any thought that the Executive Committee might decline to serve on the search committee?

No, said Mr. McGlennon. The Rector favored the idea of using people who had been elected, one way or another, and he also clearly favored the choice of already elected "chiefs" from the various constituencies. The Executive Committee thought it inadvisable to suggest that the Assembly had somehow made poor choices for its leadership.

Mr. Scholnick asked who had devised the instrument to be used shortly by the Assembly to poll faculty attitudes. Two well-known experts, Messrs. Kreps and Rapoport, said Mr. McGlennon. Their first version was discussed and edited by the Assembly and is ready to go. Mr. Fuchs, a member of the Assembly, added that the questionnaire was intended to foster dialogue between the Assembly and the Arts and Sciences Faculty.

Mr. Tiefel now began a discussion of the Yin and Yang of attendance at monthly Faculty meetings. He complained that the Assembly had siphoned off all good topics for debate. He further suggested that class schedules be rigged so that adjuncts would teach the 3:30-5 Tuesday classes, and that attendance at Faculty meetings be part of a Faculty member's annual evaluation.

Mr. Welsh: The quorum should be smaller.

Mr. McGlennon: FAC's forthcoming committee reporting schedule together with resumés of the provocative parts of each committee's report, as published with the meeting agendas, will also encourage attendance.

Mr. Eckhause: The registrar could help by blocking out classes in the 3:30 Tuesday time period.

Mr. Kreps: Reducing the quorum is a bad idea. The meetings should be more interesting, not just an occasion for making tons of announcements.

Mr. Noonan: Part-time (day) students need classes in late afternoon; we cannot do without classtimes on Tuesdays at 3:30.

Mr. Gary DeFotis: There are too many announcements made at these meetings. And anyway, couldn't we find another meeting time?

Dean Lutzer: Friday afternoon would be good to avoid class conflicts.

Mr. Sher: But Physics uses Fridays for colloquium.

Mr. Ware: Biology needs them too.

Ms. Slevin: Mr. Kreps is right. The Dean should be very forceful about encouraging Faculty attendance at the meetings.

Mr. McGowan: At Clark University, our Friday afternoon Faculty meetings were well attended; we took attendance and requirements for tenure were less stringent so there was not such a heavy demand on junior faculty research time.

Mr. Finn: Mr. McGowan is right; in Religion, we don't let Faculty consistently teach a Tu-Th schedule.

Mr. McGlennon: There may be more room for 2:00-3:30 TuTh classes in the timetable and this could provide some scheduling relief.

Mr. Mathes: The schedule is not really that important, it is the debate content (or lack thereof) which determines attendance.

Mr. McGlennon: Tenure struggles are not important either, at least as regards attendance at Faculty meetings.

Mr. Finn: But Faculty are supposed to attend these meetings, tiresome or not.

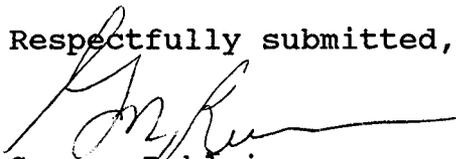
Finally, discussion turned briefly to the presidential search. Mr. Palmer noticed that the so-called "open" meetings with the consultants were limited to 18 people, and accordingly, he couldn't find any such meetings not requiring an RSVP. Mr. McGlennon said the 18 person limit was made solely to keep the meetings manageable. He insisted that anyone who really wanted to talk to the consultants would be accommodated. Mr. Fuchs added that this was only the first of several visits by the consultants, and in any event, there would be ample opportunity for wide faculty comment throughout the search.

After Mr. McGlennon retired from the podium, Mr. Finn recalled Mr. Haulman's earlier observation on the invariance of the graduate student aid budget. Mr. Finn found a comfortable old saw in his tool kit: The development of graduate work at the College has unfavorably impacted the undergraduate program.

Mr. Eckhause responded that the Physics undergraduate program is vastly superior to what it would be without the PhD students around. Mr. Finn agreed that this was very possibly true for Physics students, but in other departments, much damage was visible because of resources lost to graduate work in general.

The Meeting adjourned at 5:00pm.

Respectfully submitted,



George Rublein
Secretary to the Faculty

