

Minutes of the Meeting of the Faculty of Arts and Science
December 3, 1991

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

Minutes of the meeting of November 5, 1991 were approved with two corrections:

1) Ms. Archer preferred the designation "responsible member of the faculty" to "source of leaks" in connection with information she had supplied regarding the proposed indoor tennis facility. The information, she said, was not privileged in any way.

2) The Dean, referring to Mr. Haulman's prepared text, said that during the debate on the report of the Graduate Committee, Mr. Haulman had wanted to provoke faculty comment about budget priorities in general. In particular, the Dean said, Mr. Haulman intended no invidious comparisons between financial resources available to the undergraduate and graduate programs.

ANNOUNCEMENTS

The Dean supplied a printed copy of his remarks to replace the usual oral version.

ADMINISTRATIVE REPORTS

The Provost, Mr. Schiavelli, gave some details of the College's response to the Governor's recent 3% reversion request. The College would simply use a contingency fund it had established in July anticipating just such an eventuality. He said that if a further reversion is demanded, that some classified positions would be left unfilled. Mr. Holmes, noting the Governor's frequent absence from the state on other business, asked who in Richmond was handling the reversions. Messrs Dyke and Timmreck, said the Provost.

Mr. Kreps asked whether planned large tuition increases would, in fact, be at variance with increases at other state institutions. The Provost said that a cap of 22% had been set for such increases by the Secretary of Education, Mr. Dyke. Meanwhile, certain state budget analysts had made inquiries about very large tuition increases that would have students account for a much more significant fraction of the cost of education at William and Mary. In this context, Mr. Kreps wondered when the College would cease to be an educational bargain. The Provost claimed that since tuition itself is not such a large fraction of the costs here, a 22% tuition increase would not make all that much difference in the bargain question.

Mr. Ludwell Johnson, a veteran member of the Faculty, recalled that 150 years ago, a student's tuition accounted for half the cost of his education, and that perhaps we were headed in that direction again. The Provost said that, indeed, the recent 20 years' experience of a 25% tuition contribution to the E&G budget were unlikely to continue.

Mr. Tiefel suggested that the College might improve its fiscal position by admitting more out-of-state students who pay

higher tuition. Not so, replied the Provost. Unless there is prior agreement from the State to raise the total College budget, an increase in tuition income would be washed by a decrease in State subsidy.

Mr. Funigiello asked what (expensive) initiatives lie in wait. Three significant proposals requiring additional funding have been made, said the Provost: An enhanced advising program, an undergraduate research program, and restoration of funding to the Applied Science Program.

REPORTS OF COMMITTEES

Nominations and Elections

Ms. Walker, chair of the committee, presented its nominations for the Faculty Affairs Committee and for its chair, new electees to be seated in September. Subsequently, Miles Chappell and Gary Kreps were elected to FAC and John Oakley to the chair.

Faculty Affairs

Mr. McGlennon, chair of FAC reported first on Assembly business. He said that work on the presidential search would begin very soon as applications were due to close on December 16. An open meeting will be held with faculty members of the search committee on December 11. Mr. McGlennon also expressed satisfaction at the high rate of return of the general faculty survey circulated by the Assembly. A report on the survey is forthcoming.

Work on the Handbook continues; the draft section on Integrity in Research is available for inspection on TEAMMATE. The section will be debated at the January meeting of the Assembly. The draft section on Faculty Benefits will be published soon. The Spring semester is the target for completion of new edition of the Handbook.

Mr. McGlennon also reported more information on the proposed indoor tennis facility. Mr. Merck, Vice-President for Finance, has communicated to the Assembly that there has been no decision to construct such a facility, and that before any such decision is made, a committee, chaired by a member of the faculty, will be appointed to study all aspects of the facility, including operating costs and environmental site protection.

Mr. McGlennon then introduced a resolution to reaffirm the Faculty's views on budget priorities as stated at the April 1991 meeting. The motion passed unanimously.

Mr. Funigiello wondered whether the details of responses to the faculty survey would be published. Mr. McGlennon replied that the survey committee would report as fully as needed.

Mr. Funigiello also asked whether Mr. Merck's statement meant that a satisfactory resolution of site issues and operating costs would automatically entail construction of the tennis facility. Mr. McGlennon said that there was more to the decision than those two items. But then these other considerations should be scrutinized publicly before the technical issues are undertaken, said Mr. Funigiello. This is a delicate matter said Mr. McGlennon. While the Master Plan does allow for a tennis facility, it would

not be high on the administrations priority list. Still, no one wants to offend a donor with large resources.

And will the donor expect the facility to be operated from a currently planned increase in student fees ? asked Mr. Funigiello. Or some new fee, said Mr. McGlennon. A "user fee", not a general fee said the Provost. And in response to an inquiry from Mr. Ludwell Johnson, Mr. McGlennon said that a Faculty motion on the subject would be unnecessary; that there was ample resistance to the idea of a tennis facility. No decision will be made until next academic year, and the time might be usefully spent convincing the donor to fund a more appropriate project.

Mr. Johnson inquired about FAC's often promised report on the "stipends problem". Mr. McGlennon begged consideration because of heavy pressure on FAC. He hoped for a report at the February meeting.

Mr. Ward asked whether spousal status would be an issue in the presidential search. Because Mr. McGlennon was non-plussed by the question, Mr. Ward elaborated: The presidential spouse at this institution (and others) is an exploited person. If the president and spouse are considered a "team" in the search, that view should be published and the spouse compensated. However, Mr. Ward thought it best, as a matter of policy, that the search committee concentrate solely on the qualifications of the candidates and divorce itself from consideration of their respective spouses' attributes.

NEW BUSINESS

Mr. Ludwell Johnson asked whether the recently published report of the Faculty Compensation Board would be discussed? Mr. McGlennon said that the report was actually presented to the Assembly, and they had invited Mr. Meyers, its principal author, to their meeting on the subject. Mr. Meyers had declined the invitation. The Dean said he would invite Mr. Meyers to discuss the report at an Arts and Sciences meeting.

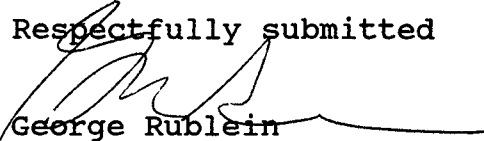
Mr. Johnson remarked on discrepancies between his own private survey of faculty salaries and data in the report. He also felt that procedures for determining salary increases should be codified for public scrutiny. The Dean protested that salary increases, if and when they do occur, are not determined by a formula, secret or otherwise. He needs to make judgements about market conditions, about inequities and about retirement deals among other things, in order to figure out such increases. And as far as data discrepancies are concerned, the Dean said he relied on his trusted assistant, Ms. Sandy, to provide all the numerical information he had in turn given Mr. Meyers.

Mr. Finifter, a member of the Faculty Affairs Committee, seconded the Dean's remarks. FAC wants the Dean's salary judgements to be systematic, but also wants them to be judgements. Mr. Johnson asked whether the members of the Physics Department were given some sort of blanket raise in 1990. Mr. Eckhause responded by saying that whatever raises were given people in Physics were generated by a procedure used uniformly over all disciplines, and, moreover, he (Mr. Eckhause) had long ago given Mr. Johnson this same information.

Mr. Axtell pointed out that the History Department itself had received a "blanket" raise several years ago as the College attempted to bring that department to some sort of peer level among PhD granting institutions. But Mr. Johnson still insisted that he wanted to get information not to spread blame.

Mr. Holmes said that procedures for determining raises are certainly more organized than they had been previously, though he felt there could be more exposure of the process. Mr. Kreps pointed out that this is an old subject and that the latest report only describes trends that were visible 5 years ago. He thought the most telling feature of the report was the insight it gave on how faculty ranks are distributed at the College. He also said that comparable data on administrative salaries would be interesting. Meeting adjourned at 4:45.

Respectfully submitted


George Rublein

Secretary to the Faculty