

Minutes of the Meeting of the Faculty of Arts and Sciences
March 3, 1992

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

Minutes of the meeting of February 4, 1992 were approved with an addendum: By note, Mr. Meyers reminded the secretary that prior to Mr. McCord's futile motion linking tuition increases to athletic fee reductions, Mr. Meyers had asked the Provost, Mr. Schiavelli, whether Faculty might appropriately consider major policy issues, including the Athletic Program. The Provost had responded positively.

ANNOUNCEMENTS

The Dean

1. Cautioned the audience that only members of the Faculty might vote at the meeting.

2. Described a list of priorities he had proposed to the Faculty Affairs Committee regarding disposition of any possible salary raise pool for 1992-93.

3. Announced the awards (thus far anonymous) of undergraduate summer fellowships to support international service and scholarly projects.

4. Announced the establishment of a one-time Tercentenary Scholarship, the moral and financial Equivalent of Rhodes/Marshall/Fulbright, to be given to a William and Mary graduating senior in the Fall of 1992.

Later, Mr. Haulman, Chair of the Ad Hoc Curriculum Review Committee briefly described their reporting time-line. The Committee expected to begin discussions of its draft report with departmental subcommittees in early April. Open meetings with Faculty and students were anticipated in mid-April, with a full report to the Faculty in the Fall.

Also, Ms. Marshall encouraged attendance at a February 22 basketball game where a portion of the proceeds would benefit Swem Library. Mr. Aday solicited attendance at a medical benefit for the wife of a faculty colleague.

ADMINISTRATIVE REPORTS

The Provost, Mr. Schiavelli, spoke briefly on the life and times of the current legislative session. The capital construction bond issue had narrowly escaped death, and the necessary referendum would appear on the November general election ballot. Funds for the return of the 2% salary recision were a virtual certainty in the budget. The Provost also described a scheme to tie future state-wide salary increases to state-wide productivity increases.

The Provost supplied a varied list of financial items of disagreement between Senate and House on matters of concern to the College, including an alteration in the Eminent Scholars Matching Fund Program. Lastly, he noted some smaller scale general fund capital projects.

Mr. Axtell asked about the current Eminent Scholars matching formula. It is 63 cents on the dollar said the Provost. And how do things look for the Centers of Excellence Programs, asked Mr. Finn? Not good, said the Provost; in the second year of the biennium, it is proposed that The Commonwealth Center would lose 30%, the Marshall Papers \$33K, and the Institute of Early American History \$50K.

Ms. Ewell inquired about a rumor concerning changes in health insurance options. The Provost said that, indeed, certain actions of the General Assembly appeared to imply that the so-called Blue Cross Basic plan would no longer be available to state employees, leaving only Key-Care and HMO plans as possible choices. Mr. McGlennon interjected that the Faculty Compensation Board was studying the matter as well. He thought that a variant of Key-Care was in the works.

Mr. Scholnick asked for a bottom-line on the College's base budget for the next biennium. The Provost said that in addition to an extra \$475K and \$1M for College libraries in the two years of the biennium, there was a 4-1/2% increase in the M&O budget. Predict whether Applied Science will get its funds restored, said Mr. Scholnick. The Provost would only admit to hope. Mr. Conlee inquired about the size of the next year's tuition increase. It will be in the neighborhood of 13% for in-state students replied the Provost.

Mr. Ward wondered if the new biennium might see his departmental secretary with a late model computer and some furniture to put it on. There may be some extra 286 PC's around soon said Dean Lutzer.

COMMITTEE REPORTS

Faculty Affairs

Mr. McGlennon, chair of FAC, began with Assembly matters. He reported on progress in the presidential search. The names of the 5 candidates on the short list would be published next week. Mr. McGlennon outlined a schedule for the candidates to meet with faculty in open session with time for questions.

Mr. Strong wondered if these sessions were merely intended to satisfy the curiosity of faculty. Mr. McGlennon said that the search committee was intensely interested in faculty reaction to the candidates and that, in fact, forms would be provided for faculty to register opinions to the committee.

Will there be another level of decision by the search committee, asked Mr. Ward. Indeed, said Mr. McGlennon; the short list will be further shortened to 2 or 3 names which will be delivered to the Board of Visitors for a final selection. He emphasized that the meetings of candidate with faculty should not be thought of as referenda on their respective candidacies. Mr. von Baeyer asked whether the BOV would see the faculty responses. In typescript form said Mr. McGlennon. And who else will meet with the candidates asked Mr. James Harris. Many others said Mr. McGlennon: students, Deans, senior administrators and support staff.

On the matter of the Faculty Handbook, Mr. McGlennon said the next section to be considered deals with leave policies. The Assembly expected to have a substantially revised draft at its April meeting. This section would complete the handbook and the Assembly would adopt a method of ratification.

In other business, the Assembly was

- a) considering the establishment of a standing Committee on University Advancement;
- b) beginning discussions with the Faculty Compensation Board in hopes of merging their work with that of the Assembly itself;
- c) trying to establish a regular practice whereby the Athletic Policy Committee would report to the Assembly.

Mr. McGlennon invited all to attend the March meeting (3/24) where interested Faculty could listen to a report of the Research Committee and an ad hoc report on the indoor tennis facility. Lastly, Mr. McGlennon also reported that University Policy Advisory Committee was working on recommendations for the '92-'93 budget.

Mr. McGlennon next turned to the FAC itself. He referred Faculty to the printed copy of the long-awaited report on compensation for university governance. In a nutshell, FAC did not want to recommend any specific formula for determining such compensation. FAC did conclude that people *elected* to office do not have the same administrative status as those appointed, e.g., department chairs. Compensation for elected committee members should be carefully thought out. In the instance of the executive committee of the Assembly, some sort of "independent" budget might be an appropriate funding vehicle.

FAC also suggested that release time for elected chairs of "difficult" committees could also serve in lieu of financial awards. Lastly, Mr. McGlennon promised another chapter discussing equity for the stipends paid to chairs of A&S departments.

Mr. McGlennon also reported FAC's ongoing efforts to examine the structure of the annual merit evaluation process.

Mr. Kreps still couldn't understand why anyone elected to a committee would deserve monetary compensation. Because, said Mr. McGlennon, they often do the same kind of work as department chairs

and program directors. And since stipends for the latter are deemed appropriate, consistency demands that at least some of these could also be compensated. Mr. Kreps thought that the chair of FAC might qualify under these guidelines, but that other cases were problematic. He saw signs of decay in the culture of governance especially among younger faculty. Isn't the stipend merely a way to buy our way out of this problem?, he asked. Perhaps the 6-6-3 merit evaluation scheme needs to be rethought.

Mr. Fuchs said that only a very few committee chairs were thought by FAC to be appropriate for extra compensation. The chair of FAC, the President and Secretary and of the Assembly, and perhaps the chair of A&S EPC, were the only cases he could think of. He considered Mr. Kreps arguments too general to be valid. In particular, the idea of broadly tinkering with the 6-6-3 evaluation formula in order to encourage more Faculty participation in governance was not a sound one.

Mr. Strong wondered why we couldn't alter the formula if that accomplished what we want. Mr. Fuchs and Mr. Eckhause both said that FAC should resist efforts to devalue research and teaching in favor of an emphasis on governance. Mr. Axtell was unable to detect serious resistance to the devaluation of teaching.

Mr. McGlennon agreed with Mr. Kreps that fewer faculty seemed interested in working on internal political issues. W&M is a more complicated place than it used to be, he said, so maybe it's just not so easy to exert influence on policies as it was earlier. It is surely true that some committee positions by their very nature digest vast amounts of time.

Mr. Welch pointed out that the current meeting had been full when it began and that this was ample evidence that the Faculty had good access to information about the university. He insisted that the Faculty these days is much stronger politically than it had been when he was young. All of this is true said Mr. Kreps, but we must find a way for our Assembly representatives to learn Faculty opinions on sensitive subjects.

Mr. James Harris agreed that more young people needed to be involved with governance. He hoped that FAC could help get these people into the committee pool. Mr. McGlennon said that FAC tries to do this. But, he said, some departments discourage participation in committee work by their junior members, lest they damage their tenure cases. The Dean said there appeared to be another group of slackers: middle level tenured people who were not helping out with governance as much as they might.

Mr. Fuchs moved that the Faculty endorse the report of FAC. Before casting his vote, Mr. Finn made sure that FAC would bring the other half of the report involving compensation of departmental chairs and program directors. Meanwhile, Mr. Kreps wanted to know whether the current half-report actually set out rules for compensation. Only "guidelines", said Mr. McGlennon. Mr. McCord

said that the document had a good tone, but he still couldn't understand why freshman-sophomore advisers were compensated. But Mr. McGlennon said the "professional fund" was not considered to be compensation anyway. Mr. Fuchs' motion passed.

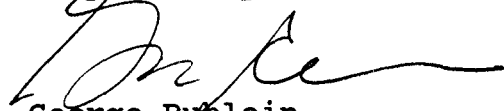
Educational Policy

Ms. Houle, chair of EPC presented their report including changes in Writing 101 related changes in the lower division writing requirement. In particular, the proposal amended the grading scheme of Writing 101 to admit the assignment of an F on a students permanent record card.

Mr. James Harris asked whether some sort of minimal routine effort on the part of a student would earn an R rather than the newly available F. Ms. Kennedy, chair of the Writing Committee thought this likely. The F would really be there to threaten the most blatant non-performance in Writing 101. Mr. Haulman thought that perhaps something more than a mechanical submission of random words on a page would be required to avoid an F.

Mr. Axtell wondered why an I could not be used instead of an F. But the Dean pointed out that I implies the possibility of F. All further discussion was halted by Mr. McCord's quorum call at 5:12 pm.

Respectfully submitted,



George Rublein
Secretary to the Faculty