

Minutes of the Meeting of the Faculty of Arts and Sciences  
December 1, 1992

The meeting was called to order by Dean Lutzer at 3:30 pm in Rogers 100. The minutes of the November 3, 1992 meeting (circulated with the agenda for this meeting) were approved.

There were no reports from administrative officers.

ANNOUNCEMENTS

The Dean had passed out a list of announcements to be made at today's meeting. He stressed three items from the list: (1) The Faculty Assembly has voted in favor of a "local option" system for assigning emeritus rank. The Assembly's system would allow each Faculty or School to decide for itself whether to promote faculty who retire with tenure to the rank of Professor Emeritus/a. (2) In its November meeting, members of the Faculty asked about enrollment patterns of the 146 part-time students registered in the Fall semester. Preliminary investigation showed that out of 481 courses, 304 still had room for further enrollments and 177 were filled to departmentally set limits. (3) He thanked Nancy Marshall for making space available in Swem for use as offices for faculty with FRAs.

He also announced that Danielle Sepulveda is the College's second Marshall Scholar.

Professor Johnston of Psychology questioned the second item above, pointing out numerical difficulties inherent in part of it. Professor Haulman explained some of the numbers in greater detail.

Dean Lutzer called on Dean Haulman to report on the Curriculum Review. Haulman said that the committee is in the process of preparing its final proposal which should be in the hands of the Faculty at the beginning of next semester.

Professor Kathleen Slevin, Chair of the Provost Search Committee, was called on for a report. She said that a request for nominations had been sent to all faculty and that advertisements would soon be in print, e.g. in the Chronicle. Further, two hundred letters had been sent out across the country seeking nominations. The committee met twice already, and President Sullivan has asked the committee for a list of three nominees by mid-March. Professor Slevin announced that Search Committee members have taken a vow of silence about committee deliberations.

### Nominations Committee

Professor Walker, Chair of the Nominations Committee presented the Committee's nominees for Faculty Affairs Committee as follows.

One three-year term (Area I) - Francie Cate-Arries and Dorothy Coleman

One three-year term (Area II) - Clay Clemens and Elaine Themo

One one-year term (Area III) - Martin Mathes, George Rublein

Chair of Faculty Affairs - One-year term - Miles Chappell

There were no nominations from the floor and the election was held. Later in the meeting, Dean Lutzer announced that Professors Cate-Arries and Clemens were elected to three year terms, and Professor Rublein was elected to a one year term. Professor Chappell was elected as FAC chair.

### Faculty Affairs Committee

Professor Oakley reported that recent meetings of FAC had focussed on the following issues:

(1) Special rules in Faculty meetings for the curriculum review debate. This item is still under discussion with Dean Haulman and the Steering Committee.

(2) Allocation procedures for new positions associated with the Freshman Seminar and Undergraduate Research programs, following Dean Lutzer's description of the history and authorization of those programs in his letter to faculty last month. After the discussions, FAC was satisfied with the allocation procedures.

(3) Faculty Affairs is meeting with the former and present chairs of the Faculty Research Committee to discuss issues associated with a proposal related to FRAs for pre-tenured faculty.

Professor Welsh reported on activities of the Faculty Assembly and Faculty Liaison Committee. At the most recent Board of Visitors meeting, the Business School reported on its curricular progress and Dean Haulman made a presentation on the Arts and Sciences Curriculum Review. The Liaison Committee pointed out to the Board that the State of Virginia is now last among the fifty states in certain measures of funding for higher education.

## Board on Faculty Compensation Report

Professor Larry Ventis stated that the Board on Faculty Compensation (BFC) is an elected committee and welcomes input from the faculty. He commented on the following issues from his printed report which was circulated with the meeting agenda: (1) William and Mary's salary ranking has declined markedly within its peer group during the last few years. (2) BFC is very concerned about Key Advantage Program for health care coverage, and about the procedures for mental health coverage. (3) Richmond has reduced the state contribution to optional retirement plans, and such a reduction translates into a reduction in retirement income.

A discussion on the salary decline ensued. Many questions were asked and the graphs at the end of the BFC report were discussed. There was concern about how the comparisons were made between universities--whether BFC reports were comparing our state salary level with a combination of state and private salaries at other schools. Commenting on the discussion about sources of salary money at the College, Professor Selby argued that it is very important that our private funds not be considered as offsetting any of the state's obligation to provide salary money for the faculty. Otherwise, there would be little reason for the College to raise such funds. There seemed to be general agreement with his comments. Professor Johnston asked whether other Virginia colleges and universities had suffered a decline relative to their salary peer groups which was comparable to the one experienced by William and Mary. After further discussion about the sources of salary funds at the College, the Dean restated Professor Johnston's question, asking the BFC to study it and report to the Faculty.

A member of the faculty asked what tax deferred annuities are available and which are successful, commenting that a booklet from BFC on this topic would be very helpful.

## International Studies Committee

Dean Lutzer announced that the Chair of the International Studies asked to delay his report until the February meeting.

There being no further business, the meeting was adjourned at 4:20 p.m.

Respectfully submitted

*Barbara Moore*

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Secretary pro-tem