

Minutes of the Meeting of the
Faculty of Arts and Sciences
April 6, 1993

The meeting was called to order by Dean Lutzer at 3:30 p.m. in Rogers 100. The minutes of the March 2, 1993 meeting were approved.

ANNOUNCEMENTS

The Dean reminded those present that only faculty of Arts and Sciences are entitled to vote, and requested that departments submit Graves Awards nominations by Monday, April 19th.

Dean Lutzer announced that the vote on the Curriculum Review Proposal will be taken on April 15th and stressed the importance of the decision facing the faculty since curriculum reviews at the College seem to occur only once in 20 years. This vote is so important that faculty could reasonably decide to cancel classes in order to attend the April 15 meeting. Whatever happens -- whether the proposed curriculum is accepted or rejected -- Dean Lutzer expressed his hope that it would be by a significant margin. Dean Haulman said that he would send faculty members a 44 page packet describing the proposal which grew out of two months of Curriculum Review faculty meetings.

The Dean described Arts and Sciences salary raises for 1993-4 by noting that Richmond will provide a 3.4% increase on the 90% of our salaries which come from state funds. As a result, we would expect the Arts and Sciences salary pool to grow by 3.04%. However, the President has decided that the Law School raise pool, except for what is generated from the special Law School tuition surcharge, will be distributed among the other academic units with the result that we expect roughly 3.5% in raises this year. Out of that 3.5% pool, the Dean will need to honor retirement promises, address salary inversions caused by this spring's new appointments, deal with equity issues, and award promotion raises. The rest, corresponding to a roughly 3.1% increase in our salary pool, will be distributed through the merit system. The Dean asked faculty to keep in mind that the previous year's base salary, as well as the merit ratings from the last three years, play a central role in determining next year's raises. He cited the example of two faculty members, each having a three-year merit score of 11. One earned \$36,000 in 1992-3 and received a raise of 3.3%; the other earned \$57,000 and received a raise of 2.8%. Dean Lutzer explained that the contract letter this year will have the salary listed in two parts. Until December 1, faculty members will be paid at the same annual rate as today, and starting on December 1, the annual rate will rise to a new level.

On behalf of the Provost search committee, Dean Lutzer said the Provost search is coming to an end. The committee will recommend to President Sullivan next week the names of three people. Dean Scholnick asked if the committee will be interested in letters assessing strengths of the candidates. The Dean suggested that such letters should be addressed to Kate Slevin and should reach her by Monday, April 12.

MEMORIAL RESOLUTION

At the Dean's request, the meeting agreed to change the agenda to include a memorial resolution, and Alan Ward presented the following resolution:

William Warner Moss, Jr., John Marshall Professor of Government and Citizenship, Emeritus, received his A.B. degree from the University of Richmond and his M.A. and Ph.D. degrees from Columbia University. After serving as Assistant Professor at New York University from 1928 to 1937,

he came to the College of William and Mary to be Chair of the Government Department. He retained that position until 1966, with a brief interval in Washington during World War II when he served with the Office of Price Administration and the Office of Strategic Services. From 1966 until his retirement in 1972 he served as Director of the Marshall-Wythe Institute for Research in the Social Sciences.

This unadorned information cannot describe the impact which Warner Moss had on the College of William and Mary. He came back to Virginia with the characteristically New Deal belief that public service is a noble and worthwhile enterprise. He also believed that Virginia and the College could provide a model of service for the Nation, as it had once before. He wrote: "Nowhere in America was there ever such a dedication to public service as in the agrarian squirarchy of Virginia. In no commonwealth has the tradition of public service been so continuously recognized as in Virginia. For one hundred years William and Mary helped establish that tradition."

Professor Moss believed that the early strength of the College lay in its close relationship with the political life of the Virginia colony, but its future lay in the national arena, "as a seminary for statesmen." In 1941 he wrote of his new department: "The Department of Government could not dedicate itself to a greater service to the Nation and the Commonwealth than by training in citizenship and public service the students who come within the range of its influence."

From the beginning, Warner Moss believed that William and Mary should be a national institution. He recruited for his department in the very best universities, and those who joined him had been educated by teachers who were leading the emerging discipline of political science. He himself was trained in political psychology, which he applied to the study of political parties, and his pioneering work on Irish parties is still treated with great respect. He was firmly wedded to the ideal of liberal education. He believed, for example, that political science has roots in all the fields of study related to man - languages, philosophy, science, literature, and the arts. "Those who study men's laws," he wrote, "cannot ignore men's songs." He also believed that lines are drawn too sharply within the social sciences, and in his own training he sought to bridge them.

Warner Moss also brought very practical experience to his academic work, and he expected his colleagues to be active in public affairs. He himself worked in political campaign in New York, and very soon after his arrival at the College, in 1939, he served as a Member of the Committee on Personnel Administration of the Virginia Legislative Council, one of many such experiences.

The influence of Warner Moss was felt well beyond the Department of Government. He was, indeed, a founding father of the modern William and Mary. He encouraged the College to realize its promise as an institution of the first rank. He was instrumental, for example, in having the College recruit nationally for its highest positions, and he always encouraged it to break away from narrow parochialism. He was not always popular with the Board of Visitors, or in Richmond, but he was right, and in the year of his retirement it was fitting that he should have been awarded the Thomas Jefferson Award.

Warner Moss was an exceptional man. He was a liberal who came home to an illiberal state at an illiberal time. But he worked for better days, which came. He was a man of unfailing courtesy, who treated his colleagues with respect and delighted in their success. He was a fine teacher, of many generations of students. We shall miss him.

Be it resolved, that the Faculty of Arts and Sciences acknowledges the distinguished contribution which Warner Moss made to the College and to the Commonwealth of Virginia and mourns his passing. Be it further resolved, that a copy of this resolution be sent to members of his family.

Mr. Ward's resolution seconded and passed with a standing vote. The faculty then had a minute of silence in memory of Professor Moss.

NOMINATIONS AND ELECTIONS

Professor Cam Walker reported there are some changes to the ballot. First, the Chair of the Educational Policy Committee (EPC) will not be elected at this meeting but instead will be elected in May. Second, Robert Noonan of Computer Science was nominated to replace Professor Simha as a nominee for EPC. A motion was made to close the nominations and passed. The vote was taken with the following results:

Academic Status

Stephen Clement, Geology; and Deborah Morse, English

Educational Policy

Area I - Jesse Bohl - Philosophy

Area III - Christopher Abelt - Chemistry (one year term); John Drew - Mathematics; Eugene Tracy - Physics.

International Studies

Kristen Brustad - Modern Languages; Lawrence Marceau - Modern Languages; Christopher MacGowen - English

Procedural Review

After a runoff election, Professor William Davis of the English department was elected.

Secretary of the Faculty

James Baron - Classical Studies

FACULTY AFFAIRS

John Oakley reported that a draft proposal concerning a Junior Faculty Research Assignment program was to be given to department chairs at their April meeting. The proposal will be revised if necessary and will be presented to the May faculty meeting. Given faculty endorsement, it will be on the desk of the new Provost at the beginning of his/her term.

Mr. Oakley also reported that FAC had drawn up guidelines for merit evaluations of faculty on leave. FAC's proposal is that:

- 1) Taking a research leave must not disadvantage faculty members in the merit evaluation process.
- 2) If a faculty member is on leave for only one of the two semesters being considered in a merit evaluation, then (a) the scores for teaching and service would be computed as if the faculty member had performed for two

terms just as s/he did for the one term when s/he was not on leave; and (b) the faculty member's research evaluation would be made on the basis of the entire year's research and creative work.

3) If a faculty member is on leave for both of the semesters being considered in the merit evaluation, then (a) the scores for teaching and service would be the average of the teaching and service scores received by the faculty member in the last two years; and (b) the faculty member's research evaluation would be made on the basis of the entire year's research and creative activity.

These guidelines will be presented to the department chairs' meeting in April for their reaction.

Next, FAC presented the following motion which was approved by a voice vote:

Be it resolved that the representatives from Arts and Sciences to the Faculty Assembly will serve as Alternates for one year upon completion of their normal three-year terms.

FACULTY ASSEMBLY

Mr. Robert Welsh reported that the new Faculty Handbook is making its way through the review and approval process. He also announced that a motion at the next Faculty Assembly meeting will stipulate that recipients of Faculty Research Assignments agree to be available to serve on Faculty Research Committee for three of the four years following completion of their FRA. He also mentioned that a change will be proposed in guidelines relating to summer research grants which will permit some members of the Faculty Research Committee to compete for such grants while on the committee. This change is intended to obviate the need for a member to resign before completing a three year term on the committee.

Alan Ward asked about the present limit in awards of summer research grants. The Dean answered that one may have no more than two of the College's summer grants in four years.

FACULTY RESEARCH

The Dean announced that George Harris was unable to be present to give the report at this meeting and that the report will be given at the May meeting.

The meeting was adjourned at 4:20 p.m.

Respectfully submitted,

Barbara Moore

Barbara W. Moore
Secretary Pro-tem