

MINUTES
Meeting of the Faculty of Arts and Sciences
7 December, 1993

The meeting was called to order by Dean Lutzer in Rogers 100 at 3:36 PM (1536 hours).

The minutes of the previous meeting were approved as circulated. Dean Lutzer distributed a page of announcements, calling attention to the awarding of a Rhodes Scholarship to Andrew Zawacki, the grants for facilities renovation in Chemistry and for academic technology, the grade deadlines and procedures, and the document clarifying certain details of existing policies regarding the timing of promotion to full professor.

REPORTS OF ADMINISTRATIVE OFFICERS

Provost Cell pointed out that a draft of the "Preliminary Planning Principles" of the Strategic Planning Committee had been published in The William and Mary News, and that further input is requested.

There will be no real news on the Budget until 20 December, but it seems likely that attempts to increase salaries will also increase deficit cuts to be made in other places.

Addressing the recent announcement by Dean Lutzer of his intention to resign the Deanship in 1995, Provost Cell praised the quality of his service and gave her endorsement to his accomplishments, citing in particular his commitment to excellence in undergraduate education and his success in budget initiatives to support it, and his dedication to diversity in the faculty.

There does not appear to be any great time pressure in conducting the search for a replacement, so the process will not begin until late in the Spring, 1994 Semester. Before proceeding with that, however, she intends to meet with Arts and Sciences Department Chairs as a group and with the faculty.

REPORTS OF COMMITTEES

Nominations

Professor Greenia placed in nomination for two three year terms on the Faculty Affairs Committee Professors George Rublein, Gary DeFotis, Ruth Beck, and Harlan Schone. There being no nominations from the floor, a motion was made, seconded and approved to close the polls, and ballots were cast.

Professor Greenia then placed in nomination for the remainder of a regular term in the Faculty Assembly Professors Alan Fuchs and Patricia Wesp. There were no nominations from the floor, the polls were closed, and ballots were cast.

Faculty Affairs Committee

Professor Chappell reported on exchanges of concerns between the Faculty Affairs Committee and the administration regarding salaries, promotion procedures, and the coming search for a new Dean. He also reported on recent events of the Faculty Assembly: a presentation to the Board of Visitors on the varieties of research being conducted at the university and an AAUP report on budget problems; topics for future Assembly meetings are:

- 25 January: Faculty Development: comments and ideas should be sent to James Beers, School of Education.
- 22 February: Climate for Women on Campus: comments and ideas should be sent to Kate Slevin, Department of Sociology.

Educational Policy Committee

Professor Fowler began by announcing that in the future it would be the policy of his committee to bring all major issues up for discussion at two consecutive meetings of the Faculty and call for additional memos from interested persons before each comes to a vote.

The first item for discussion this time was whether to split Section 3 so that the Freshman Seminar requirement can be implemented separately from the Upper Level Learning Experience requirement. The call for questions brought no response.

The second item was an attempt to define the nature of the courses fulfilling each of these two requirements. Proposed definitions have been distributed by the committee and the topic is now open for discussion. This invitation elicited lots of response:

Professor Clement asked whether the emphasis on writing intensive courses would exclude field experiences.

Professor Fowler said that the Committee would make allowances.

Professor Terry Meyers asked if all these courses would have to be designed to fulfill the Writing Requirement.

Professor Fowler replied that it was not necessarily so, because another set of standards apply to the writing requirement courses.

Professor Gary Smith asked whether foreign language composition courses could fulfill the Writing Proficiency Requirement.

Professor Kennedy stated that they could not fulfill the Writing Proficiency Requirement.

Professor Fowler added that they can still be considered for a seminar.

It was then asked how courses could be writing intensive and still not fulfill the (writing) requirement.

Professor Fowler responded that the Freshman Seminar criteria need more flexibility to accommodate different modes of expression -- the intensive Freshman experience is what matters.

Professor Kennedy added that the emphasis should be on active learning, but naming it has been difficult.

Professor James Harris declared that it was opening a can of worms to start allowing different forms of expression -- the program must be open to all departments, and the name may have to be changed.

Dean Lutzer pointed out that flexibility doesn't eliminate all guidelines, and that there should be some writing in English involved.

Professor John Finn stated that the issue was becoming confused and needed to be clarified by another document.

Professor Hausman asked whether all freshman seminars would be 4 credit courses.

Professor Fowler replied that it would require a vote of the Faculty to change that.

Professor Thomas Finn pointed out that there are now 3 credit freshman seminars which do not fulfill the writing requirement.

Professor Fowler answered that they will not fulfill the graduation requirement of a freshman seminar once it is instituted.

After an elaboration of the policy regarding what is allowable as a 4 credit course, discussion proceeded on this topic.

Professor Robert Noonan expressed concerns about the auditing process to verify the integrity of the courses as faculty change.

Professor Fowler responded that the chairs must keep track of what is being done.

Professor Noonan replied that he feared a system breakdown here.

Professor Fowler reemphasized that the Educational Policy Committee can't police it, departments must.

Professor Kreps asked if the EPC envisioned a gradual change to a 4 course system.

Professor Fowler answered that the EPC envisions a lot of discussion before any changes proceed.

Professor Thomas Finn asked whether the EPC would continue to approve department-wide conversions before there is further discussion.

Professor Fowler replied that there would be none before the Committee reported to the Faculty in February.

Professor Thomas Finn asked that there be a full consideration of all the implications and effects of any policy changes.

Professor Fowler promised that it will be done.

Professor Tiefel asked and Professor Fowler affirmed that the EPC would not vote on proposals from English before the Faculty agrees on the procedures of experimenting with these courses.

It was then asked whether the EPC might override the current experiments of the Music Department.

Professor Fowler said that the Department's committees will report to the EPC and the EPC will report to the Faculty for the ultimate decision.

Professor Thomas Finn pointed out that the EPC had approved such a proposal from Art History.

Professor Fowler noted that that is also an experiment for 2 years.

Professor Brink added that it was approved by the Faculty.

Professor Chappell inquired as to whether his department's newly modified courses are going to be reviewed before they're even taught.

Professor Fowler said that this is no change or backing away from exactly what was approved, but only asking for a preliminary report on what has been done so far.

Professor Gary Smith asked whether the EPC would approve any totally electronic courses.

Professor Fowler replied that they should submit it for the Committee to examine.

Professor McGlennon asked whether they had weighed the consequences in terms of course loads, etc.

Professor Fowler answered that they were concerned but that they don't have that responsibility.

Professor Thomas Finn asked if it was a concern of Faculty Affairs.

Professor Fowler: "Yes."

Professor James Harris mentioned that the curriculum self-study of 3 years ago is available to provide information on such concerns.

Professor Fowler said that the EPC has reviewed it and they advise the faculty to review it.

Professor Thomas Finn pointed out that Harris's report moved away from a strict link of hours to credits.

Professor Fowler responded that the EPC disagrees with that finding in order to ensure quality, but will break the link if the right of a student to a quality education is protected.

It was objected that the language of the proposed guidelines was troubling in that it was too strict a link for the nature of some departments' material.

It was further objected that writing extended comments can be a form of contact.

Professor Kennedy replied that George and Dan need to tell us what precise language they want clarified.

Professor Fowler appealed again for everybody to write him their comments.

The Nominating Committee returned and the Dean reported that Professors Rublein and Schone had been elected to the Faculty Affairs Committee and Professor Fuchs had been elected to the Faculty Assembly.

The Faculty Compensation Board

Professor Gary Smith presented a report, distributed at the meeting, which was a condensation of a report to the Faculty Assembly.

As of the past year, the Faculty Compensation Board has become a committee of the Faculty Assembly. The report expresses dissatisfaction with communications with the faculty over the past few years -- the Board has been bypassed -- and it may be time for the faculty to redefine their role.

Other issues:

Resource allocation: administrative costs vs. academic costs seem proportionate to other institutions -- whether this is appropriate is the question;

The loss of retirement benefits because of the salary cut for those in optional retirement plans;

The implications of the weak mental health care provisions of the Key Advantage health care plan;

A resolution asking the Faculty Assembly for a report on the insurance companies which are offering annuities;

The results of a poll on tuition waivers for faculty offspring has been passed on to the state Faculty Assembly -- ODU has such a plan.

Professor Kreps pointed out that the report does not force the conclusion that the proportion of administrative to academic costs is in line with our peers and then asked in addition whether the Board seeks to restore its old charter.

Professor Gary Smith: "Either that or go out of business."

Professor McGlennon suggested that the effectiveness of the Board is to provide good documentation.

Professor Fuchs added that previous discussion recognized that the Faculty Assembly has taken over the Board of Compensation's role in dealing with the administrators, and that the Board needs to get into UPAC meetings.

Professor Boozer rose to reemphasize the inequity to people on optional retirement plans.

In response to the revelation that there had been no replies from the administration to the report on these inequities,

Professor Terry Meyers emphasized that someone should explain why not.

Provost Cell responded that she was not aware of the resolutions and had just now made a note to pursue it.¹

Dean Lutzer asked Professor Gary Smith to continue the discussion in February.

¹After the meeting adjourned, it was reported to the Secretary of the Faculty of Arts and Sciences that the VRS vs. ORPT report had not yet been forwarded to the President.

OLD BUSINESS

Mr. Gibson presented an update from the fraternities on the previous poster problems. He read a document proclaiming a new policy on smoker fliers and the formation of a review committee to administer it.

Dean Lutzer then called for questions.

Professor Deborah Ventis asked what the rejection rate had been under the acting policy.

Mr. Gibson replied that he believed that they have gone too far in rejections on the basis of taste: they had rejected 3, but only 1 probably deserved it.

Professor Deborah Ventis asked that the fraternities concentrate on educating to change attitudes rather than just policing.

Mr. Gibson responded that the attitude problem is more than just fraternity wide -- it is indigenous to the campus, but the fraternities have sponsored awareness events and offered help to other organizations, and will do more next semester.

In response to a question as to whether any other organizations were involved in this policy, Mr. Gibson said "No."

OTHER BUSINESS

Professor Alan Ward asked whether it was College policy to allow athletic events during reading period.

Dean Lutzer responded that it was strongly discouraged. He then added that complaints have also come in about exams scheduled during the last week of classes, and announced that he will take action to change the behavior of violators of this policy.

Professor Hausman announced that a survey of the work situation was coming and appealed to the faculty to take some time to do it for the Faculty Committee of the Self-Study.

Professor Bill moved a round of applause for the Dean for his job well done and the Faculty responded with a standing ovation.

A motion to adjourn was made and seconded and everyone made motions for the doors.

Respectfully submitted,


James R. Baron