

MINUTES  
Meeting of the Faculty of Arts and Sciences  
5 December, 1995

The meeting was called to order by Dean Jacklin at 3:35 PM and the minutes of the meeting of 7 November, 1995 were approved as distributed.

ANNOUNCEMENTS

Dean Jacklin reminded the Faculty that in the future, minutes of meetings, committee reports, and other such documents would only be distributed on WAMI; there would be no more hard copies except the official file copies in the Dean's office.

REPORTS OF ADMINISTRATIVE OFFICERS

Provost Cell began by discussing the political scene: the "Chichester Report," by a legislative committee examining the future of higher education in the Commonwealth, is now circulating in draft and will soon be released, but many of its concerns have already been changed by the recent restructuring. Significant aspects are:

1. The committee thinks highly of the state's faculty.
2. One section introduces the possibility of further deregulation of the state's highest level institutions, including William and Mary, but for a three year period only. This is not an opportunity to "go private;" the document needs to be looked at carefully to consider how much deregulation is a good thing.
3. The State Council may end up having more control than before; thus the committee is sending out mixed messages.

The governor's budget which is due soon was prepared under a different system than previously, with the State Council left out of the loop. "Decision packages" were submitted to the state administration, but two separate documents were required by other branches of the bureaucracy. Don't believe everything you read in the papers when the budget first comes out -- there are opportunities for the College administration to respond and it will take until the 20th or 21st of December to fathom the full implications for the College.

There is a meeting tomorrow (6 December) with the chairs of the cluster committees to work on cluster reports; the committee on overhead funds and their use, chaired by Professor Robert Archibald, has also begun its work. As announced on email, an outside consulting group on informational technology will also visit campus and meet with deans, chairs, and program directors.

Professor Robert Johnston asked whether there was any plan to answer the scathing editorial about faculty salaries in the Richmond Times-Dispatch.

Provost Cell answered that it would be preferable to have someone from outside respond, perhaps a member of the Business Higher Education Council.

Dean Jacklin then recognized Professor Kambis for an additional announcement: reservations were still being accepted for the Holiday Ball, sponsored by the College Club, this weekend.

## REPORTS OF COMMITTEES

### Nominations and Elections

Professor Hoak presented four nominees for two positions on the Faculty Affairs Committee, effective in Fall, 1996; the nominees were:

In Area I: Dorothy Coleman  
Barbara Watkinson

In Area II: David Dessler  
Mary Voight

When there was no response to the call for nominations from the floor, Professor Robert Johnston moved that the nominations be closed, which was seconded and approved, and the ballots were marked and collected.

### Faculty Affairs Committee

Professor Clemens announced that he had no resolutions to offer this time, but would update the Faculty on the three meetings held since 7 November, which included continuing discussions of personnel policy, faculty salaries, advice to the Dean on the restructuring of the Arts and Sciences

administration, and the restructuring of the Faculty Compensation Board.

Professor Rublein then reported on Faculty Assembly issues, beginning with the status of the Sexual Harassment Policy document, which is in the midst of another of its redrafts owing to comments from legal counsel, about which the Faculty will hear more soon.

Professor Gary DeFotis asked whether the changes being considered were meant to speed up the process.

Professor Rublein responded that the disputes were about windows of opportunity for reporting alleged offenses and about the committee structure involved.

The Strategic Planning Implementation Committee is now examining the cluster committee reports and recommendations are soon to be made to the Assembly. Regarding the structure of UPAC, the Assembly voted to revise its bylaws to permit a smaller contingent to represent the Faculty and that action was approved by the Board of Visitors and the issue brought back to the Assembly to fill the four places on the contingent, which was done with Professors Rublein and Moliterno ex officio because of their duties on the Faculty Assembly, Professor Haas as chair of the Faculty Compensation Board, and Professor Robert Archibald, chosen by the Assembly.

Professor Rublein then introduced the one action item for this meeting: a request for approval of the External Paid Employment Policy from the Personnel Policy Committee; since it amounts to a revision of the Faculty Handbook of 1982, it is to be presented to the Faculty for approval, disapproval, or comment. Critical items deal with the ground rules which require reporting of outside professional activities of a consulting sort and the like, which is limited to one day of such work per calendar week.

Professor Nezelek asked that it be verified that this means one day per each seven day week, and not one day per five day work week.

Dean Jacklin affirmed: one day per seven day week.

Professor Nezelek: "Then weekends are not our own."

Professor Rublein: "Yes."

Professor Kreps commented that there were several key things to keep in mind. Most importantly, the document affirms that a standard work week and a system of simple time accounting are not appropriate to academic work; this is a major concession of an important academic value, that academic work relies on professionalism and not timeclocks. Secondly, the one day per calendar week guideline in the policy is consistent with that value. Thirdly, the revised form emphasizes the importance of meeting one's primary obligation to the College. It would be a serious political error to reject this document as it has been worked out.

Professor Barbara Watkinson asked for a clarification of whether or not this document applied to creative work the products of which are saleable.

Professor Kreps expressed the opinion that such work was more a matter for the College's policy on intellectual property.

Professor William Hausman inquired about the provisions for enforcement of the document.

Professor Kreps answered that if someone violates the signed documents which approved their outside employment, it would come under the faculty misconduct section of the Handbook.

Professor McGlennon asked whether this was any change in policy and what the current policy was regarding such matters as refereeing articles for professional publications, etc.

Dean Jacklin asserted that such activities are part of one's job here, not outside employment.

Professor McGlennon then asked if there was a need for action now, since the item wasn't on the printed agenda.

Provost Cell responded that the proposal has been under discussion for eighteen months and the Board of Visitors is due to vote in February.

Professor Rublein then moved approval of the document and the motion was seconded.

Professor Christopher Howard asked whether this is a bad document if considered outside of the context of political necessity.

Professor Kreps: "No, it promotes values we all share."

Professor Gary DeFotis stated that he was very impressed by the document, but had one question: "Who is the ultimate judge or court of appeal for a denial of approval?"

Provost Cell pointed out that the document gives a chain of appeal.

The Policy on External Paid Employment was then approved by a unanimous voice vote.

#### Faculty Compensation Board

Professor Haas, as chair of the Faculty Compensation Board, presented the Board's Annual Report, detailing the publication of Vol. I, No. 1 of Compensationews, discussions with the Provost regarding salaries of administrators returning to instructional faculty positions and her response, summer session salaries, the continuation of long-term disability coverage, changing regulations governing the funding of retirement benefits, the costs of attempting to reach the 75th percentile of our peer group, and the participation of the chair of the Faculty Compensation Board on the Salary Equity Study Advisory Committee.

Professor Gary DeFotis contributed two observations regarding the issue of the salaries of administrators returning to instructional faculty positions. First, the mode of increasing the shadow salary by the all-faculty average plus an additional 1% leads to major advances, relative to regular faculty, in times when the regular increments are very small -- is this fair? Second, the 9/11 rule for administrators not previously part of the regular faculty could lead to major discrepancies in that the resulting salary would be out of line with the reasonable expectations for a person at the same level of seniority and accomplishment. Are these discrepancies not reason for concern?

Professor Haas responded that these are guidelines, not rules, and that the Provost has indicated that the 9/11 rule is "industry wide." The other guidelines have been on the books for some fifteen years, when raises were larger, but 1% plus 1% would be extreme.

Professor Gary DeFotis: "Even 3% plus 1% may be too large."

Professor Tiefel argued that a recent case at VIMS suggests that former administrators' salaries sometimes do increase excessively. Administrators must return to a just level within

their faculty group, otherwise the perceived injustice greatly harms faculty morale.

Professor Oakley expressed concern about the uncertain future of the long-term disability insurance plan, especially for those with young families, since individual policies are so expensive.

Professor Haas pointed out that the present policy is still in effect, although administrators have asked whether the small number of cases covered are the best use of the money for the general faculty's welfare.

Professor Oakley asked that they please compare what it would cost for each of us to purchase our own policy and report that figure back to all concerned.

Provost Cell interjected that no decision has been made, but the cost has greatly increased in recent years.

Professor Terry Meyers commented that this is a very valuable perk, but isn't it partly covered by VSRS?

Professor Haas noted that the program under reconsideration is entirely separate.

Professor Fuchs added that the VSRS plan is practically worthless: "You have to be almost dead to collect."

Professor Kelly Shaver moved an expression of faculty support to continue the disability plan:

"The sense of the Faculty is positive concerning the desirability of maintaining the College's continued participation in a privately funded long-term disability plan."

The motion was seconded.

Professor Hoak stated that \$80,000 is a good value for the money.

Professor Rublein asked what we get for \$80,000: what have those who have received compensation under the plan get?

Provost Cell responded that the figures of actual settlements are a private matter, but it equals a percentage of salary which compares well to the all ranks salary average.

The motion passed by a unanimous voice vote.

Professor Haas then introduced the motion to change the structure of the Board of Faculty Compensation which had accompanied the Board's report.

Professor Tiefel asked why references to the Board of Visitors had been omitted from section II, number 2.

Professor Fuchs responded that we do that now through the Faculty Assembly and its Liaison Committee.

Professor Kelly Shaver asked whether there would still be an annual report.

Professor Haas: "If the Faculty so desires."

Professor Robert Archibald inquired as to why section III, number 1 was stricken.

Professor Fuchs replied that it could be interpreted too restrictively.

Professor Terry Meyers added that this document changes the nature of the Board in important ways -- it will now be less of a loose cannon than it once was, and more of a respectable committee.

Professor Haas pointed out that the development of the Faculty Assembly had moved the Board out of the loop; this restores some of its effectiveness.

Professor Clemens commented that the composition of the Board is what guarantees the strength of its voice.

Professor Haas: "Choose firebrands and you will be well represented."

Professor Houle proposed a friendly amendment that in section IV, number 5 the word 'chairman' be changed to 'chair.'

Professor Haas accepted the amendment with apologies.

The motion was approved by unanimous voice vote.

Dean Jacklin then announced the results of the election for the Faculty Affairs committee; elected were Barbara Watkinson and David Dessler.

## Committee on Graduate Studies

Dean Scholnick presented the Committee's current report and distributed one corrected page of statistical data. He pointed out a new policy of coordinating assessment of graduate programs with the assessment of undergraduate programs in the same departments and also that enrollment this year was up in spite of there being two less programs, and that 14% of the new graduate students were from minority groups.

## Educational Policy Committee

Professor Bohl started with the "bad" news: the Committee was not yet finished with its report on the implementation of the GER's, so there would not be a special Faculty of Arts and Sciences meeting in January, but they will bring the issue to the meeting in February. The good news is that he is quite confident that there are now enough courses approved to recommend that we proceed with the new curriculum for Fall Term, 1996.

## OLD BUSINESS

Professor Kelly Shaver moved to rescind the action of the previous meeting regarding the reallocation of administrative funds to the faculty salary pool, because of the small number of people voting. Someone seconded.

After extensive discussion of the parliamentary procedures involved, it was suggested that the motion should be reconsidered at the next meeting and be included very specifically on the agenda for that meeting.

Dean Jacklin reminded the Faculty that in the future all motions and other agenda items will be found in full on WAMI and motions may also be distributed by email.

Professor Tiefel asked if it will be too late in February.

Provost Cell: "No."

After another discussion of parliamentary issues, Professor Bohl suggested that the salary issue be delayed until March to avoid interfering with the GER discussion.

Professor Gary DeFotis: "Would March be too late?"



Provost Cell stated that she would prefer February because of the time sequence with the legislative actions.

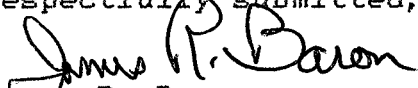
The motion to put off reconsideration of the salary issue until February passed by voice vote.

NEW BUSINESS

After noting that the issues to be raised should provoke good attendance at February's meeting, Dean Jacklin invited the Faculty to a Winter Solstice Party in Ewell Hall from 12-2 PM on Tuesday, December 12, 1995.

The meeting was adjourned at 5:09 PM.

Respectfully submitted,



James R. Baron

Secretary of the Faculty of Arts and Sciences