

Minutes of the Meeting of the Faculty of the College of Arts and Sciences, The College of William and Mary, September 3, 1996

The Meeting was called to order at 3:35 p.m., Dean Robert Archibald presiding.

I. Approval of Minutes

The minutes of the May, 1996 meeting were approved as submitted.

II. Reports of Administrative Officers

Provost Cell addressed the issue of Dean Carol Jacklin's resignation as a matter of critical concern to the entire college community, noting, however, the limits on what she was free to discuss. Although the administration has a continuing goal of consultation with the faculty, this is not always possible; they are bound by the laws regarding confidentiality in personnel matters. The Provost is currently consulting with the Faculty Affairs Committee regarding the formation of a search committee for a new Dean. Professor Ewell will chair the committee.

The Provost discussed new legislation establishing "performance measures" to be applied to all state institutions of higher learning. The measures were devised by the Department of Planning and Budget and will be tied to budgeting in some as-yet unspecified manner. The measures are as follows:

1. Graduation rate.
2. Rates for **retention** of first year students, **progression** of these students to sophomore status, and **persistence**, an amalgam of retention and progression.
3. Number of transfer students accepted from Virginia community colleges and from Richard Bland.
4. Percentage of educational and general budget devoted to instruction.
5. Utilization of classroom and laboratory space (hours used per week and percentage of seats occupied).
6. Meeting decentralized management standards.

Eventually, alumnaal satisfaction, "responsible citizenship" by our alumni, and faculty productivity will be added to the above list.

The Provost urged our patience during work to extend Internet access to academic buildings and dorms.

Discussion: The issue of media coverage of VIMS's Dean's resignation was raised; this, however resulted from a private source going to the press. The search for a new Dean was discussed, including questions of how we are/are not to discuss the previous dean's resignation with candidates and whether the pool of applicants from the 1994-95 search might simply be reused (answer: no).

Dean Archibald introduced Professor Franz Gross, the new Dean of Research and Graduate Education, and Professor Mark Fowler, the new Dean of Undergraduate Studies.

President Sullivan discussed the current climate in Richmond, noting changes in the membership of the State Council on Higher Education. The current system is "highly unstable"; procedures are now unpredictable, and vigilance on our part is in order.

Discussion: It was noted that the Assembly is not likely to approve draconian measures at the end of a gubernatorial term. A 2% salary increase for 1997-98 has already been funded. Regarding the College's Board of Visitors, it was noted that the Governor appoints the Board, and that the Society of Alumni is the only body formally permitted to submit suggestions for future Board members. Regarding the upcoming change in pay schedule, the Council of Presidents of Virginia State Colleges and Universities is currently addressing the question.

III. Report of the Nominations and Elections Committee

The slate of nominees for a one-year position on the Faculty Affairs Committee as posted on WAMI was moved and adopted. Professor Judith Ewell, History, was elected.

IV. Report of the Faculty Affairs Committee

The slate of nominees for membership on the Nominations and Elections Committee as posted on WAMI was moved and adopted. Professors James McCord, History, Eric Jensen, Economics, and Sharon Broadwater, Biology, were elected.

After the announcement of election results at the meeting's conclusion, **Professor Harlan Schone** reported that in addition to considering the new Faculty Handbook, the Committee was involved with the appointment of the Interim Dean and has discussed at length the implications of Dean Jacklin's departure with the Provost. The Committee has serious concerns about the matter and regrets that Jacklin's resignation was handled in secrecy, a fact that "carries a disturbing message about the faculty-administration relationship" and "damages the College." Clear standards for judging the Dean must be established. The full text of the Committee's report is attached to the archival minutes.

V. Unfinished Business

Professors Terry Meyers, English, introduced the following motion:

Whereas on February 6, 1896, the Faculty of the College of William and Mary did approve a resolution "that ladies of town and College be permitted, at Dr. Hall's discretion, to attend his lectures on Shakespeare"; and

Whereas one hundred years ago a young woman from a distinguished Williamsburg family did petition the Faculty of the College of William and Mary "to attend lectures in Chemistry as a spectator"; and

Whereas the Faculty, working by its best lights, as always, did at its meeting of October 2, 1896 consider the petition from Ms. Minnie G. Braithwaite and did refuse her petition by a vote of 4 to 3, with the President of the College, Lyon G. Tyler; the Professor of Natural Science, Van

Franklin Garrett; and the Professor of Methods and Pedagogics, Hugh Stockdell Bird in the minority and with the Professor of English and History, John Lesslie Hall; the Professor of Latin, Lyman Brown Wharton; the Professor of Mathematics, Thomas Jefferson Stubbs; and the Professor of Greek, French, and German, Charles Edward Bishop in the majority; and

Whereas Ms. Minnie G. Braithwaite did request the Faculty to reconsider its decision of October 2, 1896 "so as to allow her to be present at such lectures as it would be in her power to attend"; and

Whereas the Faculty did once again use its best lights to consider the matter and at its meeting of October 8, 1896, "after much and excited discussion," once again, and with the same aforementioned vote, did defeat a resolution "that the ladies of Town and College be permitted in the discretion of Dr. Garrett, to attend his lectures on Chemistry"; and

Whereas lights and illumination, though not yet perfect, have, in the last century, been much improved;

Now therefore, let it be resolved by the Faculty of Arts and Sciences of the College of William and Mary in Virginia,

- that the Faculty takes the occasion of this the centenary of her efforts to salute Minnie G. Braithwaite;

- that the Faculty looks with favor upon the establishment of an annual Minnie G. Braithwaite Lecture in Women's Studies;

- that the Faculty urges that a generous endowment be pursued to support the annual Minnie G. Braithwaite Lecture in Women's Studies and other elements of the Women's Studies Program; and

- that a copy of this resolution, with the Greetings of the Faculty, be presented to Mrs. Dorothy Jenkins Ross, the daughter of Minnie Braithwaite Jenkins, upon her visit to the College in connection with the inaugural Minnie G. Braithwaite Lecture in Women's Studies, October 5, 1996.

The motion was passed by voice vote without audible dissent, with the understanding that funding for the Braithwaite Lecture should be pursued without prejudice to other endowments.

VI. Faculty Assembly

Professor George Rublein led discussion of the Proposed Faculty Handbook, with assistance from **Professor Lynda Butler, Law**, Chair of the Faculty Handbook Committee.

Discussion: A wide-ranging discussion elicited the following concerns and clarifications: It was agreed that each committee's function should be outlined in the handbook. In addition, the College's nondiscrimination policy should be printed on the inside cover of the final document.

The Faculty Assembly has chosen to omit specific salaries for summer school teaching.

Discussion of grievance procedures led to clarification that as per the proposed Handbook, the Grievance and Hearing Committee is allowed to decide for itself what constitutes a grievance. A summary of the Faculty Hearing/Appeal Processes was passed out, and is attached to the archival copy of the minutes.

The paragraph on p. 20 beginning, "In unusual circumstances . . ." does allow for the continuation of untenured faculty who have served more than five years.

Provost Cell agreed in principle that the College's Sexual Harassment Policy should comply with AAUP guidelines specifying that in the case of accusations brought against a faculty member, the investigating committee will consist of two **faculty** members of the Sexual Harassment Committee (cf. p. 49).

The limitation of benefits to spouses and dependents as defined by the IRS was the decision of the Faculty Assembly. **President Sullivan** cited the College's rejection of the A/S Faculty's earlier request for benefits for same-sex partners, his own opposition to extending benefits beyond the provision of the law, and his sense that this was also the position of the Board of Visitors.

Policies on class meetings and office hours should be addressed in the handbooks of the various schools. With the exception of the Preamble, the entire Handbook, when approved, will be contractual.

The Proposed Faculty Handbook will be discussed again at the October meeting, at which time the Faculty will vote 1) to approve the Handbook; 2) to reject it; or 3) to approve it with suggested revisions.

VII. New Business

After additional discussion of changes in payroll schedule, **Professor David Lutzer** announced that **Professor Gary DeFotis** has received the American Chemical Society Award for Outstanding Research in an Undergraduate-Oriented Institution. The announcement met with warm applause.

The meeting was adjourned at 5:05 p.m.

Respectfully submitted,


Julie Galambush
Assistant Professor of Religion

N.B.: As per my agreement with Dean Jacklin and with the Chair of the Nominations and Elections Committee, the minutes consist of a record of actions taken plus a summary of discussion, rather than a full, archival record of the meeting. All actions of the Faculty are underlined.