

MINUTES OF THE MEETING OF THE FACULTY OF ARTS AND SCIENCES, THE COLLEGE OF WILLIAM AND MARY, DECEMBER 3, 1996

The meeting was called to order at 3:34 p.m., Dean Robert Archibald presiding.

I. APPROVAL OF MINUTES

PROVOST CELL clarified that she had "hastily drafted a new INSTITUTIONAL policy" for post-tenure review, not an Arts & Sciences policy. THE MINUTES WERE APPROVED WITH THIS CORRECTION.

H. VON BAEYER announced that the William and Mary chapter of the AAUP will host a panel discussion on post-tenure review on Wednesday, December 11, from 7-9 p.m. in the Dodge Room of Phi Beta Kappa Hall.

II. REPORTS OF ADMINISTRATIVE OFFICERS

In light of the upcoming "short session" of the General Assembly PRESIDENT SULLIVAN reported on William and Mary's priorities, with assistance from the provost and the vice president for management and budget.

The second year of a two-year budget cycle will begin July 1, 1997 and few significant changes to the already-approved budget are anticipated. However, state revenues are above what was projected by about \$250 million and additional expenditures may be possible.

The university and the Business Higher Education Council continue to work toward the goal of per pupil tax expenditures equal to the average in southern states. The university presidents anticipate submitting a unified budget amendment including the \$200 million required to reach this goal. The university presidents will press together for funds beyond the budgeted 2% faculty salary increases in order to continue on the projected four-year track of reaching 60% of the college's peer group's salary levels. The presidents will also work together to enhance student aid and for technical support funds. The unified budget proposal will include some individual institutional initiatives. In its last session the State Council on Higher Education endorsed increases in both faculty salaries and student aid.

PROVOST CELL outlined the following operating priorities for the upcoming short session:

1. Support for technology staffing. We need staff to help us use the technology we now have. Last year we received \$150,000 but no FTE and we are at or above our MEL count for this category of employee. Meanwhile, we need support both for academic training and for administrative reengineering.

2. Support for the Environmental Sciences and

Policies Cluster.

3. Support for the Institute for Teaching and Learning.
4. Support for the Bureau of Business Research.
5. Support for safety and code compliance.

VICE PRESIDENT JONES outlined the following capital outlay priorities:

1. Swem renovation and expansion. We anticipate finishing the current phase of planning within the next six months and are requesting \$25 million out of a required \$31 million.
2. Wren Building renovation. The college has announced a \$4 million private fundraising project and is requesting \$500,000 from the state.
3. Planning for an Environmental Field Station.
4. Emergency repairs totaling \$2 million to William and Mary Hall.

Discussion clarified that the figure representing 60% of peer group salaries is recalculated annually based on actual changes in peer group salaries.

The governor will put forth emergency legislation to cancel the lag pay program. Support continues for adding a lag period to the pay schedule; the governor's emergency legislation, should it pass, would thus reopen the question of how to achieve the desired lag.

If we are given new FTEs for technology support, the soon-to-be-appointed Associate Provost for Information Technology and the Task Force for Information Technology would have input as to how these FTEs would be allocated.

In response to a request for the President's insights on post-tenure review, PRESIDENT SULLIVAN responded that Higher Education has recently improved its status as a state priority. Fundamental to this improvement is agreement that rigorous evaluation is needed over the course of one's academic career, and that negative evaluation should have consequences.

Expansion and renovation of the college's science facilities is "next on the list" after expansion and renovation of Swem Library.

III. REPORT OF THE NOMINATIONS AND ELECTIONS COMMITTEE

THE SLATE OF NOMINEES SUBMITTED FOR THE FACULTY AFFAIRS COMMITTEE: ROY CHAMPION, PHYSICS, HEATHER MACDONALD GEOLOGY, DAVID THOMPSON, CHEMISTRY, AND LAWRENCE WISEMAN, BIOLOGY, WAS ACCEPTED. HEATHER MACDONALD AND LAWRENCE WISEMAN WERE ELECTED.

IV. REPORT OF THE FACULTY AFFAIRS COMMITTEE BYLAWS:

H. SCHONE moved adoption of the revised Bylaws of the Faculty of Arts and Sciences. The following amendments were made:

V.2.4 Change to read: "When the College is not in session the Committee on Faculty Affairs shall continue to serve its designated functions and may at its

discretion act in behalf of the Faculty, provided a majority of the committee is available." Discussion clarified that even when the college is in session, the Faculty Affairs Committee may speak in behalf of the Faculty in the course of carrying out its designated functions.

I.1 Capitalize "faculty" in line 4.

V.1.4 Add "provided the nominee is of the appropriate area and accepts the nomination in person or in writing before the faculty votes" after the phrase, "nomination to any office."

THE AMENDED MOTION TO AMEND THE BYLAWS WAS PASSED UNANIMOUSLY.

POST-TENURE REVIEW:

The faculty discussed a draft of Arts and Sciences Policies and Procedures for Post-Tenure Review, pursuant to a vote at a later meeting. Discussion focused on the disparity between the importance attached to teaching as opposed to scholarship and service, reflected in the fact that a rating of "unsatisfactory" in teaching but not in any other category should trigger the implementation of a performance plan and follow-up review. The current document reflects the concern that we not "give too much away" in a climate in which tenure may be threatened; teaching was perceived as of primary importance both in terms of our own priorities and as the most politically sensitive issue.

The question was raised as to whether departments could set their own standards that might include specifying that a rating of "unsatisfactory" in any category would trigger a follow-up. It was debated as to whether the Procedural Review Committee's oversight of departmental guidelines was adequate to ensure appropriate standards if they were set at a departmental level.

Some confusion resulted from the fact that whereas a scheduled post-tenure review evaluates performance over six years the annual merit review evaluates only one year. The proposed guidelines address an unsatisfactory rating in a scheduled, post-tenure review, that is, a rating that reflects a persistent problem.

The issue was addressed of whether this is an internal document or a public document. Are we primarily responding to an assault on tenure or are we setting forth our own standards for performance?

In the first sentence of section I.1, "teaching, research, or service" was corrected to read "teaching, research, and service."

We concluded that the debate was not yet concluded.

V. REPORT OF THE EDUCATIONAL POLICY COMMITTEE

On behalf of the committee JESSE BOHL moved the institution of a new interdisciplinary major in Black

Studies.

Questions were raised as to the designation "Black Studies" rather than "African American Studies," whether the same course of study could simply be pursued within American Studies, whether the appropriate faculty had been consulted, and what the resource implications of such a major would be. It was clarified that a student might concentrate in African or Central American and Caribbean traditions, not African American Studies. The designation "Black Studies" reflects this. The interdisciplinary nature of the major as well as its international scope preclude its inclusion within American Studies. Faculty were consulted to the extent that time allowed; further consultation will follow. The major draws largely on existing courses; an anticipated three new courses are already funded for at least the next five years.

A concern was raised that the motion required more discussion than the late hour would allow. A call for a quorum resulted in THE MEETING'S ADJOURNMENT AT 5:34 P.M.

Respectfully submitted,

Julie Galambush
Secretary, Arts & Sciences