

**Minutes of the Meeting of the Faculty of Arts and Sciences**  
**The College of William and Mary**  
**March 4, 1997, 150 Millington Hall**

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

**I. Approval of Minutes**

**Professor Michael Faia** requested that the minutes be revised to include the following point raised in the discussion of post-tenure review: A deficiency found in a faculty member's scholarship or service may be compensated for by superior performance in both of the remaining two categories. In this case (as in all others) superior performance is defined by the department of the faculty member under review. The minutes of the February 4, 1997 meeting were approved with the above addition.

**II. Reports of Administrative Officers**

**Provost Cell** reported that the two finalists for the position of Dean of the Faculty of Arts and Sciences are being interviewed this week.

The paper by Til Hazel that President Sullivan mentioned at last month's meeting is available on the president's home page. The paper outlines structural problems in the state's budget that result in reliance on unpredictable sources of income to meet mandated expenditures. As a result, higher education spending becomes "discretionary" and therefore vulnerable.

In response to a question regarding possible privatization Provost Cell pointed out that such a change would require a very large endowment as well as the ability to raise tuition dramatically; in our case, neither condition obtains.

**Professor George Grayson** outlined the following favorable developments over the past year: pay increases, the demise of the proposed pay lag, the elimination of a deficit that would have raised Key Advantage premiums, a provision for state employees to use all accrued leave and half of their sick leave for purposes such as adoption or family emergencies.

**Dean Archibald** announced that the search for a new Dean of the Library is progressing well; five candidates will be brought to campus in mid-April. A committee evaluating the Faculty Assembly (A/S members: **Professors Jack Edwards, David Lutzer, and Larry Wiseman**) will report in May.

**III. Report of the Nominations & Elections Committee**

The following slate of nominees was accepted:

Chair, Faculty Affairs Committee

X Jack Willis, English

Academic Status Committee

X Thomas Heacox, English

James Griffin, MLL

J. Michael Finn, Physics

X Richard Prosl, Computer Science

#### Educational Policy Committee

- X Jacquelyn McLendon, English  
Jerry Smith, MLL
- X David Feldman, Economics  
Raymond McCoy, Kinesiology
- X William Cooke, Physics  
Norman Fashing, Biology

#### International Studies Committee

- X Anne Rasmussen, Music
- X Jonathan Arries, MLL  
Chandos Brown, American Studies  
Martin Mathes, Biology
- X Lou Leadbeater, Classical Studies
- X Kathleen Bragdon, Anthropology  
Gul Ozyegin, Sociology  
Alfredo Pereira, Economics

Candidates marked "X" were elected.

#### IV. Report of the Faculty Affairs Committee

**Professor Harlan Schone** announced that all schools of the college have now adopted post-tenure review policies. Also, the executive committee of the faculty assembly invites comments on the operation of the bookstore.

**Professor Jack Willis** led a preliminary discussion of the draft of an Arts and Sciences Faculty Manual. The draft is largely drawn from the old Dictionary of Academic Procedures and Regulations and the old Faculty Handbook. An additional section of information and a copy of the Bylaws will be added to the end of the current document. The committee hopes to have as much as possible approved by the end of the semester. Suggestions may be sent either by mail or by email: askfac@facstaff.wm.edu.

Discussion clarified that when approved the manual will be legally binding, as is the Faculty Handbook. Concern was expressed over whether we want to be bound by procedures such as holding all classes in their assigned locations. (No, we can't go outside; it's illegal.) It was noted that all the procedures in the manual are already in effect. **Dean Archibald** stressed that our policies need to appear somewhere other than the minutes, if only so that we can modify them. Concern was expressed over the last two bullets in the ethical principles at the beginning of section II; is the tone too imperative? In regard to faculty accessibility (II.A.2), the question was raised whether "available" included electronic availability. Answer: The committee's primary concern was to emphasize the importance of face-to-face availability, and to support chairs' attempts to facilitate faculty presence on campus.

#### V. Report of the Educational Policy Committee/Graduate Studies

**Professor Jesse Bohl** requested a change in the order of the agenda to allow for a vote on the proposed doctoral program in Anthropology. The request did not receive unanimous consent, but

was subsequently passed by voice vote with audible dissent.

#### VI. Report of the Committee on Graduate Studies

**Professor Franz Gross** moved: With the understanding that the program will be implemented only within available funds, and not at the cost of existing programs, the Faculty of Arts and Sciences approves the establishment of a PhD in Anthropology with specializations in Historical Archaeology and Historical Anthropology. The Committee on Graduate Studies considered three criteria essential for a new program: 1) the host department should be enthusiastically supportive; 2) the program should stand a good chance of attaining excellence within a few years; 3) an identifiable need for the program should exist. In addition, the program should fit the unique climate of William and Mary. The proposal fits all of these criteria. The department is very active, especially in the area of historical anthropology and archaeology. The department is exceptionally strong in this area. Strong demand exists for PhD's in this area, and no other school offers this specialty in this region. Colonial Williamsburg is supportive; the program complements the American Studies and History PhD's. Half the needed funding will be provided by diverting funds from the Master's program and by the department's giving up a position upon a senior member's retirement. One quarter of the funding will come from Colonial Williamsburg and a variety of private sources; sources for the final quarter of funding have not yet been identified.

Extensive discussion followed. The use of funds freed up by a retirement was challenged on the bases that: 1) the department might have lost the position in any event; and 2) if the position were in fact needed it would be inappropriate to (so to speak) liquidate it. Much concern was expressed as to possible negative effects on the undergraduate program, and also as to the marketability of the program's graduates. **Professor Kelly Shaver** disputed the proposal's accuracy in the areas of available faculty, budget, number of new courses required, and demand for PhD's (see memo attached to hard copy). It was stressed that the funding demands were such that the program would move to the top of our funding priorities, and so might indirectly impinge on other efforts.

Proponents of the new program documented the large and growing demand for PhD's in Historical Anthropology, as well as the relatively few institutions offering such a PhD. The graduate courses would enhance the offerings for undergrads and the PhD students would enhance the learning community. The program's location, the considerable support of Colonial Williamsburg, and the excellence of the department put the proposed PhD program in position to have a substantial, positive impact on the field as a whole. In addition, the program would enhance the American Culture cluster and contribute to a range of programs whose interests overlap with those of Historical Anthropology.

The question was called and **Professor Hans Tiefel** moved that the vote be by written ballot. The motion for a written ballot

passed, 49 to 45. The motion to approve establishment of a PhD program in Historical Anthropology and Archaeology passed, 70 to 39.

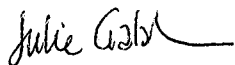
**V (cont'd). Report of the Educational Policy Committee/Graduate Studies**

Professor Jesse Bohl led discussion of the report of the ad-hoc Committee on Teaching Assistants, which has been approved by the Committee on Graduate Studies but not by the Educational Policy Committee. The EPC expressed the following concerns: 1) Teaching interns are not prepared to teach Freshman Seminars, especially those with a writing component. The committee likens teaching interns to adjunct professors, but EPC is not convinced that adjunct teaching itself is a desirable model to emulate. 2) Teaching interns may have full responsibility for courses in which they have had no previous responsibility. Teaching interns are to have "shown themselves capable" of taking full responsibility for a class, but it is unclear how a graduate student with (for example) no teaching experience can have demonstrated this ability. 3) It is unclear what sort of training the teaching interns would have. The proposed workshops should be mandatory, not optional.

Due to the late hour discussion of the report of the Committee on Teaching Assistants was postponed.

The meeting was adjourned at 5:51 p.m.

Respectfully submitted,



Julie Galambush  
Religion Department  
Secretary, Faculty of Arts and Sciences