

Minutes of the Meeting of the Faculty of Arts and  
Sciences  
The College of William and Mary  
September 2, 1997, Millington 150

The meeting was called to order at 3:35 p.m., Dean  
Geoffrey Feiss presiding.

Announcements.

Professor Galambush reminded the faculty that she  
produces summary minutes, consisting of a recapitulation  
of discussions and a record of actions taken by the  
faculty. Individuals' names are generally not recorded  
unless they are presenting a committee report, leading a  
discussion, or making a motion.

I. Approval of Minutes

The minutes of the May 6, 1997 meeting were  
approved as submitted.

II. Reports of Administrative Officers

After welcoming the faculty back for a new  
academic year Provost Cell commented on the latest US  
News & World Report ranking of colleges. The college  
has moved up one slot in the overall ratings, has  
maintained its #2 position in operational efficiency,  
and is ranked sixth among public universities (but  
first among small, public universities). The provost  
urged attendance at the all-college faculty meeting  
Friday, September 12, at which President Sullivan will  
outline the "Vision for Higher Education in Virginia"  
statement being developed by college and university  
presidents on behalf of the Business-Higher Education  
Council. In addition, the provost will share good news  
regarding the college's new peer group and its  
implications.

Dean Feiss announced that copies of Footnotes, a  
publication of the AAUP, were available in the foyer.  
He expressed his pleasure at being here and noted that  
while William and Mary has moved up one notch in the US  
News rankings, UNC Chapel Hill has moved down two  
notches. The dean stressed that he is honored to be  
not only the dean, but also a member of the faculty of  
the college. He then thanked Robert Archibald for  
facilitating his arrival and orientation.

Dean Feiss outlined his priorities, focusing on  
the dean's role in nurturing and supporting the  
faculty, in developing diversity within the community,  
and in allocating the various kinds of resources that  
allow the faculty to flourish. He has been quite  
impressed with the genuine collegiality within the  
community and intends to preserve this atmosphere of  
mutual respect and cooperation.

This year's goals include examining the role of  
department chairs, assessing and implementing the new  
curriculum, preparing to assess the merit evaluation

system, examining the role of summer school, and discussing the development priorities of Arts and Sciences as we set goals for the next five years.

III. Report of the Faculty Affairs Committee

Jack Willis presented the following slate of nominees for election to the Nominations and Elections Committee, which was accepted without nominations from the floor:

Area I

Jack Van Horn (Religion)  
X Katherine Preston (Music)

Area III

X Gene Tracy (Physics)  
George Rublein (Mathematics)

Nominees whose names are marked "X" were elected. Martha Houle has agreed to serve a one semester appointment replacing Miles Chappell during his leave this fall.

IV. Report of the Nominations and Elections Committee

Steve Knudson presented the following slate of nominees, which was accepted without nominations from the floor:

Faculty Hearing Committee

X John Conlee (English)  
X Dale Hoak (History)  
Marlene Jack (Art & Art History)  
Ronald Rapoport (Government)

International Studies Committee

James Griffin (Modern Languages & Literature)  
X Stephen Ndegwa (Government)

Nominees whose names are marked "X" were elected.

V. Report of Retention, Promotion, and Tenure Committee

Immediate former chair, Professor Kiefer, summarized the committee's report, which is available on the Web. Last year in all six tenure cases the committee concurred with the department's positive recommendation, as did the dean. Of seven promotion cases the committee agreed with the departments in five; the dean disagreed with one of the committee's negative findings, and six of the seven candidates were promoted. Five additional candidates for appointment at the level of full professor (including two candidates for the position of dean of the faculty) were all approved by both the committee and the dean.

VI. Old Business

Professor Willis commented on the ongoing discussion of the draft of the Faculty Manual. Faculty Affairs proposes to present section II.A.9,

"Examinations" (currently available on the Web for your perusal), at the October, 1997 meeting. The committee therefore solicits the faculty's comments on this section, in order to expedite revisions prior to the October meeting. Please send comments to: askfac@facstaff.wm.edu by Friday, September 12. FAC is bringing individual sections of the Manual to the faculty for approval as the committee completes them. At the end of this process the entire document will be returned to the faculty for approval as a whole.

It was noted that the Arts & Sciences Website is currently being updated, and that the minutes will in the future be less easily available to the casual browser.

#### VII. Faculty Assembly

Professor V. McLaughlin (School of Education) presented the report of the Provost's Committee on Joint Appointments. The committee is soliciting opinions in order to facilitate revisions prior to the October meeting of the Faculty Assembly. Comments may also be submitted to askfac@facstaff.wm.edu. Prof. McLaughlin stressed that the Arts & Sciences perspective was very strongly represented, both by its members on the committee and by the various kinds of data brought to the committee for consideration. McLaughlin then outlined the committee's operating assumptions. First, the committee had to operate within the parameters of the new Faculty Handbook, which limited the options available for the committee's consideration. The committee found that our existing joint appointments fall into one of two categories: continuing joint appointments and fixed-term joint appointments. Continuing joint appointments were created as joint appointments from their inception to meet specific, ongoing program needs. Fixed-term joint appointments are more variable in their origin, purpose, and duration. Discussion focused on the sensitive issue of pre-tenure faculty holding continuing joint appointments. Such faculty are seen as particularly vulnerable as they undergo tenure review, and departments, administration, and individual faculty members are advised to use caution, including written memos of understanding, in an attempt to protect these new colleagues.

Discussion of section III.C.2 clarified that student credit hours generated in cross-listed courses are divided according to the department in which each student registers for the course. Although the student-generated credit hours cannot be claimed by both departments in reporting to the state, there seems to be no problem with both departments counting them for internal purposes. The collateral problem of how student evaluation forms are divided between cross-listing departments was not addressed in the document, though the home department is directed to devise a means of actively soliciting input from the

host department. It was stressed that all involved parties must share the responsibility of advising untenured faculty.

Professor R. Gross summarized concerns that are set out more fully on a document available via the American Studies listserve. These concerns included that the committee's recommendations contravene some existing procedures as well as misconstruing the mechanics of many interdisciplinary appointments and searches. For example, American Studies conducts interdisciplinary searches without first forging an agreement with another department. If an appointment is to be made in, e.g., cultural studies, the precise disciplinary background of the successful candidate is not yet known. Also, various complications arise in the evaluation of persons holding joint appointments, especially since the home department may not fully value the faculty member's interdisciplinary work. Undergraduate departments and Ph.D.-granting interdisciplinary programs may share faculty but not priorities. While the goal of regularizing joint appointments is commendable, the document is heavily department-based and erroneously assumes that interdisciplinary programs are merely evolving into departments.

In response it was noted that the committee was bound by the stipulations of the Faculty Handbook, which assigns departments responsibility for tenure review and so on. Meanwhile, the language of the committee's recommendations does not preclude exceptional arrangements that might better meet particular situations. The document allows for memos of understanding of the types already in use. However, tenure resides in a home department and the home department must initiate the tenuring process. Dean Feiss observed that the questions raised in regard to searches do point out a problem, namely that searches routinely proceed in a manner different from that outlined in the document. In the case of tenure, however, since tenure resides in the home department, the department needs to be able to set and maintain its own criteria for tenure. Appropriate procedures need to be worked out at the department and Arts and Sciences level, not by the Faculty Assembly.

In response to a question regarding the status of the document, the committee submitted the report to Provost Cell in April, 1997. Since then it has been circulated among all the faculties, who are discussing it at their September meetings. The Faculty Assembly, advised by the input of the various faculties, will then vote on the document and, if passed, the document will become an addendum to the Faculty Handbook. Additional comments can be directed to the Faculty Assembly via Arts and Science representatives or through the Faculty Affairs Committee at [askfac@facstaff.wm.edu](mailto:askfac@facstaff.wm.edu). It was pointed out that the Faculty Assembly cannot change Arts and Sciences

policy. Any addendum adopted must be consistent with the policies already approved by all the faculties.

The Faculty Assembly meets the fourth Tuesday of each month; your input is welcome. The Assembly is also the faculty's liaison with the Board of Visitors and is willing to bring issues to them on our behalf.

The meeting was adjourned at 4:52 p.m.

Respectfully submitted,

Julie Galambush  
Religion Department