

**Minutes of the Faculty of Arts and Sciences
The College of William and Mary
November 2, 1999, Millington 150**

The meeting was called to order at 3:35 p.m. by Dean Geoffrey Feiss. He noted that, contrary to what was listed on the agenda, there would not be an election at this meeting.

I. Minutes of the Last Meeting

The minutes of the October 5, 1999 were approved with one correction noted.

II. Reports of the Administrative Officers

Dean Feiss reported on a plan to modify William and Mary summer school. Beginning in 2000, a core of roughly 25 courses would be offered every year, namely courses that are known to have high demand and/or fulfill key general education requirements. Faculty will sign contracts early (the previous fall) and receive higher levels of compensation for such guaranteed courses; their departments will also receive a supplement to their maintenance and operations budgets. In addition, compensation for all summer school instruction will rise incrementally.

III. Faculty Affairs Committee

Will Hausman listed items that the FAC is working on or monitoring this semester, including a) its recommendation that the Dean's office have a more inclusive website; b) its encouragement that departmental procedures for implementing post-tenure reviews be expedited (after some two years, only 7 of 21 departments policies have received approval, with some hung-up at the department-level and others in the Procedural Review Committee; c) the civil society initiative; d) implementation of a standardized question on all department's teaching evaluations; e) advice to the Dean on personnel, including on committees for selection of chaired professorships; and f) over the longer-term, increasing funds for the faculty research support.

More immediate items included the request that grades be turned in before the end of the calendar year so as to avoid any possible complications arising from the Y2K computer bug. Hausman noted that in any given year about 80% of grades do in fact come in before the winter vacation begins, but that some faculty usually need more time. For those cases he suggested that at least grades of "G" be turned in early so that there is something on record by January 1. It was pointed out that final exams for some of the busiest class times will be held on the final day of exam period, and that perhaps the Registrar's office be open again after Christmas itself (say on December 28-29) to take in final grades. Hausman noted that the Faculty Assembly had passed a resolution urging the Provost to provide faculty more lead time on such issues in the future.

Hausman also reported that the approval of only one more constituency will be necessary to

ratify reforms in the structure of the Faculty Assembly (changes endorsed by Arts and Sciences at its October 1999 meeting). Since Arts and Sciences will now have only six members on FASS, he added that it would be impractical to continue the current practice of having all six FAC members on that body (that would leave no spaces on FASS for non-FAC representatives). Instead the hope is that three of the six Arts and Sciences members on the Assembly will be from Faculty Affairs, one from each of the three areas, with the second Assembly member from each area being elected from the faculty at large. A slight complication is that FAC is off its rotation as far as election of its own members: both spaces coming free at the end of this year are from Area 3. As a remedy, one of those two will stay longer on the Committee, and the same will happen at the end of the 2000-2001 school year, when both Area 2 slots will need to be filled.

Hausman then conducted a discussion of an issue that has arisen in connection with post-tenure and merit review--how to categorize certain types of service. Some departments prefer to list professional service (membership on editorial boards or organizing committees, for example) under service rather than research, where it is currently listed in the Faculty Handbook. Other related issues include how/whether to count community service and volunteer activities on campus other than those related to faculty governance (for example, admissions interviews, etc.)

Some faculty members suggested that Arts and Sciences propose modifying the Handbook so as to put professional service under service, leaving teaching and scholarship alone as two discrete categories. It was noted that any such change would require approval from the other schools, as the original intention of those who helped write the Handbook was to keep service to the profession separate from governance. But some objected to a narrow definition of scholarship: professional service ought still to count there (and it need not suggest an equal value with scholarship). Others argued that putting professional activities beyond campus into the service category would in effect degrade or discourage active membership on key college committees.

Another idea included proposing creation of a fourth category, separating college service from professional service (and possibly a fifth for community service). But it was pointed out that increasing the number of categories would have some broader implications (for example, current Arts and Sciences procedures allow poor performance in one category to trigger a review).

Some discussion centered on whether there was an implicit difference between the Procedural Review Committee, which holds strictly to the Handbook language classifying professional service with research, and the Retention, Promotion and Tenure Committee: it was said that the latter in practice does not consider professional service as part of research, given that it reportedly does not treat the latter as a substitute for actual scholarly activity/publication.

IV. New Business

On behalf of the Task Force for the Commonwealth of Virginia Campaign (CVC), Dean Barbara Watkinson and the Secretary again urged all faculty to make a pledge. They noted that, with the Campaign at its midpoint, Arts and Sciences faculty participation remained at about 17%. Kudos went to several departments for their relatively high rates of participation: Chemistry (47%), Physics (43%), Government (42%), Sociology (35%) and Religion (33%). Moreover, Physics, History, English, Chemistry and Anthropology had given the largest amounts. Still, the faculty representations urged more of their colleagues to take part in the CVC by November 19.

The meeting adjourned at 4:50 p.m..

Respectfully submitted,

Clay Clemens

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Secretary's Note: At the December Arts and Sciences meeting, there will be a motion to include attendance at faculty meetings as a separate category for merit evaluation.