

**Minutes of the Faculty of Arts and Sciences  
The College of William and Mary  
May 7, Millington 150**

The meeting was called to order at 3:35 p.m. by Dean Feiss.

I. Minutes of the Last Meeting

The minutes of the April 2, 2002 meeting were approved as posted with editing corrections.

II. Elections (X denotes elected)

Faculty Hearing Committee (1 three-year term 2002-05)

Catherine Levesque (Art and Art History)

X Richard Palmer (Theatre, Speech, and Dance)

Academic Status Committee (1 one-year replacement 2002-3)

Daniel Cristol (Biology)

X Marc Sher (Physics)

Educational Policy Committee (1 one-year replacement 2002-3, Area 1)

X George Greenia (Modern Languages and Literatures)

Robert Scholnick (English)

III. Recognitions

Dean Feiss opened the meeting by recognizing the achievements of Arts and Sciences faculty in different departments over the course of the 2001-2002 academic year:

Anthropology

Kathleen Bragdon (Kenneth L. Hale Award)

Barbara King (Guggenheim Fellowship)

Brad Weiss (ACLS Frederick Burkhardt Residential Fellow for Recently Tenured Scholars)

Danielle Moretti-Langholtz (Virginia Council on Indians Outstanding Citizen Award)

Biology

John Swaddle (NSF Career Award)

Classical Studies

Barbette Spaeth (NEH Summer Seminar in Rome on Roman Religion)

English

Arthur Knight (Junior Rockefeller Fellow, Stanford Humanities Center)

Tolly Taylor (Leverhulme Visiting Professorship, University of Edinburgh)

#### Music

Carol Oja (Irving Owens Award from the Society for American Music)

Vincent McDermott (Senior Fulbright Award for Indonesia)

#### Philosophy

Timothy Costelloe (Alexander von Humboldt Research Fellowship)

#### William and Mary Alumni Fellowship Award

Lizabeth Allison (Biology)

Joan Gavalier (Theatre, Speech, and Dance)

Kris Lane (Lyon Gardiner Tyler Department of History)

Brent Owens (Geology)

#### Margaret Hamilton Professorships

Suzanne Raitt (English)

Hugo Woerdeman (Mathematics)

#### University Teaching Professorships

Paul Heideman (Biology)

Carol Sheriff (Lyon Gardiner Tyler Department of History)

Jonathan Arries (Modern Languages and Literatures)

#### Associate Professor Term Professorships

Cindy Van Dover (Marjorie S. Curtis Associate Professor of Biology)

Jack Martin (Robert F. and Sara M. Boyd Associate Professor of English)

Shiwei Zhang (Sally Gertrude Smoot Spears Associate Professor of Physics)

Clyde Haulman (Jefferson Award)

Chuck Bailey (Jefferson Teaching Award)

After that the Dean announced that retiring Arts and Sciences faculty would also be honored, first as a group with the reading of a Latin ode by Professor James Baron.

Nunc laudani sunt cursus laborum Professorum multorum, dicacissimorum dicacissimarumque, doctissimarum doctissimorumque, qui huic Collegio multis modis servibient. Titulis doctoris ab universitatibus insignibus acceptis, hic demigraverunt abhinc mutlos annos ad barbaros barbarasque de artibus optimis docendos. Nunc plaudite, omnes, et audite illos clamantes verbis carminis epici mediaevalis quod dicitur Waltharius: Ocius huc potum fertō, quia fessus anhelō!

[Now must be praised the courses of the labors of many professors very eloquent (m) and very eloquent (f), very learned (f) and very learned (m) who have been serving this College in many ways. The titles of Doctor having been received from outstanding universities, they migrated down here many years ago for the purpose of teaching the barbarians (m) and the barbarians (f)

about the best arts. Applaud now, y'all, and pay attention to them as they are shouting in the words of the famous medieval epic song which is called Waltharius "Fetch me a beer right quick, I'm bushed!"

Each individual retiree was then honored with the reading of an individual statement by a colleague: the honorees were Louis Catron (Theater, Speech and Dance); Herbert Funsten (Physics); James Griffin (Modern Languages); Franz Gross (Physics); James Kelly; James Kornwulf (Art History); Victor Liguori (Sociology); Satoshi Ito (Sociology); Ann Lambert (Kinesiology); James Lavin (Modern Language); Jerry Smith (Modern Languages); David Stanford (Mathematics); Vinson Sutlive (Anthropology); and Jack Willis (English). The retirees were all then honored by a long and heartfelt round of applause from their colleagues.

#### IV. Administrative Reports

Provost Cell added her thanks to the retiring faculty and extended the thanks of President Sullivan; she estimated that all told they accounted for some 600 years of service to the College.

The Provost then went on to report on the issue of tuition increases. The Board of Visitors Finance Committee had initially proposed higher rises in tuition for out-of-state students with the goal of raising faculty salaries (11-12% rather than 9%). Provost Cell explained that, although she and President Sullivan had resisted this idea, it was not because they regard the salary issue as unimportant (they have indeed long stressed this concern and have worked to keep the College in a selective peer group for that purpose). But they faced a dilemma: indeed, faculty may be lost due to the salary freeze, but anything beyond a 9% out-of-state was considered too damaging (the administration had initially hoped to restrict it to just 7% but could not hold that line), especially given its non-competitive financial aid situation (only private funds can be used for out-of-state admittees). The Board had thought that the College had more room in the market given that its rates are below those of private peers, but that would take only the sticker price of the latter into account: students at places like Brown or Dartmouth are usually paying much less than the advertised tuition (the average cost to students at our private school peer institutions is \$8000, whereas the average cost at the College is \$1000 higher). True, out-of-state applications have risen recently, but that only reflects the making up of lost ground after a steady drop in the early 1990s when out-of-state tuition also rose—by 14% in just a single year, in one case. The administration feared that anything beyond a 9% hike this coming year might even cost the College current students and in a 1998 survey cost was cited as the main reason for out-of-state applicants to turn down an offer of admission to the College. The administration was also worried about the in-state student vs. out-of-state student balance: tuition from each of the former now covers only 19% of the cost of his or her education, while each of the latter is paying for 125% of his or her education. The administration was convinced—as was the Board, ultimately. After all, all that the higher tuition level would yield is a 1% across-the-board salary hike, and had that commitment been made to base pay, it would need to be continued, meaning cutbacks in other areas of need (such as the Library, for example).

In reply to a question, the Provost reported that the 2.5% salary bonus for faculty will come in August, which better than December (classified employees can elect either a bonus or extra leave—but must choose one or the other, or get neither, so it is very important to reach them).

## V. Report of the Faculty Affairs Committee

Professor Katherine Kulick turned over FAC's time slot to Professor David Lutzer, to deliver his report as chair of an ad hoc committee on faculty development. Professor Lutzer reminded colleagues that the Faculty Assembly had named this committee in order to develop a model program addressing all aspects of faculty's professional lives at all stages (its report is now under review by the Assembly's Faculty Affairs Committee). The committee focused on issues related to faculty as individuals and as a group, dealing with teaching and research in both cases.

**Individual Faculty/Teaching:** Here the committee's recommendations included a rotating faculty member in the Charles Center to coordinate the Teaching Enhancement Project, and an increase in the number of May seminars devoted to teaching.

**Individual Faculty/Research:** For pre-tenure faculty, the committee recommended increased start-up funds and inauguration of a College-wide junior leave. For tenured faculty top priority is a fully-funded Faculty Research Assignment budget ensuring leave eligibility on a six-year cycle, as well as research transition support (grant getting is good but there is room for improvement).

**Collective:** Here the committee recommended new slots with senior-level searches to create new fields, adequate funding for search committees (ensuring truly national searches), competitive salaries (holding the Board to its commitment to achieving the 75<sup>th</sup> percentile of the College's peer institutions), maintenance of the tenure system, and a well-designed, carefully administered merit-based personnel system for tenure, promotion, post-tenure and salaries.

In sum, Professor Lutzer stressed the committee's three top recommendations: a faculty coordinator for the Teaching Enhancement Project in the Charles Center, restoration of a fully-funded FRA system, and faculty salary increases reaching the 75<sup>th</sup> percentile of the peer group.

Professor Kulick then gave an update on the FAC's ongoing work. In its eight meetings since it last reported to the faculty, FAC has been working to fill appointed committees (she thanked colleagues for volunteering); reviewed and endorsed guidelines for graduate programs; reviewed budget items (the Dean will distribute a summary to chairs); got feedback and provided clarification of the Post-Tenure Review policy (which is now posted online); and reviewed departmental policies, procedures and data for merit evaluation (this is ongoing and will carry over into 2002-2003). Other projects for next year will include work on the merit salary system, a charge and reporting structure for the International Studies Committee, and establishment of a personnel subcommittee for personnel policy. She thanked all members of the committee for their work, including Professor Barbara King, whose term on FAC ends this year.

## VI. Report of the Committee on Honors and Interdisciplinary Studies

Professor Joel Schwartz noted that his committee's report could be found on the website. The

CHIS advises the Charles Center on a variety of items, including the Monroe Scholars (data on which is included in the report) and the May seminar programs (77 faculty from 18 departments will take part in the latter during 2002).

One faculty member asked why Environmental Studies includes no Geography classes. Professor Schwartz noted that CHIS is the curriculum committee for this concentration (subject to approval by the Educational Policy Committee). Huby Professor of Geography Brian Blouet will attend an ES May seminar to discuss this issue, which is indeed a nationwide problem. Environmental Studies faculty would strongly support hiring more geography faculty, but the concentration is interdisciplinary and as such can only draw on faculty resources that exist.

A question was raised as to whether it was true that May seminars would be reduced due to budget cuts. Professor Schwartz noted that all areas are affected by the fiscal situation, and the Charles Center may be affected in this area particularly, but he did not know if and when a decision would be made. The questioner, referring back to the report of the ad hoc committee on faculty development, suggested that the May seminar program might take higher priority than appointment of a faculty coordinator for Teaching Enhancement. Schwartz stressed the importance of the May seminars and pledged that the program would be protected.

In response to another faculty member's query, he confirmed that undergraduates had won a Truman Scholarship and a Goldwater Scholarship, and average 5-6 Fulbrights each year.

## VII. Educational Policy Committee

Professor Joan Gavalier noted that the EPC's report is on-line. Its main components include the Digital Information Literacy pilot project, GER II Assessment, and New Policies and Courses.

With regard to the new policy that states "no more than two introductory statistics courses can count towards the 120 credits needed for graduation," she clarified that two of the four statistics courses in Mathematics are not introductory and have thus been removed from the list.

Several faculty raised a concern about the new policy requiring students to declare a concentration once they have 54 credits (at penalty of not being able to register for classes). Given the large number of incoming students with Advanced Placement credit, for example, too many students, including even social freshmen, were forced to declare, burdening faculty. Dean Watkinson agreed that changes will be made so that the latter are not pressed into declaring early.

One faculty member suggested changing the enforcement mechanism: rather than requiring students to declare before they can register (which results in a flood of students seeking advisors just before registration), why not disenroll them if they do not declare by the end of semester? Dean Watkinson reiterated that the number of students told to register (650 this spring) will drop.

In reply to a question, she noted that whereas the registration system does not now bar students

from signing up for classes for which they have not taken the prerequisites, the new one will.

One faculty member argued against rushing students to declare a concentration: just because they do not yet have one does not mean they are in “no-man’s-land”—they are in “liberal arts.” Another urged that the credit threshold for mandatory declaration be raised above 54: too many students are rushing to declare before they are really ready, on the assumption that if necessary, they will change majors later, meaning additional meeting time for them and advisors. Another added that there may be financial aid advantages to remaining a sophomore.

Dean Watkinson cited the general difficulty created by the disconnect between a student’s total number of credits and his or her social status, but stressed that the policy will be assessed.

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

Professor Gene Tracy noted that the Task Force on Graduate Program Guidelines to be voted on had been introduced and discussed at a previous meeting and a modified version of posted online. He highlighted the changes made in response to concerns raised by faculty.

First, in terms of principles, the initial draft stressed that programs should be approved only if they will be nationally competitive, which some faculty thought implied an unrealistic standard; the guidelines now clarify that this should not be read as meaning something like top ten status, but that the program be competitive in terms of attracting quality students and faculty, and in getting grants. Second, he noted that the final draft stresses that any proposal must clarify why a particular graduate program would be good for the College. And finally new wording has been inserted stressing that stand-alone MA programs will be considered only under special circumstances and with special justification.

In terms of the process for approval, Professor Tracy noted that the white paper produced at the informal stage must be approved by the Dean before it is advanced to the formal approval stage. The latter phase would include a proposal to the State Council on Higher Education comparing the proposed program to others already in place in Virginia. There would also be an addendum addressing resource issues for the College (library, etc.). Finally the criteria for approval would include clarifying why William and Mary should offer the particular program in question.

One faculty member voiced concern that the guidelines as stated would, if applied too strictly, have precluded MA programs already in place in, for example, American Studies and Applied Science (both started as MA programs and evolved into doctoral programs). He urged that the criteria with regard to approval of Masters-level programs be interpreted broadly. Professor Tracy noted that the white paper process will foster that kind of consideration.

A motion approving the guidelines passed on a voice vote.

The Dean adjourned the meeting at 5:20.

Respectfully submitted,

Clay Clemens

Professor of Government

Secretary's Note: In three and a half years in this post, the current Secretary has summarized roughly 2500 minutes of sparkling oratory, detailed deliberation and robust debate. Readers can easily imagine just how enjoyable this task has been. Should any colleague be unsatisfied with the minutes, however, tape recordings of these sessions also still exist, and have been deposited with a special annex to the College archives in a large green container outside Morton Hall.