

**Minutes of the Faculty of Arts and Sciences  
The College of William and Mary**

**February 3, 2004  
Small 113**

The meeting was called to order at 3:37 p.m. by Dean Barbara Watkinson.

**I. Minutes of the Last Meeting**

The minutes of the December 2, 2003 meeting were approved as posted.

**II. Nominations and Elections Committee**

A. Election to the Faculty Assembly  
(3-year term)

Area I Susan Donaldson (English)  
X Katherine Kulick (Modern Languages and Literatures)

Area II X Chandos Brown (History)  
X Thomas Linneman (Sociology)  
Constance Pilkington (Psychology)

B. Election to the Procedural Review Committee  
(Two 4-year terms—two active, two alternate)

X Ken Kambis (Kinesiology) (in run-off vote against Robert Noonan)  
Robert Noonan (Computer Science)  
X Dan Cristol (Biology)  
Brent Owens (Geology)

**III. Report of Administrative Officers**

A. Provost Geoffrey Feiss

Provost Feiss noted that the university had been closed for two days the previous week because of bad weather. He said that anyone concerned with such closings should consult the Inclement Weather Policy in the Policies and Procedures section of the Provost's web site, and make suggestions to him.

He announced that the Admission Department will probably change from its current Early Decision program to an Early Action Single Application program. The current program requires students who are admitted to W&M to enroll here. The new program would allow students to apply to other universities after being accepted at W&M. Provost Feiss commented that this change will bring us more applications from students who are not 100% sure that they want to come to W&M, students who have financial needs, and students who have not had the benefit of early counseling in applying to colleges. He estimated that the new program would add to the number of applicants by 10-20%.

Provost Feiss noted that many faculty were disappointed at their unsuccessful applications for Faculty Research Assignments and Summer Research Grants this year. The number of applicants was up, while the funding for these programs remained the same. He said that the administration will look into increasing next year's funding for these programs.

On the matter of the state budget, Provost Feiss said that of the four budget plans being discussed in Richmond, three include additional funding for higher education: the Governor's budget, the plan of Senator Chichester, and the plan of Delegate Callahan. Discussion of the bills together begins February 18. Because tax increases will probably be involved, there may be stonewalling, which would delay W&M's ability to plan for next year, especially in the area of tuition increases. The Board of Visitors is meeting this week and they are aware of the need to increase faculty salaries and student financial aid.

He said that a bill to restructure the relationship of the university to the state government has been introduced, and it is likely that we will get permission to draft a memorandum of understanding.

Provost Feiss noted that the position of Vice Provost Gary Kreps is being redefined. He said that he has talked with Faculty Assembly about changing the current Budget Priorities Action Committee into a Faculty Priorities Committee so that faculty will have more input into university budgeting earlier in the process. This change will probably take effect next year.

#### B. Dean Search Committee

Prof. Gene Tracy gave the history of the search process. He said that there were 136 applicants, from which eleven were selected for off-campus interviews, then six for campus visits. One of those six has since withdrawn. The five finalists, the dates of their visits, and their open meetings with faculty are:

Bernadette Gray-Little	Feb. 9-10	Feb. 9, 3:30-4:30, Chesapeake C
Carl Strikwerda	Feb. 12-13	Feb. 12, 3:30-4:30, Tidewater B
Darryl Gless	Feb. 16-17	Feb. 16, 3:30-4:30, Tidewater B
Charlotte Borst	Feb. 19-20	Feb. 19, 3:30-4:30, Tidewater B
Linda Dykstra	Feb. 23-24	Feb. 23, 3:30-4:30, Tidewater B.

As announced in an email to the faculty, the CVs of the finalists are available on a secure website in PDF format, along with a page for faculty to make comments about the candidates. Prof. Tracy encouraged faculty to come to the open meetings to talk to the candidates, or to send questions to be asked of them. The possibility of videotaping these meetings is being discussed.

#### C. Dean Barbara Watkinson

Dean Watkinson announced that she had received a check for \$1,000. This amount was awarded by the Vector Marketing Corporation to W&M student Matt Recsetar, a Religion and Neuroscience concentrator, for his outstanding performance as a sales rep in Chicago last summer. Matt then donated the money to the College. Dean Watkinson commented on how this generous gift from a student, and the student body's voting to increase their own tuition to help keep faculty at W&M, show the students' high esteem for the College and its professors. She is using the \$1,000 to fund international travel for faculty.

### IV. Reports of Committees

A. International Studies Curriculum and Policy Committee. Available at [http://www.wm.edu/as/dean/faculty/documents/iscapcdocuments/Committee\\_Report\\_February\\_2003.pdf](http://www.wm.edu/as/dean/faculty/documents/iscapcdocuments/Committee_Report_February_2003.pdf)

B. Graduate Ombudsperson. Available at <http://www.wm.edu/as/dean/faculty/documents/gradstudies/Ombuds%20Annual%20Report%20-%202003.pdf>  
Prof. Nelson now conducts the business of the Ombudsperson only out of his office in the History Department.

### V. Report of Faculty Survey, Part 1

Katherine Kulick gave a detailed PowerPoint presentation on the results of the Faculty Survey. The entire results will soon be available at [www.wm.edu/faculty-assembly/SURVEY.htm](http://www.wm.edu/faculty-assembly/SURVEY.htm). The survey was sent to 505 tenured and tenure-earning faculty, of whom 314 responded. The response rate of 62.2% is slightly higher than the response rate on the last faculty survey of 1999. Those responding were representative of the faculty at large and so the results are indicative of faculty opinion. While 78% are Very Satisfied or Moderately Satisfied with their position at the College, 69% said that in the last two years they have thought of leaving the College permanently, and 29% had applied elsewhere. The most often cited reason (75%) was Faculty Salaries. Among Faculty Priorities, the biggest by far is Faculty Salaries. The second and third were support for research, and student financial aid.

Part 2 of the Faculty Survey will be shorter than Part 1 and will be sent out in the week of Feb. 9, 2004. Prof. Kulick encouraged faculty to respond to this survey.

Provost Feiss said that Prof. Kulick will give a presentation to the Board of Visitors this week about three issues: job satisfaction at the College, faculty taking positions at other universities, and faculty priorities.

In the absence of Old Business and New Business, Dean Watkinson adjourned the meeting at 4:40.

Respectfully submitted,

John Morreall  
Professor of Religion