

**Minutes of the Faculty of Arts and Sciences**  
**The College of William and Mary**  
**December 7, 2004**  
**Chesapeake A**

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

**I. Minutes of the Last Meeting**

The minutes of the November 2, 2004 meeting were approved as posted.

**II. Nominations and Elections Committee**

- A. Election to the Faculty Affairs Committee and Faculty Assembly—Area I  
(3-year term, 2005-2008)
  - X Beatrice Guenther (Modern Languages and Literatures)
  - David Holmes (Religious Studies)
- B. Election to the Faculty Affairs Committee and Faculty Assembly—Area II  
(3-year term, 2005-2008)
  - X Larry Evans (Government)
  - David Jaeger (Economics)

**III. Report of Administrative Officers**

A. Provost Geoffrey Feiss announced that the new Post-Tenure Review policy has been approved by the Board of Visitors. It does not require scheduled post-tenure reviews, but allows individual schools to continue using them. The Provost's office and FAC are working on a phased retirement policy. Changes in IRS rules will increase expenses to W&M for phased retirements, so that the program will not be as generous as first envisioned. A fair-use policy for copyrighted materials is being developed for the university; a draft should be available by mid-January. The Charter University process is in the political stage. There have been over 40 meetings at W&M to explain the impact of making W&M a charter university. Our administration has also talked with presidents of other state schools; we can expect little opposition from them.

Little has been determined on the budget for next year. There have been questions from Richmond about W&M's requests for increased graduate student funding and the W&M Research Institute. It is a good sign that the Governor wants to double federal funding in state universities by 2010. The amount allocated for increases for state employees may be around 6%. Faculty Salaries will be handled separately.

The new University Priorities Committee just met. The Space Management Committee will make the process of requesting and allocating new space more rational and fairer. The Faculty Research Committee has sent its recommendations for Summer Research Grants and Faculty Research Assignments to the Provost and he has approved them. The numbers of both kinds of

grants have increased this year. Letters to faculty should go out this week. The Presidential Committee on Diversity has had a number of meetings and will have a retreat in early January.

In the question period, the Provost was asked to insure that department chairs and program directors are sent copies of the letters to faculty regarding summer research grants and FRAs.

B. Dean Carl Strikwerda announced that the Dean's Advisory Committee has worked out a plan for dividing the amount allocated by the state for faculty salary increases. It will include amounts for faculty who were at W&M during the years when no salary increases were given, and also amounts for cases of salary compression. A planning analyst, Kelly Lockeman, has been hired for the Dean's office and will begin work in January. This year there are eight chairs and directors to be appointed; six have been chosen so far. Twenty-one faculty searches have been approved for positions starting Fall 2005. The Advisory Committee for Space Management is making recommendations for an ensemble hall in PBK/Andrews Hall, and for Phase III of the integrated science center (behind Rogers Hall).

The College is planning changes in its Post-Tenure Review policy in accordance with the new university policy. The new college policy will eliminate scheduled post-tenure reviews and will specify "trigger mechanisms" to initiate reviews. The Dean's Advisory Council, which consists of department chairs and program directors, has two new co-chairs, Ron Rapoport and Kim Phillips. The Dean has evaluated the cases for promotion and tenure, and is finishing up his letters to the Provost.

#### **IV. Report from the Academic Status Committee**

Available at:

<http://www.wm.edu/as/dean/faculty/documents/academicstatus/Annual%20Report%202003-2004.pdf>

#### **V. Report from the Educational Policy Committee**

The new Digital Information Literacy requirement for incoming freshmen has been implemented. Of 1400 freshmen this fall, only 30 did not pass the examination. They will be required to take a special course, INTR 160.

The online application form to have courses counted as GER courses is being modified.

The EPC has approved 20 new courses, 35 course changes, and 4 new GER courses.

To a question whether the state government is contemplating a college-level version of the Standards of Learning found in primary and secondary schools, the answer was that SCHEV is not pursuing it and W&M would resist it.

#### **VI. Report from the Faculty Affairs Committee**

A task force has been created to study student evaluations of courses. Anyone interested in serving on the committee should contact [askfac@lists.wm.edu](mailto:askfac@lists.wm.edu). An updated version of the Arts

and Sciences by-laws has been sent by email to faculty. This version will be discussed at the February 2005 FAS meeting.

FAC has been holding discussions with SIN (Student Information Network), a student group who run a web site which evaluates W&M courses and professors ( [www.sin.wm.edu](http://www.sin.wm.edu)). Faculty have objected that the comments on the site are sometimes scurrilous, that students are allowed to evaluate courses they have not taken, and that aggregate data are collected in sloppy ways. The students want to be given data about grade distributions in W&M classes, but that data has not been provided.

### **VII. Report from the Faculty Assembly**

David Armstrong began by saying that the Provost's report covered most of what he had planned to say. The Faculty Assembly has passed the new Post-Tenure Review Policy. The policy has more details on time lines and procedures. The trigger for a review will be three years of unsatisfactory ratings.

### **VIII. Hail and Farewell to Robert P. Maccubbin (Professor of English) on his retirement**

David Holmes presented a tribute to Professor Robert Maccubbin for his outstanding teaching, scholarship and service to the College of William & Mary.

In the absence of Old Business and New Business, Dean Strikwerda adjourned the meeting at 4:26.

Respectfully submitted,

John Morreall  
Professor of Religious Studies