

**Minutes of the Faculty of Arts and Sciences  
The College of William and Mary  
September 6, 2005  
Millington 150**

The meeting was called to order at 3:37 p.m. by Dean Carl Strikwerda.

**I. Minutes of the Last Meeting**

Two amendments were made to the posted minutes of the May 3, 2005 meeting: the word “friendly” was deleted from references to “friendly amendment(s)” in section IV of the minutes, pertaining to the Amended Arts and Sciences By-Laws; the words “newly admitted students to” were inserted between the words “allow” and “transfer” in item 2 of section V of the minutes, pertaining to Motions from the Educational Policy Committee (discussion of transfer credits). The minutes were approved as amended. The revised amendments will be posted.

**II. Nominations and Elections Committee**

Election of the Secretary of the Faculty of Arts and Sciences

- ✘ Michael Leruth (Modern Languages and Literatures)

**III. Faculty Affairs Committee**

A. Election to the Committee on Nominations and Elections, Area I (two elections)

1. A two-year replacement for Dorothy Chansky (2005-2007):

- ✘ Marlene Jack (Art and Art History)
- Sophia Serghi (Music)

2. A three-year term:

- Mark Fowler (Philosophy)
- ✘ Elizabeth Wiley (Theatre, Speech, and Dance)

B. Election to the Committee on Nominations and Elections, Area II

1. A three-year term:

- David Feldman (Economics)
- ✘ Kim Phillips (History and American Studies)

C. Election to the Committee on Nominations and Elections, Area III

1. A three-year term:

- Brian Holloway (Applied Science)
- ✘ Anne Reilly (Physics)

**IV. Remarks by Dean Carl Strikwerda**

Dean Strikwerda stated that he had a great first year in office thanks to the cooperation of the faculty and noted the progress made in 2004-2005 in a number of critical areas including new equipment for programs in science and art, the holding of a grants workshop for faculty in the humanities and social sciences, and the promotion of student-faculty research.

The Dean summarized the reorganization of the Office of the Dean of the Faculty of Arts and Sciences and introduced the “Contact Deans” to the faculty: Laurie Sanderson, Dean of Graduate Studies and Research; Sue Peterson, Dean for Educational Policy; Ed Pratt, Dean of Undergraduate Studies; and Joel Schwartz, Dean for Honors and Interdisciplinary Studies.

The Dean previewed several of the major projects to be undertaken during the 2005-2006 academic year. Following consultations with departments and programs, a report space reallocation and related needs will be submitted by the Arts and Sciences Space Planning Committee (Joel Schwartz, Chair) by February 1, 2006. Following discussion by Dean’s Advisory Council, the Faculty Affairs Committee, and the Faculty of Arts and Sciences, a final report will be submitted to the Provost and the campus-wide Advisory Committee on Space Management by April 1, 2006.

The Dean reported that 25 faculty searches will be conducted in 2005-2006—one of the biggest number of searches in history.

## **V. Report of Administrative Officer**

Provost Geoff Feiss reported on the draft of the six-year academic plan that the College has put together in order to fulfill the “state ask” requirements of the Commonwealth’s Higher Education Restructuring Act of 2005. Following discussion and revision, the plan will be submitted for the consideration of the Board of Visitors at their meeting on September 15-16; it will then be submitted to the State later in the fall. A special e-mail address, [provost@wm.edu](mailto:provost@wm.edu), has been set up for faculty comments on the draft, which has been posted on the web.

<http://www.wm.edu/restructuring/draftplan.php>

Provost Feiss reported the College received an AA bond rating from Standard and Poor’s, a requirement for Level III status under the Higher Education Restructuring Act.

The Provost reported that the Faculty Assembly is working on a document in preparation for a future discussion of possible changes in the way the College spends its faculty research dollars.

The Provost commented on the devastation caused by Hurricane Katrina in Gulf Coast region and the College has accepted 5 students displaced by the hurricane.

The Provost reported that the search for a new Vice President for Development was getting underway. He noted that President Nichol wanted an open national search and that a national search firm had been selected to assist the search committee the Provost will chair.

The Provost reported that the William and Mary SACS Accreditation Project chaired by David Aday had sent out the College’s SACS Compliance Certification document for review by an anonymous group of faculty, whose comments are due by November. He noted that the College’s Quality Enhancement Plan was due before the on-site peer review visits scheduled in April. He urged all faculty members to consult the online version of the Compliance Certification document, which contains a wealth of information about the College and its programs.

<http://www.wm.edu/sacs/accdoc/>

The Provost reported that an Athletic Task Force had been formed to discuss the evolution of the College’s athletic programs. He also noted that the NCAA had granted the College’s request for a delay before making a final ruling on the College’s use of the Indian-related term “Tribe” as the name for its athletic teams and school mascot. The College had requested the delay so that a self-study could be conducted under its new President.

## **VI. Faculty Assembly Report by Alan Fuchs**

Alan Fuchs referred faculty to the Faculty Assembly website (<http://www.wm.edu/facultyassembly>) for a list of its members, the schedules and minutes of its meetings, and important documents such as the Provost’s proposal on research grants. He reported that an ad hoc committee had been formed to consider revisions to the College’s faculty research program. He also reported that the Faculty Affairs Committee of the Assembly would address the

Provost's concerns about differences in the procedures used by departments for outside tenure evaluations, as well as concerns raised by the non-confidential status of letters submitted by outside evaluators.

## **VII. Introduction of new faculty by Department Chairs**

The following new faculty members were introduced at the meeting:

Frederick Smith (Anthropology)  
Charles Palmero (Art and Art History)  
Eric Engstrom (Biology)  
Matthew Wawersik (Biology)  
Georgia Irby-Massie (Classical Studies)  
Vassiliki Panoussi (Classical Studies)  
Anne Charity (English)  
Brett Wilson (English)  
Matthew Evans (Geology)  
David Backer (Government)  
Maria Ivanova (Government)  
Rani Mullen (Government)  
Betsy Konefal (History)  
Karen Wulf (History and American Studies)  
Nicholas Loehr (Mathematics)  
Chiara Ferrari (Modern Languages and Literatures)  
Evan Feldman (Music)  
Gayle Murchison (Music)  
Gideon Manning (Philosophy)  
Konstantinos Orginos (Physics)  
Janice Zeman (Psychology)  
Kathleen Jenkins (Sociology)  
Graham Ousey (Sociology)  
Francis Tanglao-Aguas (Theatre, Speech, and Dance)

## **VII. Faculty Affairs Committee: Priorities for 2005-06**

Faculty Affairs Committee Chair Terry Meyers' scheduled report on proposed new language for the Arts and Sciences Manual's section on the handling student complaints was postponed until the October meeting in order to allow more time for President Nichol's appearance (motion approved by unanimous voice vote).

## **IX. President Gene Nichol**

President Nichol began his remarks by stating how honored he felt to have been given the opportunity to lead a "storied" institution that he considered a "national treasure." He stated that William and Mary's small scale and distinction as a "great public university" made it better suited to carry out the "ennobling" enterprise and "life-changing" experience of a liberal arts education than either a large public university or an elite small private college, and asserted that the College bore a civic responsibility to teach the nation something about public education. He also reiterated his desire to actively participate in faculty governance. After recognizing the remarkable progress the College has made in the last 20 years and stressing his view that it did not need to undergo a sea change, he outlined some of the highest priorities of his presidency.

The President stressed that the faculty was the measure of William and Mary's greatness and suggested that more progress had to be made over the next 10 years in the area of faculty salaries and compensation in order to maintain this greatness. He acknowledged that the College's emphasis on excellence in teaching and "culture of engagement" with students also made it more of a challenge for its faculty to compete for research grants with colleagues from institutions that did not necessarily have such an emphasis. He pledged to work closely with the Provost and the Dean on developing a better research support infrastructure that would help faculty balance the demands of research and teaching.

The President asserted that the College needed to become more diverse by improving its accessibility to students from less advantaged socio-economic groups and by developing a more international focus. He cast this objective in terms of the broader issue of the proper role of a great *public* university at this particular moment in the history of the nation and the world, and said that the College's ability to play a leadership role in the national discussion that should take place on this broader issue ultimately depended on the success of its efforts to become more diverse.

The President observed that more could be done to create a true sense of intellectual community at the College. He cited how much he still enjoyed the work of the faculty—teaching and writing—and said that even a president could take part in the intellectual community.

Highlights from the question period:

*Response to a question about staying small in the face of financial pressures:* The College shouldn't sacrifice its biggest asset for revenue streams. The goal is to stay as close to our present enrollment as possible: modest increases in enrollment will come primarily in the area of graduate and professional students, and high quality transfer students (to offset undergraduates studying abroad).

*Response to a question about the hurricane tragedy in New Orleans and its impact on the President's emphasis on justice and equality:* The tragedy demonstrates that the public sector and the notion of the public good are still important; the College should therefore strive to maintain and strengthen its public nature.

*Response to a question about the challenge of creating momentum for strategic initiatives when human resources are already stretched to the limit:* The College should become a laboratory of public debate about issues such as the meaning of its mission as a public university. The faculty should be solicited for their suggestions on this and other important issues. Too many public universities are looking more like private ones. More initiatives such as the Gateway Program are needed.

*Response to a question about the impact of budget cuts on Arts and Sciences and the College's ability to move forward with ambitious plans when there are so many basic needs to take care of:* Some hard decisions will have to be made because the College needs funds for its strategic initiatives. Restructuring would be disastrous if the Commonwealth looked at it merely as a means to distance itself from its responsibilities in the area of higher education. There is no need to alter the current institutional balance between the undergraduate programs in Arts and Sciences and the graduate and professional programs: Arts and Sciences will continue to be the College's main asset in the future.

*Response to a request for more details on plans to improve the College's research infrastructure:* The Provost, the Dean, and the Faculty Assembly will be asked to come up with a comprehensive plan by the end of the semester.

Questions leading to briefer answers and reiterations concerned the following issues: the small size of the College, the President's international vision, and the creation of a faculty club.

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Dean Strikwerda adjourned the meeting at 5:15 p.m. A wine-and-cheese reception followed.

Respectfully submitted,

Michael Leruth  
Associate Professor of Modern Languages and Literatures