

**Minutes of the Faculty of Arts and Sciences  
The College of William and Mary  
October 3, 2006  
Millington 150**

Dean Carl Strikwerda called the meeting to order at 3:33 p.m.

**I. Minutes of the Last Meeting**

The minutes of the September 5, 2006 meeting were approved as posted.

<http://www.wm.edu/as/dean/faculty/documents/minutes/20060905.pdf>

**II. Athletic Policy Advisory Committee, Report by David Aday**

Aday (Sociology), the 2005-06 APAC Chair, presented the highlights of the committee's annual report, copies of which were distributed at the September faculty meeting. He began by summarizing APAC's mission and the main topics of its annual schedule of meetings. He stressed the importance of the biannual review of the results of the freshman interest survey, which the College uses as a measure of its compliance with NCAA Title IX. He then stated that the biggest disappointment of the year was the committee's failure to meet with the President, despite the meeting's having been scheduled, due to time constraints late in the year, which made it impossible to achieve a quorum. He then answered several questions concerning the standard the College uses for Title IX compliance. Terry Myers (English) pointed out a Daily Press article that reported that women made up 55% of the W&M undergraduate student body but only 44% of student athletes. In response, Aday admitted that more robust standards could be used and termed the College's Title IX compliance "marginal." In response to references to the recent dropping of a number of intercollegiate sports at James Madison University, Sarah Stafford (Economics), APAC Chair for 2006-07, stated that Title IX compliance was not the only reason for the JMU decision. She suggested that financial considerations were also involved and reminded her colleagues that the most important point was that the Virginia Attorney General believes that the College is in compliance with Title IX based on the interest survey.

**III. Nominations and Elections Committee Report, Bent Owens**

Owens (Geology) presented the slate of candidates for the five October committee elections:

<http://www.wm.edu/as/dean/faculty/documents/nominationelection/20061003.pdf>

**A. Election to the Retention, Promotion, and Tenure Committee:**

(Fall semester replacement, 2006, Area II, vote for one)

Larry Ventis (Psychology)

Bob Archibald (Economics)

(1-year replacement, 2006-07, Area I, vote for one)

John Morreall (Religious Studies)

Rich Palmer (Theatre, Speech, and Dance)

**B. Election to the Educational Policy Committee:**

(1-year replacement, 2006-07, Area I, vote for one)

Suzanne Hagedorn (English)

Bruce Campbell (Modern Languages & Literatures)

(1-year replacement, 2006-07, Area III, vote for one)

Chris Carone (Physics)

Diane Shakes (Biology)

### C. Election to Faculty Assembly:

(2-year replacement, 2006-08, Area III, vote for one)

Bob Pike (Chemistry)

Bill Cooke (Physics)

## IV. Reports of Administrative Officers

Provost Geoff Feiss. Provost Feiss reported that the College was at the beginning of the 2-year budget cycle and that it was time to submit amendment requests to Richmond. He explained that the Faculty University Priorities Committee would soon consider budget amendment recommendations and noted this round of requests from individual agencies did not include faculty/staff salaries, student financial aid, and facilities—to be submitted later in a combined request from all state agencies. He reminded the faculty that a 3% salary increase had been improved for this year and said that while the still unresolved transportation funding impasse could complicate the budget process, there was enough money in the state coffers—including an unused amount of \$340 million set aside for transportation in the most recent, unsuccessful special session of the state legislature.

The Provost then reported that the first signs of bureaucratic resistance to the higher education restructuring initiative were being observed. He said that the College's restructuring plan would be formally approved by SCHEV in October and that other universities would soon be following the lead of W&M, the University of Virginia, and Virginia Tech in the next round of restructuring. The Provost then offered remarks on the issue of early admissions by referring to an upcoming letter clarifying our position by Dean of Admissions Henry Broaddus. He also said that the College did not have to do what Harvard does (i.e., abolish early admission) but could come up with other ways to make early admission more accessible to less advantaged students, such as implementing some form of "early action," whereby a student would be admitted early but not bound to attend, a procedure that would give students more time to see what kind of financial aid package other institutions might offer them. The Provost then reminded the faculty to take an interest in ongoing changes to the Faculty Handbook. He said that while some of the changes were substantive, they concerned practices on which the current edition is silent or language that no longer reflected current practices. He also reported that the College's Phased Retirement Plan was now being reviewed in Attorney General's office and that approval was expected by November.

The Provost concluded his remarks by announcing that his office and the Faculty Assembly were working on the technical details of a plan to that would make 12-month contracts available to faculty with sufficient external funding—a plan that would be beneficial in terms of retirement savings. He said that a similar plan for faculty who teach in summer school was of interest (a teaching track to complement the research track now in the works) was under consideration; however, he warned that it was possible that VRS regulations expressly forbade such a plan.

## V. Introduction of Sean Pieri, Vice President for Development

In his progress report on the Campaign for William & Mary, Pieri, the new Vice President for Development, stressed that professionalism and accountability were the two main goals in his approach to development. Pieri said the Campaign had raised a grand total of approximately \$474 million. He then underscored the impact that this campaign has already had on the College: \$78 million for scholarships, \$40 million for faculty support, 29 new professorships created, over \$60 million for capital projects (e.g., stadium lights, Integrated Science Center, Law School renovations, and new School of Business building), \$105 million for programmatic needs, and \$212 million added to the College's endowment. However, he warned that there was still a need for a sense of urgency even though the College was close to achieving its \$500 million overall goal because several "buckets" were not yet fully funded: scholarships (especially immediate need money, e.g. for the Gateway initiative), faculty support, unrestricted dollars, and two unfinished building projects (the Business School and the ISC). He concluded his remarks by stating that the \$500 million target represented a very healthy campaign.

## **VI. Remarks by Dean Strikwerda and Barb Salins, Director of Development**

Dean Strikwerda and Ms. Salins focused on development in Arts & Sciences. Dean Strikwerda said that the largest gift involved the naming of the History Department, which generates \$80,000 for students and faculty per year. He then outlined several major gifts for named professorships: \$2.5 million for either Government or History, \$1.45 million for Biology, \$1 million for Art History, and \$1 million for Government (with an international focus). He also discussed external funding—bequests and 50<sup>th</sup> anniversary class gifts—for term professorships. Salins then offered key examples of programmatic gifts to A&S: the Schroeder Center for Healthcare Policy, the Donaldson writer-in-residence program endowment, a \$600,000 gift for graduate fellowships in Anthropology, funding for the Philosophy Colloquium, lectures in Classical Studies, graduate recruiting stipends, and the Dean’s distinguished lecturer.

Pieri, Strikwerda, and Salins then fielded questions. In response to a comment from Jim Axtell (History) about the negative repercussions of the seemingly low percentage (24%) of alumni who gave to the College, Pieri said that the figure was not so bad compared to the 8-9% of alumni of public universities who normally contribute; he said that the overall size of gifts was more important than the percentage of alumni who gave, but acknowledged that more needed to be done to foster the culture of giving among W&M students. He also remarked that W&M was hurt most in the US News & World Report rankings by its low ranking (111<sup>th</sup>) in the area of overall financial resources—the only Top 50 school besides the University of Texas to be ranked so low. In response to a question from Bob Archibald (Economics) about how gifts, particularly deferred gifts, were counted, Pieri acknowledged that this was a controversial issue in the field of development. He said that W&M counts deferred gifts if there is documentation of the College’s inclusion in a will; he reported that 48% of the total donated in the Campaign for William & Mary was already in and that 37% was deferred (out of which 34% was revocable). He also said that 24% of the external money the College currently takes in is from previous deferred gifts. In response to a question from Bob Scholnick (English) about gifts to Athletics, Pieri acknowledged that such gifts were included in figures he gave for the Campaign and that the \$67 million raised for Athletics made it most successful fundraising program in the Campaign.

## **VII. Introduction of Steve Bobbitt and Ben van Ooyen, Bookstore**

Bobbitt, the Bookstore’s General Manager, and van Ooyen, its Textbook Manager, discussed new procedures for the submission of textbook orders—effective for spring 2007—as mandated by legislation recently passed by the Virginia state legislature: orders must be submitted in a timely fashion and prices acknowledged by faculty—either by signing a printed form including prices of books previously ordered for the course or by responding to an e-mail containing price information on new orders—in order to give students the time and the information needed to explore alternative means of obtaining required texts. Bobbitt explained that the components of textbook bundles would be sourced independently and that the Bookstore would continue to allow students to reserve their textbooks in advance by clicking a button during registration for a course. Van Ooyen stressed the importance of early submission of textbook orders and indication of instructor intent to reuse texts in the future in order to facilitate the Bookstore’s buyback program and allow it to offer students more (50% of the original cost) for their used textbooks. In response to faculty questions, van Ooyen said that while it was hard to compete with online booksellers like Amazon, many students had complained about the reliability of Amazon; he said that his goal would be to contact faculty as quickly as possible about availability problems (generally within one week when a book was out of print); he said that students could return hard copy textbooks during the 1-week return period if they decided to purchase an online text they learned about after having reserved the hard copy, but he observed that only 7 students bought online texts offered by the bookstore (out of 23 titles offered for the fall semester); and he said that compliance with the new Virginia law would not drive up textbook prices in a significant way.

## **VIII. Retention, Promotion, and Tenure Committee, Report by Carl Carlson**

Carlson (Physics), the Committee Chair, reported that the Committee had considered 14 departmental tenure cases and 4 nominations for promotion to full professor in 2005-06: it issued favorable recommendations on each of the 14 tenure cases (the Dean concurred with all RPT tenure recommendations) and on 3 of the 4 promotion case (the Dean initially concurred with all RPT promotion recommendations but later reversed the one negative decision on appeal from the candidate’s department). He also noted that RPT occasionally

examined retention cases (i.e., third-year review decisions) upon request from the Dean and reported that that one associate professor had been promoted to full professor upon retirement in 2006. He also reported that RPT was to consider 12 tenure cases in 2006-07.

#### **IX. Faculty Assembly, Report by David Armstrong**

Armstrong (Physics) reported on a number of issues taken up at recent meetings of the Faculty Assembly including its fall retreat. He said that there was discussion of making summer research grants an entitlement for junior faculty but that it was ultimately decided that the current point system was still useful. He urged the faculty to take part in the Faculty Survey—an important instrument that had serious consequences, including Board of Visitors action, the last time it was conducted, 3 years ago. He said that faculty retention and research support were areas of continued concern. He commented on the ongoing revisions to the Faculty Handbook including the addition of provisions for the evaluation of continuing part-time faculty. He also reported on the FA's consideration of the Faculty Clearance Policy, which includes procedures designed to ensure that departing faculty members have fulfilled all their obligations to the College (e.g. the return of computer equipment). He also reported that the last FA meeting had included an informative presentation by Sean Pieri and the Provost's required Budget Action Report. In closing, Armstrong invited his colleagues to consult the FA website: <http://www.wm.edu/facultyassembly>.

#### **X. Faculty Affairs Committee, Report by Terry Meyers**

Myers (English) reported that the FAC had discussed with Dean Laurie Sanderson a new sexual harassment policy for TAs and TFs and with Dean Sue Peterson a charge for the new Global Education Committee. He said that this last discussion had led to its looking into the reporting structure of other committees. He said that a faculty member had asked the FAC whether individual faculty members could schedule make-up sessions—at dates & times mutually agreeable to the faculty member and the students—for classes missed when the College closed for reasons of weather. The FAC thought that this was possible, as did Dean Ed Pratt. Myers also reported that the FAC had appointed Maryse Fauvel (Modern Languages & Literatures) to Nominations & Elections as a spring replacement for Julie Galambush (Religious Studies). Myers then said that the FAC had also discussed a question raised by a member of the faculty as to whether candidates for tenure and promotion should receive copies of the report of the Retention, Promotion, and Tenure Committee and word of that committee's vote. He said that the FAC's understanding was that the vote was reported by the Dean in his letter about the candidate to the Provost and that there was not necessary to send a copy of the RPT report to the candidate; however, he noted that the FAC was willing to see the matter discussed further, by the Dean's Advisory Committee. He then reported that the FAC had discussed a range of matters with the Dean, in particular a document the Dean was developing on his sense of the immediate needs for A&S, a matter previously taken up at the Dean's Advisory Council retreat. Another matter discussed was the sense that the teaching load in A&S was not balanced from department to department and that there seemed to be a consensus that departments now on a 3/3 or 3/2 load should look into ways of moving closer to a 2/2 load, especially in light of an increasing emphasis on research. The FAC also raised (but did not answer) the question of whether a general review of the curriculum might be merited in the not too distant future, perhaps with attention once again to whether more 4-credit courses might lighten the load on both faculty members and students

Dean Strikwerda adjourned the meeting at 4:55 p.m.

#### **Addendum: Election Results**

On October 10, 2006, Brent Owens, Chair of the Committee on Nominations and Elections, formally notified the Faculty of Arts and Sciences of the following election results:

Retention, Promotion, and Tenure Committee, Area II, fall 2006 replacement

✓ Bob Archibald (Economics)

Retention, Promotion, and Tenure Committee, Area I, 1-year replacement, 2006-07

✓ Rich Palmer (Theatre, Speech, and Dance)

Educational Policy Committee, Area I, 1-year replacement, 2006-07

✓ Bruce Campbell (Modern Languages & Literatures)

Educational Policy Committee, Area III, 1-year replacement, 2006-07

✓ Diane Shakes (Biology)

Faculty Assembly, Area III, 2-year replacement, 2006-08

✓ Bill Cooke (Physics)

Respectfully submitted,

Michael Leruth

Associate Professor of Modern Languages and Literatures