

**Minutes of the Faculty of Arts and Sciences
The College of William and Mary
February 6, 2007
Millington 150**

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

I. Minutes of the Last Meeting

Two minor errors in the December minutes were pointed out; the minutes were then approved with the correction of these errors.

<http://www.wm.edu/as/dean/faculty/documents/minutes/20061205.pdf>

II. Nominations and Elections Committee Report, Bent Owens

Owens (Geology) presented the slate of candidates for the two February elections:

<http://www.wm.edu/as/dean/faculty/documents/nominacionelection/20070206.pdf>

A. Election to the Faculty Assembly:

Area I, 3-year term, 2007-2010, vote for one:

John Donahue (Classical Studies)

Adam Potkay (English)

Area II, 3-year term, 2007-2010, vote for two:

Kathleen Bragdon (Anthropology)

Will Hausman (Economics)

Scott Nelson (History)

Deirdre Royster (Sociology)

B. Election to the Procedural Review Committee:

4-year term, 2 years active/2 years alternate, 2007-2011, vote for two:

Laura Ekstrom (Philosophy)

David Finifter (Economics)

Don Monson (Modern Languages & Literatures)

Janice Zeman (Psychology)

There were no nominations from the floor; nominations were closed.

III. Faculty Affairs Committee Report, Terry Meyers

Meyers (English) reported that the FAC had met several times since the December A&S meeting and had advised the Dean on a range of matters, including committee appointments, proposed revisions to the Faculty Handbook, a department's request for a waiver of the five-year limit on a non-tenure appointment, another department's request for an alteration of the requirement that tenure or promotion evaluations be anonymous, the Dean's budget requests, a faculty member's concern about the respective roles of the departments and the Faculty Research Committee in the implementation of the SSRLs, and a resolution in support of President Nichol's leadership.

Meyers then introduced the Committee's resolution of support. He explained that the resolution was carefully worded so as to attract support from people who have a range of opinions about the President's decision to alter the display of the Wren cross. He added that it was intended not to endorse the President's decision, nor to endorse the process by which he came to it, but to affirm general support for his leadership and for the widely shared goal of making the College even more welcoming to people from all backgrounds and faiths. He said that the mild language used in it to express regret about the cross controversy was intended to lower the decibel level of the sometimes

heated language flying about in the public debate over the President's decision. Meyers also noted that both the Faculty Assembly and the Dean's Advisory Council had adopted the wording of the resolution.

Two friendly amendments proposing minor changes to the text proposed by John Moreall (Religious Studies)—one concerning the removal of a hyphen and the other concerning the use of a lower-case "c" to refer to the cross—were accepted. Ken Petzinger (Physics) stated that he had a problem with the fact that the resolution appeared to give the President a pat on the back when his decision regarding the cross was made in an off-handed way, without proper consultation, and his response to the ensuing controversy was mishandled. Petzinger argued that the resolution should reflect the fact that any executive decision causing such a public stir was of great concern to the faculty. John Gilmour (Government) responded that the President would surely have done things differently had he known the scope of the controversy ultimately caused by his decision. There was no further discussion of the resolution. Dean Strikwerda then requested a voice vote on the resolution. The resolution passed by an overwhelming margin. The final wording of the approved resolution is as follows:

Resolved,

That the Faculty of Arts and Sciences affirms its confidence in President Nichol's leadership and its support for the broadly shared goal of making the College even more welcoming to people from all backgrounds and faiths. It regrets the controversy over the Wren cross and endorses the President's appointment of a committee to examine the role of religion at public colleges and universities.

IV. Reports of Administrative Officers

Provost Geoff Feiss. Provost Feiss first focused on recent instances of recognition of the excellence of the A&S faculty. He indicated that two A&S colleagues were to receive outstanding faculty awards from the Commonwealth, the 30th and 31st W&M faculty members to receive the award since its inception—more than any other university. He said that the names of the recipients had to be kept secret until the official public announcement was made. He then said that the BOV was set to approve 19 eminent and distinguished professorships, including 14 termed distinguished professorships. He also noted that Scott Nelson (History) and Barbara King (Anthropology) had received much recognition for their recent scholarly publications.

The Provost then offered an update on the state budget process; he said that Virginia House of Delegates and Senate had come up with two different budget proposals. Both contained similar provisions for faculty salary increases (4% in the House, 3% in the Senate); however, they contained significant differences regarding means of funding the School of Education's move and expansion (the House version uses bonds, to which the Senate is opposed). He said that it was hard to predict what would happen in the conference committee. He also said that 100 budget proposals and requests and had been submitted to the Faculty University Priorities Committee, which had also reviewed the College's 6-year capital plan.

The Provost then reported that he asked a small group of Economics and Business School faculty to collect and analyze data as part of a salary equity study requested by the Women's Network. He reported that no statistical evidence of gender inequity in salaries (considering rank, department and years at the College) had been found. He then reported that the Attorney General's office was still considering the College's Faculty Retirement Transition Program. He next announced that the College was to co-host the culminating academic event of the Jamestown celebration in September—a conference at which former U.S. presidents and a former British prime minister were to be present. He indicated that the College was working on ways to involve students and classes in the conference. The Provost concluded his remarks by reporting that he had talked to four members of SCHEV in an effort to convince them that revisiting the College's peer institutions group was not a good idea. He explained that his sense was that SCHEV was probably not interested in making major changes but warned that General Assembly could have other ideas.

Two faculty members had questions about the goal of bringing faculty salaries up to the 60th percentile of its peer institutions. Kitty Preston (Music) asked what had happened to the earlier goal of reaching the 70th percentile. The Provost acknowledged that that had been the original goal mentioned by former President Sullivan (later reduced to the 70th percentile); he also said that the 60th percentile goal pertained only to money from State funds and that the College would strive to reach the higher goal using private money. Marc Sher (Physics) reminded his colleagues that reaching the goal could be made "easier" by the if the College's peer group were to change and he stressed that it was important to maintain more private institutions in that group.

Dean Carl Strikwerda. Dean Strikwerda reported that he was currently reviewing the pre-tenure files and explained that RPT only looked at them if he asked them to. He then reported that he had submitted his budget requests to the Faculty University Priorities Committee. His main priorities were increasing graduate stipends and increasing M&O money by 20% per year over three years in order to bring it up to 1990s levels per faculty. He then announced that the SSRL replacements for the next academic year were almost ready and happily reported that there was to be a high level of full-time replacements. He then said that the new A&S Planning Analyst Carol MacVaugh had just completed her first project—a comparison of average salaries by department and rank at W&M and other institutions. He said that we were doing better at lower ranks than at the rank of full professor. He then discussed the \$300,000 grant that the College had recently received from the Mellon Foundation, which was to be used to enhance undergraduate research and inquiry-based learning through sustainable changes in the curriculum, and he commended Dean Joel Schwartz on his efforts in obtaining the grant.

V. Ombudsperson Report for 2006, Scott Nelson

<http://www.wm.edu/as/dean/faculty/documents/gradstudies/Ombuds%20Annual%20Report%20-%202006.pdf>

Nelson reminded his colleagues that his position primarily involved working to iron out sticky problems between graduate students and faculty members through referrals and conferring with the relevant parties. He said that the majority of the cases with which he had dealt with were of a programmatic or procedural nature but noted one gender harassment case (resolved) and one sexual harassment case (nearly resolved) brought to his attention. He also reported that many graduate students were dismayed to find that ProQuest, the new owners of UMI, were making dissertations available for purchase on Amazon, and said that he was working with the service to resolve this problem.

VI. Study Abroad Committee Report, Teresa Longo

<http://www.wm.edu/as/dean/faculty/documents/other/Study%20Abroad%20Report%20February%202007.pdf>

Longo (Modern Languages & Literatures) prefaced her presentation of the report highlights by explaining the membership on the committee as stipulated by language adopted in December 2006. She said that the Committee had recently approved the nominations of eight summer program directors and had also approved a new study abroad program in Galway, Ireland. She then said that the Committee had sent to EPC a proposal to record and count grades received for the W&M faculty-assisted semester study abroad programs in Argentina and Spain. She concluded her presentation by stating that reviewing strategies for choosing program directors would be one of the important upcoming items on the Committee's agenda.

VII. Faculty Assembly Report, David Armstrong

Armstrong (Physics) reported on the two most recent FA meetings (12/12 & 1/30). Aside from the ongoing revisions of the Faculty Handbook and the approval of a resolution supporting President Nichol, the FA conferred with the Chair and two other members of the Faculty Research Committee on the process for the approval of definitions of research-active faculty. He also reported that the FA agreed to remove language in the revised Handbook referring to the "designated" areas of research of the faculty following faculty concerns about the perceived narrowness of the reference's vision of appropriate forms of research. He said that this section of the Handbook would be sent back for further discussion and approval.

VIII. New Business

Kate Slevin (Sociology) reported on a petition in support of President Nichol that had garnered the signatures of 394 out of 540 faculty members (73%); she said that the petition would be presented (without signatures) to the BOV. LuAnn Homza (History) said that other online petitions of support might also be brought before the BOV.

Dean Strikwerda adjourned the meeting at 4:25 p.m.

Addendum: Election Results

On February 13, 2007, Brent Owens, Chair of the Committee on Nominations and Elections, formally notified the Faculty of Arts and Sciences of the following election results:

Faculty Assembly, Area I

✓ Adam Potkay

Faculty Assembly, Area II

✓ Kathleen Bragdon

✓ Deirdre Royster

Procedural Review

✓ Laura Ekstrom

✓ David Finifter

Respectfully submitted,

Michael Leruth

Associate Professor of Modern Languages and Literatures