

**Minutes of the Faculty of Arts and Sciences
The College of William and Mary
March 11, 2008
Millington 150**

Dean Carl Strikwerda called the meeting to order at 3:34 p.m.

I. Minutes of Previous Meetings

- A. The minutes of the last regular meeting, held on February 5, 2008, were approved with the correction of a few minor typographical errors:

<http://www.wm.edu/as/dean/faculty/documents/minutes/20080205.pdf>

- B. The minutes of the special meeting on February 14, 2008 were approved as posted:

<http://www.wm.edu/as/dean/faculty/documents/minutes/20080214.pdf>

- C. The minutes of the special meeting on February 28, 2008 were approved with a correction made to the last sentence in Section I, which should read “before recognizing people who have already spoken *once*”:

<http://www.wm.edu/as/dean/faculty/documents/minutes/20080228.pdf>

Dean Strikwerda thanked the Secretary of the Faculty for his work in compiling the minutes of the historically significant meetings held in February.

II. Report of Administrative Officer: Provost Geoff Feiss

Provost Feiss said that he expected to know more about the budget shortly and predicted it would contain adequate allocations for major capital projects and a small faculty salary increase; he also said that Richmond might try to offer us a small increase in base money in exchange for a soft tuition ceiling but noted that this type of offer would not make up for recent budget cuts. Instead, Feiss said he foresaw tuition increases comparable to those of the past: sub-10% for out-of-state students and 6-7% for in-state ones. The Provost reported that Interim President Taylor Reveley had asked him to form a task force study how to make the Gateway program what it should be. He noted that competitor institutions were setting family income caps for similar programs at \$50,000-60,000 (\$75,000 for MIT) and that W&M had to find a way to keep up with them. He added that Reveley was committed to a major fundraising effort on the part of Gateway. The Provost then reported on the National Forum on Service Learning recently held on campus—a sign of our leadership role in this new direction in higher education. He noted that W&M faculty and staff representing a variety of programs, such as the Sharpe Program and service learning programs abroad, participated in the conference, which produced a statement to be known as the “William & Mary Statement on Service Learning.” Returning to the issue of finance, Feiss noted that the College needed to mobilize every available resource in the present situation and cited the example of the relatively high payout rate—4¾% over a 3-year period (\$3.0-3.2 million per year)—from W&M’s pooled endowments, which represent 83% of the total endowment. He said that both he and Vice President Sam Jones would be attending meetings in New York at which future payout rates would be decided. He explained that most investors agreed that a payout of 5% or higher would make it hard to keep pace with inflation and ensure the long-term growth of an endowment. He added that the current growth rate of the pooled endowments was around 19%.

Provost Feiss then fielded a number of questions from those in attendance. He said that the College would remain on target to reach its goal of being in the 60th percentile among peer institutions for faculty salaries—it is in the fourth year of six-year plan to reach this goal and is currently nearing the 50th percentile—unless the state gave us nothing. He added that Interim President Reveley was not afraid of treading on the “dangerous” terrain of higher tuition increases if necessary to accomplish this and other major objectives. Feiss also said that the Reveley administration was not likely to announce any major new initiatives and was firmly committed to the stated priorities of the faculty, such as faculty-student research, service learning, internationalization, and Gateway. He also noted that there were signs that some donors were beginning to come back following the recent change in leadership.

III. Remarks by Dean Carl Strikwerda

Dean Strikwerda began by reporting that the Interim President had asked for reports from each of the Deans. He said that funding for the renovation of Small Hall and the next phase of the Integrated Science Center looked to be on solid ground. He then reported that he had finished work on the pre-tenure files and was currently reviewing the files of the 15 candidates for promotion to full professor—a record, or near-record, number. He said that he was waiting on the reports of the external reviewers called in for the Program Review of the Department of Modern Languages and Literatures and the Global Studies Program. He then offered an update on recruiting: 14 out of the 22 searches successfully completed, 6 pending searches that looked promising, and 2 positions that won't be filled. Strikwerda concluded his remarks by reporting that Information Technology would now back up standard packages on Mac computers.

IV. Nominations and Elections Committee Report

Elizabeth Wiley (Theatre, Speech, and Dance) presented the slate of candidates for the March elections:

<http://www.wm.edu/as/dean/faculty/documents/nominationelection/20080311.pdf>

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

Area I, 3-year term, 2008-11, vote for one:

Maryse Fauvel (Modern Languages and Literatures)
John Morreal (Religious Studies)

Area III, 3-year term, 2008-11, vote for one:

Nikos Chrisoschoides (Computer Science)
Chris Abelt (Chemistry)

B. Election to the Educational Policy Committee:

Area I, 3-year term, 2008-11, vote for one:

Rob Leventhal (Modern Languages and Literatures)
Varun Begley (English)

Area III, 3-year term, 2008-11, vote for one:

George Gilchrist (Biology)
Bob Noonan (Computer Science)

C. Election to the Committee on Academic Status:

Area I, 3-year term, 2008-11, vote for one:

Rachel DiNitto (Modern Languages and Literatures)
Denise Wade (Theatre, Speech, and Dance)

Area II, 3-year term, 2008-11, vote for one:

Rob Kohl (Kinesiology)
Brad Weiss (Anthropology)

D. Election of the Faculty Affairs Committee Chair:

1-year term, 2008-09, vote to decline or accept:

Margaret Saha (Biology)

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

V. Committee on Graduate Studies Report, Dean Laurie Sanderson:

Dean Sanderson presented the highlights from the Committee's report, posted on the web:

<http://www.wm.edu/as/dean/faculty/documents/gradstudies/Annual%20Report%20-%20March%202008.pdf>

Dean Sanderson first discussed the importance of Arts and Sciences graduate programs to the university: enhancement of undergraduate research, role in determining our SCHEV peer group, 85% share of overhead cost recovery in A&S (used to fund SSRLs and other initiatives) from departments with graduate programs, and value in recruiting faculty. She then addressed the most important set of issues facing graduate programs in Arts and Sciences: graduate student financial support, its importance to the competitiveness of the programs and diversity of the students, and initiatives undertaken to improve support. She then reported on the development of a number of new recruiting materials for the graduate studies at W&M. She concluded with an overview of the activities of the Graduate Center, which include the Raft Debate, ESL Program, and expanding Graduate Research Symposium. Graduate Ombudsperson Liz Barnes also spoke about her work as a mediator and source of information and reported that she had handled 5 inquiries between July 2007 and January 2008.

VI. Brief Reports from the Faculty Affairs Committee and the Faculty Assembly

Faculty Affairs Committee: Larry Evans (Government) reported that FAC had been devoting almost all of its attention to the departure of President Gene Nichol and was in the process of discussing different ideas designed to improve communications between the faculty and the Board of Visitors. Dean Strikwerda congratulated the FAC for its hard work during the weeks since the BOV's decision not to renew Nichol's contract.

Faculty Assembly: Gene Tracy (Physics) offered a summary of the numerous meetings of both FA and its Executive Committee since February 12. He said that Interim President Taylor Reveley had spoken at February 26 meeting. He happily reported that the Faculty Handbook revision were now out of the hands of the Assembly and announced the result of an FA inquiry concluding that the Climate and Sustainability Statement would have no mandatory curricular implications.

V. Discussion of "re.web," the Initiative to Redesign the W&M website, Susan Evans:

Evans (Information Technology) began by offering some background on the web redesign project. She observed that the current website was already eight years old, looking stale, and hard to navigate for people outside the W&M community. She noted that an improved website would be a great communications asset—particularly for Admissions (70% of visitors to the site are reported to be prospective students). She reported on the contribution of the consulting firm hired to work on the project, mStoner, a group specializing in web design for higher education (e.g. Kenyon, Princeton, and Yale Law). She offered an overview of faculty involvement in the project through meetings with the consultants and members of the W&M re.web team. She reported that progress was good on all fronts. She explained that the front end (look) was being separated from the back end (content) so that future revisions of the appearance could be more frequent and easier. She noted that the new home page would have fewer links and thus be more user-friendly. Evans also previewed the new "William & Mary Impact" pages. She said that the next stages of the project would involve the selection of a Content Management System with an "MS Word-like" interface (late spring, 2008) and painstaking but crucial work on the information architecture. She invited the faculty to get involved in the project and said that its help would be needed to review content copy. She concluded her presentation by fielding questions from those in attendance.

More details from Evans' presentation are available on the web:

<http://www.wm.edu/reweb/ASFacultyMarch2008.pdf>

<http://www.wm.edu/reweb/rewebASFacultyMarch11.pps>

Dean Strikwerda adjourned the meeting at 5:00 p.m.

Addendum: Election Results

On March 19, 2008, Elizabeth Wiley, 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, Area I

✓ Maryse Fauvel

Retention, Promotion and Tenure, Area III

✓ Chris Abelt

Educational Policy Committee, Area I

✓ Rob Leventhal

Educational Policy Committee, Area III

✓ George Gilchrist

Academic Status, Area I

✓ Rachel DiNitto

Academic Status, Area II

✓ Brad Weiss

Faculty Affairs Committee, Chair

✓ Margaret Saha

Respectfully submitted,

Michael Leruth

Associate Professor of Modern Languages and Literatures