

Minutes
Faculty of Arts and Sciences
Tuesday, December 1, 2009, 3:30 p.m.
Millington 150

Dean Carl Strikwerda called the meeting to order at 3:35 pm.

Attendance at the start of the meeting: 32

I. Minutes of the last meeting, November 3, 2009

The minutes of the last meeting, on November 3, 2009, were approved as posted:

<http://www.wm.edu/as/facultyresources/fas/minutes/20091103.pdf>

II. Report of Administrative Officers

Provost Michael Halleran reported on the following issues:

- At their most recent meeting the Board of Visitors approved several measures to face the budget difficulties:
 - A mid-year tuition increase for almost all students (excepting most PhD and master's students). Other state institutions, including Mary Washington and some community colleges have also decided to increase tuition so W&M's position on this issue is not completely isolated.
 - Some staffing cuts, particularly at VIMS.
 - Front-loading of federal stimulus money originally intended for FY '12, to FY '11. This measure has not yet been approved by federal government, but approval is expected.
- The board also approved elements of the ongoing human resources restructuring. New comprehensive policies are in place for appointments and termination, the chief features of which are:
 - performance evaluations are required for all posts.
 - no more annual contracts for continuing posts. Continuation will be presumed except in cases where the funding for the position runs out, the need for the position is elimination, or there is termination for cause.
- On the issue of the budget, the provost noted that there had already been four significant cuts in 1.5 years, and the future, especially with a new governor coming into office, is not clear. A further mid-year fiscal cut not impossible. The state is looking at a \$300 million shortfall in FY '10. There are some positive things to note: we've been able to preserve the SSRL's, summer grants, faculty awards, etc., but times will be tough. The provost thinks the key is how quickly we can increase tuition, particularly in-state tuition, where

we are still a bargain. Increasing out of state numbers and tuitions is unlikely. One problem is that stimulus money is intended in part to mitigate tuition increases.

- On strategic planning: The provost and Jim Golden (VP for Strategic Initiatives) will begin sending out periodic updates about the various strategic planning efforts around campus.
- The second in the series of conversations about W&M's identity as a "liberal arts university" is coming up soon.

In response to a question about intercollegiate athletics, the provost clarified that he had said that the only way to realize substantial savings in that area was to go to Division III. He did not intend to advocate going to Division III, however, nor is the possibility, to the provost's knowledge, under active consideration.

Dean Carl Strikwerda reported on the following issues:

- On the subject of budget cuts, the funding for the Plus program has been reduced for the coming summer; previously the university seminars had fallen under the budget knife
- Ten proposals have been received so far from departments and programs for hosting an ACLS post-doc: there will be some 50 candidates for whom we can bid, and the dean will work hard to make as many offers to candidates as possible.
- Decisions on professorships and awards are soon to be made.
- The dean's office has been working on the program reviews that have occurred this year and preparing for those to occur in the spring.
- The efforts of the dean's office to engage in enrollment management to make sure there are not too few or too many sections of needed classes has worked well and not attracted many complaints. This is critical to facing the budget cuts and to maintain the SSRL program.

III. Report from the Nominations and Elections Committee

Larry Ventis (Psychology), presented the results of previous elections and nominations for current openings. This information was posted prior to the meeting:

<http://www.wm.edu/as/facultyresources/committees/nominations/documents/20091120.pdf>

Kathleen Bragdon (Anthropology) won the election for an alternate spot on the Procedural Review committee, and Michael Daise (Religious Studies) and Ray McCoy (Kinesiology) had accepted 1-year appointments to the Educational Policy Committee for areas I and II respectively.

For two openings on the Faculty Affairs committee the nominees were (for area

II) Eric Jensen (Economics/Public Policy) and Gül Ozyegin (Sociology) and (for area III) Michael Kelley (Applied Science) and J.C. Poutsma (Chemistry). The latter post also carries membership on the Faculty Assembly.

With no further nominations from the floor the nominations were closed, and Prof. Ventris announced that on-line voting would commence shortly.

IV Report from the Faculty Assembly

Gene Tracy (Physics/Applied Science) reported on the recent activity of the assembly:

- The Executive Committee, previously charged by the FA to draft a charge for a new campus-wide study-abroad committee, is working instead on the advice of the Provost on a plan for a faculty advisory committee for the Reves Center to operate alongside existing study-abroad committees.
- Gene Roche (IT) discussed with the assembly a plan proposed by IT to restructure two committees, the Technology Initiative Steering Committee and the IT Advisory Committee, to reduce overlap between the committees and optimize the gathering of faculty input. The assembly endorsed this proposal and is working on a charge for the new committee structure.
- After considering the initiative to add new language to the anti-discrimination policy in the faculty handbook to include gender identity and gender expression, it has been decided that in order to streamline the process of harmonizing this policy with policies for constituencies other than the faculty, President Revely will issue a clarification of the statement and rights and responsibilities reverting to the policy espoused by President Verkuil, with the addition of language that includes the newly protected categories.
- The Committee on Planning and Resources has been working with the Faculty University Priorities Committee to study budget issues. A frank and open discussion on the topic was held with Sam Jones (Vice President for Finance)
- An ad-hoc group with members of FUPC and CoPaR is working to revise the report from the Faculty Compensation Board on the subject of the end-of-career salary bump. The revised report will be available on the FA website for feedback.
- Another ad-hoc group with members from CoPaR and FAC is working to gather information on courseloads, class size, student-faculty ratios and similar issues, with a view to making the data available to faculty on the FA website.
- At the recent BOV meeting, the Liaison Committee of FA devoted its time at the meeting to talks by two faculty members: Lizabeth Allison (Biology) and Phil Daileader (History) to impress upon the board the

impact that has already been felt from the budget cuts.

Prof. Tracy read out a unanimous resolution of the FA commending the BOV for their approving of the mid-year tuition increase.

V. Report from the Educational Policy Committee:

Phil Kearns (Computer Science) reported on the recent activity of the committee:

- Over the course of the fall semester the committee approved 17 new courses, 14 changes to existing courses and 8 curricular changes, and granted GER status to nine courses: 4 for GER 4, 4 for GER 6 and 1 for GER 7.
- The committee discussed curricular issues regarding the St. Andrews joint degree program and the Marine Sciences proposal
- The committee discussed the development of a policy for the internships associated with the Washington program.
- The November meeting of the committee was rained out, and this has caused a delay in the processing of some faculty requests.

Dean Strikwerda noted that his office has been working to optimize the GER offerings, and he commended the committee for its efforts in that area.

VI. Report from FAC on the size of the undergraduate student body, and on the governance structure of the St. Andrew's Program

Berhanu Abegaz (Economics), on behalf of the FAC, moved that two resolutions drafted by FAC on the size of the undergraduate student body and on the governance structure of the St. Andrews Program be approved. The text of the resolutions had been posted before the meeting:

http://www.wm.edu/as/facultyresources/committees/facultyaffairs/documents/fac_resolutions_20091201.pdf

The action on the two motions was as follows:

On the resolution of on the size of the student body:

In discussion concerns were raised over the timing of the resolution, and whether it would not be better to proactively propose our own solutions to the pressures leading to requests for student body increases. The increasing number of students leaving campus for study-abroad, internships, etc., may allow us to absorb a modest increase without damaging the College's mission.

After discussion the resolution was APPROVED by unanimous voice vote.

On the resolution regarding St. Andrews governance, a number of concerns were

raised:

- That the resolution seemed to suggest that any surplus funds generated by the program should go only to the departments and programs involved, when they should instead benefit the faculty as a whole.
- That envisioning surpluses generated by the program as line-item revenues that can be disbursed discretely in specific areas was unrealistic from a budgetary perspective
- That the language of the resolution gives short shrift to the contribution of St. Andrews to the joint degree program.
- That the resolution might be taken to suggest that the program needs to submit to the budgetary oversight of the faculty.
- That since the Joint Degree Program Committee includes people from outside Arts & Sciences, it should not report to the faculty but to the Provost with the consultation of the faculty.

After this discussion, John Gilmour (Government) moved that the motion be postponed to the February meeting, with instructions to FAC to reconsider the wording of the proposal with the advice of faculty involved in the program.

The motion to postpone was APPROVED by unanimous voice vote.

Dean Strikwerda also invited comments and discussion of the draft procedures for the administration of the joint degree program that were posted prior to the meeting:

http://www.wm.edu/as/facultyresources/committees/educationalpolicy/documents/st_andrews_as_governance.pdf

The meeting was adjourned at 4:58 pm.

Respectfully Submitted,

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