

Minutes
Faculty of Arts and Sciences
Tuesday, April 6, 2010, 3:30 PM
McGlothlin-Street 20

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

Attendance at the start of the meeting: 32

I. Minutes of the last meeting, March 2, 2010

The minutes were approved as posted:

<http://www.wm.edu/as/facultyresources/fas/minutes/20100302.pdf>

II. Report of Administrative Officers

In the absence of Provost Halleran (who was out of town), Dean Strikwerda reported on the following issues:

- Eight of eleven tenure-track searches have now been finalized or are very close to being finalized.
- A new ad-hoc committee is being formed to study the issue of enrollment increases.
- The dean is working with the Dean's Advisory Committee and the FAC on new guidelines on merit evaluations and pre-tenure course-reductions.
- The dean's office and other administrative entities have been considering the proposed 3% bonus (which has yet to be approved by the state): both how to fund it (approximately 70% will have to come from internal sources) and how it might be turned into a base increase.
- The dean will soon be soliciting requests for tenure-track searches for next year.

III. Report from the Faculty Affairs Committee

Berhanu Abegaz (Economics) reported on the recent informal conversation organized by FAC and the Faculty Assembly between faculty members and members of the Board of Visitors. A detailed summary of the discussion was posted prior to the meeting:

http://www.wm.edu/as/facultyresources/committees/facultyaffairs/documents/informal_conversation_3_25_10.pdf

The two main topics of the meeting were a) the reappointment of President Reveley and b) the College's response to recent threats to its non-discrimination policy. On

the former issue, the faculty encouraged the board members to work toward the establishment of a procedure for the performance review of the president (as exists for other administrators) and to give serious thought to the issue of the term-length of any re-appointment. On the latter, the board members were encouraged to join the president and the faculty in taking a firm stand against any attempt to weaken the College's policy against discrimination.

Prof. Abegaz also announced that President Reveley has agreed to come speak at the upcoming meeting of the Faculty Assembly on April 28.

IV. Report from the Faculty Assembly

Gene Tracy (Physics/Applied Science), reported on the following issues and activities of the assembly:

- Expanding on Prof. Abegaz's remarks, Prof. Tracy noted that President Reveley has been very firm in defense of the College's anti-discrimination policy. The Executive Council has passed a resolution urging the president to issue the clarification/affirmation of the policy that was planned before pronouncements of state officials muddied the waters.
- At next week's Board of Visitors meeting, members of the assembly will present to the board a discussion of the recent faculty survey. Prof. Tracy commended the efforts of Kate Slevin (Sociology) in organizing this.
- A draft of Provost Halleran's "ecru paper" on W&M's strategic goals as a liberal-arts university has been posted for review and comment:
http://www.wm.edu/as/facultyresources/committees/facultyassembly/documents/ecru_paper.pdf
- Discussions were underway about the relationship between the Faculty University Priorities Committee (FUPC) and the Committee on Planning and Resources (CoPaR): a merger of the two committees is possible.
- A task-force on enrollment increases (the same one alluded to by Dean Strikwerda earlier) is being formed.
- Changes to the athletic fee were under discussion
- Prof. Tracy reiterated Prof. Abegaz's announcement of President Reveley's upcoming visit to the FA on April 28, adding that the decision was made not to schedule a meeting with the full faculty at this time due to the likelihood of it being sparsely attended at this time of year. A fuller meeting would be considered for the fall.

V. Report from the Committee on Nominations and Elections

Larry Ventis (Psychology) presented the committee's slate of nominees for posts on the Educational Policy, Degrees, Faculty Hearing, and Faculty University Priorities committees, for the Faculty Compensation Board and for the chairs of the

Educational Policy and Faculty Affairs committees:

<http://www.wm.edu/as/facultyresources/committees/nominations/documents/20100410.pdf>

There were no further nominations from the floor and hence nominations were closed. Professor Ventis announced that on-line voting would commence shortly.

In response to a question, Dean Strikwerda and Prof. Tracy clarified that since the potential merger between FUPC and CoPaR was still under discussion, the election for the former would proceed normally.

VI. Proposal for the Department of English to join the St. Andrew's Joint Degree Program

Colleen Kennedy and Kim Wheatley (both English) were present to speak on behalf of a motion from the EPC and the St. Andrews program committee to add English to the joint-degree program. The posted proposal:

http://www.wm.edu/as/facultyresources/committees/educationalpolicy/documents/10Feb17_EnglishProgram_Final.pdf

In response to a question, Profs. Kennedy and Wheatley clarified that the addition of English would add four students per year to the program.

The motion was voted on and **PASSED** by unanimous voice vote.

VII. Report from the Committee on Faculty Research

Margaret Saha (Biology) reported that the committee was considering two pressing issues: how summer grants would be awarded (in particular, whether beginning employees should be guaranteed a certain amount of summer support, and whether mid-career faculty should be eligible), and how the College would select applicants for limited-eligibility grants (like certain NSF grants that are restricted to one applicant per institution). On the issue of summer grants, the committee was considering a plan whereby beginning faculty members would be guaranteed support for two of their first three summers. This plan would have to be approved by the faculty. The committee's posted report:

<http://www.wm.edu/as/facultyresources/committees/research/reports/frcreport2010.pdf>

A number of points were brought up in discussion of this issue, including the following:

- The committee should coordinate its thinking on the summer grants with

FAC, which in the past has issued directives that have altered the balance between junior and senior faculty recipients.

- Guaranteeing summer support for beginning faculty will help our recruitment efforts, since many institutions we compete against offer such support.
- Both Prof. Saha and Dean Strikwerda expressed the hope that junior support could be guaranteed and a separate pool of funds developed for summer grants to mid-career faculty.

VIII. Report from the Ad Hoc Group on Data Gathering

Bill Cooke (Physics) conducted a demonstration of the sorts of data the ad-hoc group has been collecting and how it could be accessed for various purposes through versatile and user-friendly interfaces. Data was gathered on each CRN for the past several years, including students' majors, credits, years of matriculation and graduation; and schedule data such as contact hours, A&S area, subject, course title, room assignment and enrollment. Numerous combinations of these variables could be plotted against one another to yield a vast amount of information both synchronic and diachronic. Prof. Cooke noted that before this database could be made generally accessible, certain confidentiality issues remain to be worked out.

IX. DOT for Sustainability

Rowan Lockwood (Geology) offered a presentation about the College's Do One Thing (DOT) initiative for sustainability. She noted that sustainability refers not only to energy saving and waste management but also to public health and community-building. She called attention to W&M's DOT Facebook page: <http://www.facebook.com/wmdot>, and to the (environmentally friendly) paper DOT's that can be posted at Swem library. Through both venues, members of the College community can post the One Thing that they are Doing to foster sustainability. She encouraged faculty to get involved and to spread the word about the DOT initiative.

The meeting was adjourned at 4:50 pm.

Respectfully submitted,

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