

**Minutes**  
**Faculty of Arts and Sciences**  
**Tuesday, September 7, 2010**  
**3:30 p.m.**  
**Andrews 101**

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

### **I. Minutes of the Last Meeting**

The minutes of the meeting on May 5, 2010, were approved as posted:

<http://www.wm.edu/as/facultyresources/fas/minutes/20100504.pdf>

### **II. Report of Administrative Officers**

Provost Michael Halleran reported on the following issues:

- He saluted the eleven newly tenured faculty, the eleven newly promoted full professors, and the sixteen new tenured and tenure-eligible faculty.
- He noted that the new freshman class numbers 1398 (same as last year) and has an impressive academic profile.
- In the provost's office there have been some changes: Kate Slevin has been appointed Vice Provost for Academic Affairs; Christy Fiedler has succeeded Shirley Aceto as Assistant to the Provost, and is currently focusing on finding ways to increase efficiency.
- He noted that the college has fared very well in national rankings, and he is most proud of the US News' #5 ranking in faculty concern for student learning and the #8 ranking for students' evaluation of faculty in the Princeton review.
- In 2010-11 we will undergo our SACS five-year review, in which we will have to show that we can "assess student learning in the major." The provost views this as an enforced opportunity to consider how we can do things better.
- The Mellon foundation has given the president a \$100,000 presidential grant, most of which remains unallocated. The provost will be devoting some of that sum to a new initiative to support interdisciplinary projects.
- The provost will establish an ad hoc group to consider how the college's use of IDC (a.k.a. F&A) funds can be improved.
- The provost currently does not anticipate another mid-year budget cut this year.
- In FY 2012 we are still facing \$6.9 million budget shortfall when the stimulus money disappears, and there is still unspecified talk in the state government of a further \$10 million cut down the road.
- SCHEV is coming out with a report that may impact things like in-state/out-of-state mix, tuition-setting authority, etc.

- The president has said we need a new economic model, which includes enhancing our productivity on all fronts, including “academic productivity,” which the provost thinks should be assessed on the discipline-by-discipline basis.

In response to questions about the 3% bonus that has been announced for December, the provost said that no formal decision has been made to make the part of that bonus paid by the college (roughly 70%) a permanent base increase, but he recognizes that a salary increase for next year is absolutely necessary. Also, in accordance with the mandate of the state the 3% bonus will be uniform across the board rather than merit-based.

Vice Provost for Academic Affairs Kate Slevin then spoke about her new position: her portfolio includes overseeing the SACS review and working with the Reves Center. She is also working to establish focus groups for mid-career faculty since the recent faculty survey has shown them to be the most unhappy demographic group at the college. On the topic of her work with the Reves center, she encouraged any faculty who might be interested in developing relationships with South Asian universities to get involved with the Project India initiative.

Dean Carl Strikwerda reported the following:

- We’re in reasonably good shape despite budget cuts. 14 new faculty were hired for this year, and two others hired last year are coming to campus this year for the first time.
- 24 new searches authorized this fall, which, if all successfully filled, would leave us with only seven vacant positions remaining.
- Despite financial straits, SSRL’s and small class sizes have been maintained.
- His office is busily planning for how we can absorb future cuts.

### **III. Report from the Faculty Affairs Committee**

Sophia Serghi (Music) introduced herself as the new chair of the committee and also introduced the other members of the committee. She noted that committee reports at A&S meetings are generally to be limited to five minutes to allow more time for the discussion of faculty issues, and she invited faculty to contact her or other members of the committee with their concerns.

### **IV. Elections to the Committee on Nominations and Elections**

Prof. Serghi then announced the posted slate of candidates for positions on the Nominations and Elections committee and called for additional nominations from the floor. There being none, nominations were closed.

The posted slate:

<http://www.wm.edu/as/facultyresources/committees/nominations/documents/ballots/20100907.pdf>

## **V. Report from Nominations and Elections Committee**

Debbie Bebout (Chemistry) announced the results of last spring's final elections and presented the names of those who had been appointed to replacement positions. She then presented the posted slate of candidates for elected replacement positions, requesting a motion to suspend the rules, approved unanimously, to allow the addition of Michael Leruth (Modern Languages) to the list of candidates for a replacement position to the Faculty Compensation Board. A second motion to suspend the rules was approved unanimously to remove from the ballot an election for the Faculty University Priorities Committee, which is no longer an elected committee.

The posted slate:

<http://www.wm.edu/as/facultyresources/committees/nominations/documents/20100907.pdf>

Since no further nominations were forthcoming from the floor, nominations were closed and Prof. Bebout announced that on-line balloting would begin later that day.

## **VI. Report from the Faculty Assembly**

Will Hausman (Economics) discussed issues that the assembly either had been or is expected to be handling:

- The assembly met with President Reveley at its recent retreat.
- A re-organized and reconstituted Faculty University Priorities Committee will be engaging with other entities in a more formal way to provide faculty input on budgetary issues.
- A member of the assembly is among a group of people working with the College Assessment and Intervention Team to establish procedures for threat assessment. Procedures will have to be approved by the Personnel Policy Committee and the Faculty Assembly.
- Faculty assembly will want to monitor the upcoming curriculum review, a possible review of the merit system and the SCHEV-mandated focus on "academic efficiency".

- In response to last year's problems with the VRS and the college's retirement incentives, the Faculty Compensation Board has been asked to investigate new ideas for retirement incentives.

## VII. New Business: Bylaws of ISAC:

Berhanu Abegaz (Economics) introduced and invited discussion of a proposed set of by-laws for the new International Studies Advisory Committee. These proposed by-laws had been posted in advance of the meeting:

[http://www.wm.edu/as/facultyresources/fas/documents/ISAC\\_bylaws\\_2010.pdf](http://www.wm.edu/as/facultyresources/fas/documents/ISAC_bylaws_2010.pdf)

There were a number of opinions expressed about the proposal, most of them negative. Among the objections raised were the following:

- "International Studies" is too vaguely defined in the document and could be interpreted to include a huge large percentage of an increasingly internationalized curriculum.
- Spots on the committee and its subcommittees were reserved for certain programs and departments in an inequitable fashion.
- The committee would be granted powers, for instance in hiring, salaries and budget control, which go far beyond its putative "advisory" role.
- The language of the document seems to grant the committee a purview that reaches beyond Arts & Sciences.

In defense of the document it was noted that the proposal is meant to be a draft, and so constructive criticism is welcome, and the guaranteeing of committee spots to certain department and programs was defended as necessary, given the historical centrality of study-abroad to certain concentrations (such as in Modern Languages).

A motion was made to send the document back to FAC for further consideration. This motion was voted on and **passed** by unanimous voice vote.

## VIII. Recognition of the recipients of Murphy Awards

**Salvatore Saporito** (Sociology) and **Deborah Morse** (English), winners of awards from the Jennifer and Devin Murphy Endowment for Faculty Support in recognition of their effective combination of teaching and research, were recognized by the faculty and presented with certificates suitable for framing.

## IX. Introduction of New Faculty

- Anthropology: Kathleen Bragdon introduced **Goetz Hoeppe**
- Biology: Lizabeth Allison introduced **Shantá Hinton**

- Chemistry: Chris Abelt introduced **Kristin Wustholz**
- Classical Studies: John Donahue introduced **Naama Zahavi-Ely**
- Government: John McGlennon introduced **John Lombardini** and **Maurits van der Veen**
- History: Phil Daileader introduced **Jeremy Pope**
- Modern Languages: Silvia Tandeciarz introduced **Sergio Ferrarese** and **Michael Cronin**
- Philosophy: Laura Ekstrom introduced **Christopher Freiman** and **Josh Gert**
- Physics: Keith Griffioen introduced **Wouter Deconinck**, **Mumtaz Qazilbash** and **Enrico Rossi**
- Theater, Speech and Dance: Joan Gavaler introduced **Artisia Green**
- Women's Studies: Christy Burns introduced **Victoria Castillo**
- Computer Science: Virginia Torczon introduced **Pieter Peers**
- English: Susan Donaldson introduced **Kirsten Holmstedt**

*The meeting was adjourned at 5:14 pm, and the faculty retired to the lobby of Andrews hall for a start-of-year reception.*

Respectfully Submitted,

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