

Minutes
Faculty of Arts and Sciences
Tuesday, December 6, 2011
3:30 p.m.
Commonwealth Auditorium, Sadler Center

Dean Gene Tracy called the meeting to order at 3:35 pm, remarking that he felt as if he were in a rock concert addressing us from the stage in the cavernous Commonwealth Auditorium.

Attendance at the start of the meeting: 53

I. Minutes of the last meeting,

The Minutes of the last meeting, November 1, 2011, were approved as posted:
<http://www.wm.edu/as/facultyresources/fas/minutes/20111101.pdf>

II. Report of Administrative Officers:

Provost Michael Halleran

- Wished the faculty a Happy St Nicholas Day, hoping that we'd remembered to put out our boots for gold coins.
- Reported that he had just received an e-note announcing greater discretionary funds for faculty.
- Reported that the search for the new Dean of Arts and Sciences is progressing despite earnest appeals. Four finalists will be brought to campus during the 2nd and 3rd weeks of Spring Semester 2012. There will be ample opportunity for comments via an e-platform.
- Reported that recent faculty raises were greater than expected but merely a "step in the right direction." Compensation for faculty and staff remain among the highest priorities of the 6 year plan. But as we enter the high season for politicking, "God only knows what will happen."
- Assured the faculty that "Budget Reallocation" is not a euphemism for budget cuts but that salary increases will have to derive from internal reallocations rather than tuition increases.
- "So endeth my report."
- With a final plea to start celebrating St Nicholas' Feast Day: "It's fun", and warm wishes that our hectic ends of the semester go smoothly.

There were no questions for Provost Halleran

Interim Dean Gene Tracy reported the following:

- Recent raises targeted only certain groups (TE), especially to address egregious inequities, and that the administration has every intention for aggressive salary increases for NTE, research faculty, etc.
- We are seeking a replacement faculty Facilities liaison to replace Eric Bradley.
- Laurie Sanderson's (Biology) term as Dean of Graduate Studies and Research, Arts & Sciences, is coming to an end. Professor Sanderson prefers to return to teaching and research.

- Capital projects are moving forward
 - “The chain link fence around Tucker is a good sign.”
 - Integrated Science Center 3: with a view to making the facilities as useful as possible, the design is to be ready October 2012 in order for the project to go forward.
 - Tyler is still in the queue.
- In response to a recent Board of Visitors’ meeting with FAC and contact Deans, an “Invisible Work Case Studies” study is underway to quantify how much faculty work is not captured by the credit hour model (including research with students, independent studies, etc). Three programs, Theater, Speech, and Dance, Government, and Biology, have been tapped to participate in the study, which is hoped to provide a powerful argument to the BoV regarding how much work we do with students outside the credit-hour paradigm. It is estimated that this “Invisible Work” amounts to about 1 to 1.5 courses without remuneration.
- Dean Tracy and Professor Teresa Longo visited St Andrews, where they explored additional topic areas as well as ways to expand faculty interactions, and they strived to better understand the UK funding model. The trip confirmed for Dean Tracy that St Andrews is committed to undergraduate programs as well as research, and that the Scottish University is a good match for us.
- Dean Tracy and Professor Longo also met with alumna and planetary geologist Ellen Stofan who is also a member of the foundation board. Professor Stofan expressed keen interest in the current campaign and is likely an excellent person with whom to work.

Comments for Dean Tracy: Bill Cooke (Physics) praised the “Invisible Work” initiative but suggested that it would also be worthwhile to highlight the increased administrative burdens on department chairs and program directors.

III. Report from Nominations & Elections (December Elections)

<http://www.wm.edu/as/facultyresources/committees/nominations/documents/20111206.pdf>

Debbie Bebout (Chemistry) reported the following:

- Berhanu Abegaz (Economics) was appointed to fill a leave replacement for the Faculty Affairs Committee
- Soon after the adjournment of the meeting, ballots would open for
 - *Faculty Affairs & Faculty Assembly Area III (3-year term)*
 - *Faculty Affairs Area I (3-year term)*
 - *Faculty Affairs Area III (1-year replacement)*
 - *Educational Policy Committee Area II (1-semester replacement)*
- There were no nominations from the floor.

IV. Report from Faculty Affairs

J.C. Poutsma (Chemistry) reported that

- Dean Tracy had already delivered most of his report.
- The committee discussed salaries.

- Next semester would be fun and exciting with new developments in the Curriculum Review.
- Gave a plug for the February meeting wherein Dean Tracy would enlighten us with his A&S budget 101 lecture.
- Encouraged the faculty to move closer to the front of cavernous Commonwealth Auditorium so the panel discussion with Development would be cozier.

V. Report from Faculty Assembly

Suzanne Raitt (English) reported that

- The Assembly continues its work on changes to the Faculty Handbook to better represent NTE (more complicated than anyone imagined).

VI. Update on Curriculum Review

Michael Lewis (Mathematics) reported the following:

- The committee's discussions with smaller groups (students, Career Center, employers) show consensus on
 - dislike of the "check the box" system currently in place.
 - Approval of Freshman Seminars and other opportunities for small scale teaching.
- But less consensus on interdisciplinary programs.
- The current system carries untenable enrollment pressures (by the time freshmen could register in November, 76 seats for GER 4B courses were open to 1400 students).
- The Library is seeking a replacement for the DIL which is widely perceived by students as a joke.
- Discussions will ensue with Modern Languages regarding language proficiency.
- The Advisory Panel for the Career Center agrees that we are doing well with the Academic side but stress the value of "communication" and "passion."
- The committee hopes to compile a system of General Education wherein TE faculty will want to teach.

VII. Charter Day Ceremony Faculty Involvement

David Alpert and Stephanie Felice appealed to the faculty to participate as fully as possible in Charter Day celebrations so that the College is represented in a holistic way. The students appreciate being able to pick up their teachers in the procession or on the stage. "Administrations change; students come and go; the faculty are the backbone of the Institution."

VIII. Panel Discussion with Development

Earl Granger, Annie Davis, and Andrew Barry, from the Development Offices addressed the faculty regarding the responsibilities of the Development Office to the Capital Campaign and to the faculty. The Campaign runs in four stages (Planning, Leadership, Public, Conclusion). Faculty comments included:

- Gary DeFotis (Chemistry) raised the need for more flexible spending – e.g., an endowment for continual funds to maintain and or replace expensive and delicate scientific instruments.

- Bill Cooke (Physics) expressed the concern that faculty are not being utilized at Development functions, and that fund-raising seems to center around the athletic program and events. Earl Granger assured us that the goal is to use faculty (for example, feature faculty seminars before games to allow us to highlight our work.)
- Kitty Preston (Music) suggested that Development events be organized around performances where there is academic content (in contrast to the athletic default). Professor Preston further expressed concerns regarding serious physical space problems for the Arts and Humanities, and especially the appalling facilities for the Arts. Mr Granger responded that part of the process was to educate donors (who had expressed the notion that W&M was “built out”).
- Anne Rasmussen (Music) echoed Professor Preston’s plea to utilize student performances to showcase the College and its needs. She also echoed Professor DeFotis’ plea for regular funds to maintain and replace expensive, essential equipment.
- Silvia Tandeciarz (Modern Languages and Literatures) inquired about plans to incorporate fundraising into faculty conference travel. Knowing more would be useful for our own planning purposes. Dean Tracy clarified that the Alumni Association is exploring the possibility of organizing Alumni events in cities where faculty are attending conferences.
- Professor Tandeciarz followed up by asking our guests from Development what was their impression of our document “Arts & Sciences Academic Priorities for the Campaign: A Shared Vision for the College’s Future” to which Mr Granger responded “We need to do a better job to think about what we do as an Institution” and that we need to demonstrate the return on the investment to potential donors.
- Bill Fisher (Anthropology) queried about the long term outcome to help us gauge how our priorities get translated into reality. Professor Fisher inquired about the “rules of the road” and the ethical implications of fund raising, accepting monies from foreign governments, expressing concern that we “not end up in a Kurt Vonnegut short story”. Mr Granger assured us that the College is strategic and exercises all due diligence before accepting donations
- Suzanne Raitt (English) thanked our guests for coming and extended an invitation for members of Development to visit our departments and better get to know us. Development is not traditionally our role, but the response of today’s meeting should show that we are eager to help.
- Virginia Torczon (Computer Science) echoed Professor Raitt and invited Development to look also at departmental web pages. Mr Granger asserted that indeed Development spends some time exploring departmental web pages and sending relevant stories to appropriate donors (“clip and ship”).
- John Griffin (Biology) suggested that, on the paradigm of our Facilities liaison, we solicit a commitment from a faculty member or a small committee to liaise with Development as a venue for sharing current, engaging personal news.
- Jeff Nelson (Physics) argued that there was no reason Development could not establish such communication with faculty explicitly.

- Bill Cooke (Physics) sought to push the suggestion further, asserting that, given the current size of the Development office, it is well within their capability to know what each of us are doing individually.

IX. New Business

There was no new business.

The meeting was adjourned at 5:18 pm.

Respectfully Submitted,

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