

**Minutes**  
**Faculty of Arts and Sciences**  
**Tuesday, March 13, 2012**  
**3:30 – 5:00 pm**  
**Sadler Center, Tidewater B**

*Dean Gene Tracy called the meeting to order at 3:31 p.m.*

*Attendance at the start of the meeting: 29.*

**I. Minutes of the last meeting:**

The Minutes of the last meeting, February 7, 2012, were approved as posted:

<http://www.wm.edu/as/facultyresources/fas/minutes/20120207.pdf>

**II. Report of Administrative Officers:**

**Provost Michael Halleran reported the following:**

- welcoming us back from Spring Break, that the weather was pretty darn weird, being only 2° cooler in Williamsburg than Miami.
- on the budget:
  - the assembly in Richmond has, as of yet, come to no budget agreement
  - the Senate has excised language about tuition increases
  - a reasonably good outline of a budget us expected some time next week
  - after baseline deductions, A&S will receive 60% of summer tuition monies
- questions and discussion:
  - Silvia Tandeciarz (Modern Languages and Literatures) remarked that there seemed to be a veil over how the budget functions centrally. While we may have a good understanding of our own departmental and program budgets, as well as the A&S budget, we are perplexed at why A&S finds itself so thinly stretched as we are the largest school in terms of faculty, students, and space. Provost Halleran stressed the need for clarity regarding how we came to be in this position in the first place. Other schools are not so thinly stretched and it is difficult to make informed decisions. The Law School has enjoyed budgetary autonomy for about 12 years; professional and graduate programs experience no interference from the state as they produce a “product” that people will pay for; Business graduate programs subsidize the undergraduate program. Hence we need to deleverage by putting our money where it will be most useful, and this cannot be done overnight. In reallocating money, we three concerns: 1) employing our resources efficiently and effectively (salary concerns); 2) political concerns as we are asking the BoV to endorse salary and tuition increases at a higher rate than any other University (we need to say that we can do some of this on our own); 3) donors who are asking “what are you doing? Are you taking care of problems on your own?” We need to think creatively by generating new revenue; making effective use of NTE faculty; differential teaching loads based on total effort (some board members consider this very important). We need to tell the Deans

where we want this to end up either voluntarily (effecting the merit evaluation breakdown) or by fiat. Our success resides in our intellectual capital – our faculty. Can we continue our blend of teaching and research?

- Leisa Meyer (History) asked what the Board meant by differential teaching, more seats, more courses?. Provost Halleran replied with a deliberately vague “yes”. The Board is concerned with the quality of what we do.
- Bill Cooke (Physics) inquired about covering financial aid costs without raising tuition but rather by raising “fees” (e.g., the athletic fee) which are lower for students in the Business School. Provost Halleran replied that raising fees is a better sell in Virginia and that the government is trying to squeeze tuition down.

**Interim Dean Gene Tracy reported the following:**

- 5% of the E&G is to be moved to faculty and staff base salaries over the next three years (deadline for the proposal: March 15, 2012)
- with an E&G of 54 million, we must allocate 900,000 per annum from predictable sources
- to raise this 5% it is proposed
  - continue with current searches
  - replace TE lines as already approved
  - not to approve any new TE replacements (instead using base funded NTEs to cover those classes)
  - shift some contingent (1 year) NTEs to base NTEs
  - reduce SSRL replacements on 1 time replacements
- new revenue comes from the St Andrews program and the reallocation of summer monies

questions and discussion:

- Barbette Spaeth (Classical Studies) inquired about the protocol for requesting new monies. Dean Tracy replied that new requests would be reviewed by relevant committees. There is a process in place whereby we can request significant new monies
- Suzanne Raitt (English) requested clarification regarding NTEs and the SSRL. Are NTEs reallocated to new courses when someone goes on leave?
- There was a question about opening up more seats or staffing courses with graduate students to cover the SSRL program, which would help graduate programs in some areas. How can we use graduate students to help with budgetary challenges?
- Terry Meyers (English) asked about NTEs: would there be a permanent three year horizon? a rolling three year horizon? would NTEs be competitive? Is it our intent to make NTEs full citizens with rewarding careers? Dean Tracy admits that we use and exploit them, and we have 40 NTEs now.
- Will Houseman (Economics) inquired about the student-teacher ratio. Dean Tracy conceded that the ratio would drift up slightly, as our faculty size is currently static but the student body continues to drift upwards.
- John McGlennon (Government) asked if the TE lines on hiatus would be restored. Dean Tracy responded yes, the goal of the plan is the greatest level

of flexibility. Professor McGlennon followed up with a question about raises, not seeing much of a differential.

- Silvia Tandeciarz (Modern Languages and Literatures) raised concerns about TE vacancies, as well as unsuccessful searches and mid-term reviews of TE faculty. To which Dean Tracy repeated the goal of flexibility and also advised the faculty not to expect TE lines to be replaced automatically over the next 5 years.
- John Oakley (Classical Studies) raised concerns that departments might start tenuring faculty so as not to lose those lines. Professor Oakley also inquired about the raises, and how four years of merit scores without raises will be figured into the equation.
- Leisa Meyer (English) remarked that there has been some discussion about a lottery system.

### **III. Nominations and Elections**

<http://www.wm.edu/as/facultyresources/committees/nominations/documents/20120313.pdf>

Debbie Bebout (Chemistry) reported the following:

- Soon after the adjournment of the meeting, ballots would open for
  - Committee on Academic Status Area II (3-year term)
  - Committee on Academic Status Area III (3-year term)
  - Education Policy Committee Area I (3-year term)
  - Education Policy Committee Area II (3-year term)
  - Education Policy Committee Area III (3-year term)
  - Retention, Promotion & Tenure Area I (3 year term)
  - Retention, Promotion & Tenure Area II (3-year term)
- There were no nominations from the floor.

### **IV. Presentation on Electronic Student Evaluations**

Kate Slevin (Vice Provost) and Gene Roche (Director of Academic Information Services) reported the following:

- a 14 member committee across the School met in the early Fall to address the concerns and problems of moving to on-line evaluations
- other schools are in favor of the move, and Education has already made the switch
- the conversion to on-line evaluations has been discussed by the DAC, FAC, and EPC who raised no objections provided that departments retain the autonomy to mandate in-class evaluations
- Gene Roche has been considering technical (not evaluative) aspects
- Problems with the current software
  - does not take into consideration: team taught classes; flexible scheduling; multiple instructors
  - limited to 14 questions
  - does not capture the comments
- Suggested new software:
  - could be required in-class on laptops
  - provide for an infinite number of questions
  - could be instructor specific
  - could be completed within a specific time frame

- would allow for multiple instructors, rational management of cross-listed courses
  - could be integrated with BlackBoard
- Savings associated with new evaluation protocols:
  - 90,000 pieces of paper
  - countless hours of departmental staff time
  - \$10,000/year in hardware maintenance
- Concerns:
  - response rate (quite high at other schools using on-line evaluations; students will complete the evaluations if they believe we are responding to them)
  - quality of responses (students are more likely to make more comments with greater detail)
- Status
  - we are in negotiations with vendors
  - limited summer pilot
  - Fall 2012: extended pilot or even campus-wide implementation

questions and discussion:

- Leisa Meyer (History) inquired about control and access. Vice Provost Slevin assured the faculty that departments would continue to retain total control and that digital data are more secure than paper data.
- Barbette Spaeth (Classical Studies) observed that the on-line system should solve the problem of evaluations of cross-listed classes to the extent that we have a rational way of identifying who owns the course in question. Vice Provost Slevin encouraged departments to send representatives to the meetings with potential vendors, to enable informed decisions based on as many questions as need to be asked.

**V. Report from Faculty Affairs**

Rex Kincaid (Mathematics) was happy to yield in the interest of time

**VI. Report from Faculty Assembly**

Suzanne Raitt (English) was happy to cede her time. Most of her report had already been covered by Dean Tracy (tuition waivers) and Gene Roche (on-line Evaluations)

**VII. Update on Curriculum Review**

Teresa Longo (Dean for Educational Policy) reported the following

- the two town hall meetings with the steering committee (Feb 28, 29) included a presentation of the conceptual framework layered over the philosophical approach resulting in lively discussion, enthusiasm, and skepticism
- more conversations will occur on April 4 and 5
- faculty who missed the February meetings are encouraged to talk with committee members, as BlackBoard documents are insufficient on their own and are meant to supplement live discussions
- faculty are encouraged to submit questions and comments to crsc@wm.edu
- the final report should be issued in early May

**VIII. Report from Committee on Graduate Studies**

Laurie Sanderson (Biology) reported that

- there are efforts to increase graduate stipends to encourage diversity and competitiveness

- the full report is online:  
[http://www.wm.edu/as/facultyresources/committees/graduatestudies/documents/2011\\_COGS\\_Annual\\_Report.pdf](http://www.wm.edu/as/facultyresources/committees/graduatestudies/documents/2011_COGS_Annual_Report.pdf)

**IX. Report from Graduate Ombudsperson**

- X. Laurie Sanderson (Biology) on behalf of Elizabeth Barnes (English) reported that
- there were five cases brought to the ombudsperson
  - the full report is online:  
[http://www.wm.edu/as/facultyresources/committees/graduatestudies/documents/2011\\_OmbudsReport.pdf](http://www.wm.edu/as/facultyresources/committees/graduatestudies/documents/2011_OmbudsReport.pdf)
  - Professor Barnes' term ends June 2012
  - a search committee is in place for a replacement

**XI. Faculty Governance Awards**

Dean Tracy read citations in honor of

- Berhanu Abegaz (Economics). Deeply committed to a system of governance with transparency and shared participation, Professor Abegaz has served on countless College committees, often as chair. He shepherded the merger of the programs in Black Studies and African Studies, the Africana Studies Program which he now directs.
- Rowan Lockwood (Geology). Professor Lockwood has served conscientiously as a faculty advisor to students at all levels, helping to standard of student advising through the Office of Academic Advising. As an active member of the College's Committee on Sustainability (COS), she has worked tirelessly on sustainability challenges across the College.
- The citations will be published in full.

There was no new business.

The meeting was adjourned at 5:16 pm, followed by a reception in honor of Professors Abegaz and Lockwood.

Respectfully Submitted,

Georgia L. Irby, Secretary  
Associate Professor of Classical Studies  
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