

The College of William and Mary
Minutes of the Faculty Assembly Meeting
February 25, 2003

Faculty Assembly **President Robert Archibald** opened the February meeting of the Faculty Assembly of the 2002-2003 academic year at 3:35 p.m.

Members present: Robert Archibald, Debbie Bebout, Elizabeth Canuel, Bob Diaz, Nancy Gray, Keith Griffioen, Bill Hawthorne, Lu Ann Homza, Martha Houle, Alan Fuchs (alternate for Colleen Kennedy), John Lee, Scott Nelson, Roger Ries, Ron Rosenberg, Margaret Saha, Laurie Sanderson, Larry Ventis, Wanda Wallace, and Ron Wheeler.
Members absent: Jonathan Arries

The minutes of the January 28, 2003 meeting were approved.

In executive session, **President Sullivan** spoke to the Faculty Assembly regarding a personnel matter. The executive session ended at 4:15 p.m.

I. Administrative Reports

Provost Cell apprised Faculty Assembly members of the actions of the Virginia General Assembly that impact on the College. Key points of that presentation follow.

- The General Assembly budget includes a 2.25-percent salary increase effective November 25, 2003, but contingent on the Commonwealth's meeting revenue projections. If revenue projections are not met by late August, the Governor may reduce the increase or remove it.
- Regarding tuition policy, the General Assembly took action to cap in-state undergraduate tuition at 5 percent with that percentage being applied to an annualized base for this year (that is, the base will be \$800.00 higher than it was at the beginning of last year). This funding formula provides minimal flexibility for the College to strengthen its programs and is a matter of grave concern.
- The Assembly recommended an allocation of \$4.5 million statewide for need-based financial assistance for undergraduate Virginians; a portion of these funds will come to the College. We will also recommend that we set aside a portion of whatever increase they approve to go to financial aid for students in all academic programs, whether they be in-state, out-of-state, undergraduate, graduate, or professional.
- Fortunately, there will be *no* change in the funding of the eminent scholars program (it was feared that funds for the program might be cut).
- There will be cuts in research centers across the state for a total of \$2.275 million. The College's share is \$160,000, with reductions in the following areas: Applied Research Center, Jefferson Lab, and Institute of Early American History and Culture.
- The best news for the whole budget is on the capital outlay front where the General Assembly made up for a serious error when it worked out the details of the costs for renovating Rogers Hall. The Assembly provided an additional \$5.2 million in state-supported bond funding so the project is now fully funded.
- The General Assembly approved \$5 million in non-general fund authority for Law School renovation and expansion.

- Unfortunately, the General Assembly did not do anything to increase the maintenance reserve fund.
- The General Assembly imposed a \$50 annual fee on out-of-state students to support the debt service requirements on the bond-funded projects.
- The budget is in the Governor's hands to approve, amend, or veto. In the interim, we will develop a budget for next year based on the General Assembly's actions.
- To sum up, we asked for complete tuition flexibility for the College, but we got minimal flexibility. With the new reductions, on top of the \$2.9 million in reductions we are already facing for next year, "we will about be able to hold ourselves harmless, but it will be tough to do anything more."
- Thirty percent of our state funding has vanished over the past two years.
- Most of the money to cover repairs for newly discovered structural problems in the old part of the library will be covered by state funded bonds.
- Because of the decrease in state funding, we have had to push the campaign towards capital projects.

Standing Committees

Faculty Affairs: Scott Nelson, Chair

Prof. Nelson distributed the attached revised draft of the Clearance Policy and Procedures statement for consideration by the Faculty Assembly. A lively discussion ensued regarding the purpose and need for such a policy. Prof. Nelson summarized the Faculty Assembly members' suggestions for improving the efficiency and enhancing the dignity of the process as follows:

- In section 3, paragraph 2, page 1, replace "the employment paycheck" with "that portion of the final paycheck at issue, unless the fine is formally contested."
- Either eliminate section 4, page 1 (which gives the Office of Human resources the ability to unilaterally rescind all faculty privileges), or change it to read "Proposed revisions affecting retiring faculty members will be brought before the executive committee and will require the approval of the provost."
- Rather than requiring that the retiring faculty member make visits to multiple offices (as shown on the Clearance Form), deans or the provost could notify the various offices electronically about the imminent departure of faculty. Those offices would then report on faculty who were not in compliance with the policy. At that point, a trigger would require the faculty member to resolve any outstanding problem, with the sanctions outlined in section 3, page 1.

The Faculty Assembly instructed the Faculty Affairs Committee to meet with the Vice President for Administration, Anna Martin, to discuss the suggested changes.

Committee on Planning and Resources: Keith Griffioen, Chair

Prof. Griffioen announced that the Committee on Planning and Resources is focusing on wages and working conditions at the College, which he said should be a top priority for the administration and Assembly. He cited a document, completed in 1986, called the Sub Committee on Institutional Planning (SCIP) Report, which might serve as

a good model to follow for the collection and analysis of budget and salary data. He pointed out that faculty salaries continue to drop in relation to faculty salaries at peer institutions, and that faculty morale is down, while the perceived work load is up. The Committee also plans to revisit the issue of parking on campus. There are issues regarding the parking problem that still need to be addressed.

Executive Committee: Robert Archibald, Chair

Prof. Archibald reported that the Executive Committee met with President Sullivan to discuss the issue of the provost.

Liaison Committee: Ron Rosenberg, Chair

Prof. Rosenberg reported on his presentation to the Board of Visitors, which focused on faculty characteristics. In the future, when faculty issues come before the Board, hopefully they will have some background information to better understand those issues. Prof. Archibald commented that the presentation seemed to be very well received by board members, who were attentive and asked many good questions.

Academic Affairs Committee: Lu Ann Homza, Chair

Prof. Gray read a report to the Faculty Assembly written by Prof. Homza. The report recommended the formation of a faculty oversight committee that would act as a liaison with Instructional Technology. It was recommended that all members of the proposed committee have expertise in technology. (A copy of the report is attached.) Prof. Archibald suggested that one member of the proposed committee should represent the technology-challenged members of the faculty. Various adjectives to describe this person were explored.

The meeting was adjourned at 5:15 p.m.

Respectfully submitted,
Ron Wheeler, Secretary