

**The College of William and Mary
Minutes of the Faculty Assembly
March 25, 2003**

Faculty Assembly President Robert Archibald opened the meeting of the Faculty Assembly of the 2002-2003 academic year at 3:40 p.m.

Members present: Robert Archibald, Elizabeth Canuel, Alan Fuchs, Nancy Gray, Keith Griffioen, Bill Hawthorne, Martha Houle, John Lee, Scott Nelson, Roger Ries, Ron Rosenberg, Margaret Saha, Laurie Sanderson, Larry Ventis, Wanda Wallace, and Ron Wheeler,

Member absent: Jonathan Arries, Debbie Bebout, Bob Diaz, and Lu Ann Homza.

The minutes of the February 25, 2003, meeting were approved.

I. Report of Administrative Officers

Provost Cell provided an updated account of political events in Richmond. The Virginia General Assembly will act on three amendments that affect the College.

- The Governor has proposed an amendment to the budget that would guarantee the 2.25 percent salary increase. The issuance of annual contracts might be delayed until the Virginia General Assembly acts on the amendment.
- The Governor has proposed another amendment that would lift the five-percent tuition cap if additional reductions are required in the budget.
- A third amendment would provide funds for technical and scientific research if financial conditions allow.
- The Provost reiterated her concerns about the budget crisis, and with the difficulty in finding revenue sources given the constraints placed upon the College by the General Assembly. She indicated that some potential revenue sources, like increasing out-of-state tuition, could have a negative impact on the College. The Provost pointed out that the gap between the College's in-state and out-of-state tuition was already greater than many of its competitors. If out-of-state tuition is priced even higher, the College could find itself at a competitive disadvantage when compared to other institutions, even our private peers who discount tuition heavily.
- Provost Cell distributed a table (attached) that showed the number of full-time and part-time faculty across professional schools and the faculty of arts and sciences for Fall 2002. A second table displayed the percent of full-time faculty that are tenured or tenure-track and the percent that are specific-term from Fall 1997 to Fall 2002. The table revealed modest increases and decreases in specific-term faculty, all of which seemed to be within reasonable bounds.

II. Standing Committees

Faculty Affairs: Scott Nelson, Chair

- **Prof. Nelson** reported on Vice President of Administration Martin's reaction to the Faculty Assembly's suggestions for revisions to the Clearance Policy

and Procedures statement. She agreed with the Faculty Assembly's suggestion that retiring faculty members could sign off electronically with various offices rather than be required to visit them in person. There was, however, disagreement over the order of sequence of the sign off procedures. A number of Faculty Assembly members questioned the logic of requiring a faculty member to sign off on various items *before* the relevant offices determined whether or not any outstanding problems exist. They favored a sequence in which the faculty member would sign off *after* being alerted by the various offices about any problems. The Vice President for Administration also was not in favor of the suggestion to withhold only a "portion" of the retiring faculty member's final paycheck, rather than the whole amount. It was argued that dealing with a part of a person's paycheck would create unnecessary administrative problems. In opposition, many Faculty Assembly members argued that there was a proportionality problem with withholding the whole paycheck. Would it be reasonable, ethical or legal, they asked, to withhold a \$2000 paycheck because of a \$5 library fine? In a straw vote, the Faculty Assembly indicated it was willing to accept a clearance procedure that involved deducting from the last paycheck *only* the amount owed the College. Prof. Nelson said he would convey the Faculty Assembly's recommendations to the Vice President for Administration.

- **Prof. Katherine Kulick** of the Faculty Compensation Board distributed a draft report on a proposed phased retirement program (attached) and asked Faculty Assembly members for their feedback. In a nutshell, the program would allow eligible tenured faculty members to transition from full-time service to retirement by allowing them to work half time at fifty percent of their regular salary for a period of up to three years. Upon entering the program, faculty members give up tenure, but they still receive the same contributions toward health insurance premiums and they can begin to collect from their retirement funds. There was considerable support voiced for the proposal. It was pointed out that the program seemed to be a win-win situation for both faculty and College: talented and experienced senior faculty could continue to make a contribution to the College if needed, while at the same time, the College would gain flexibility in hiring new faculty members.

Academic Affairs Committee: Lu Ann Honza, Chair

The Academic Affairs Committee will form a subcommittee to discuss concerns, raised by **Prof. Terry Meyers** and others, about the College's "Information Policy Security Statement."

Committee on Planning and Resources: Keith Griffioen, Chair

No report.

Executive Committee: Robert Archibald, Chair

Prof. Archibald reported that the committee dealt with the continuation of a specified term appointment.

Liaison Committee: Ron Rosenberg, Chair

Prof. Rosenberg informed the Assembly that members of the Board of Visitors would visit the Law School's high tech courtroom during the Board's meeting in April.

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

Respectfully submitted,
Ron Wheeler, Secretary