

Minutes of the University Faculty Affairs Committee
November 9, 2016
4:05 - 5:10 pm.

Present: Courtney Clayton, Bob Greene, Miriam Liss, Lou Martinette, Marie McAllister (secretary), Angela Pitts (chair)

I. MINUTES

The minutes of October 5 were approved.

II. REPORTS

- A. Fitness Center: Angela reports that Kelly Shannon has offered to meet with us next term as needed.
- B. Online P&T submission: An amended motion was passed by UFC.
- C. Advisory committee on salary adjustments: Miriam reports that business has not yet begun.

III. NEW BUSINESS

A) Spring meeting schedule:

The committee will meet at 3:05 on the following Wednesdays: 1/18, 2/8, 3/15, 4/12. Angela will seek to reserve a room in Trinkle.

B) Spring 2017 planning:

Several priority items remain in progress:

1. **Workload:** committee continues to work
1. **Salary compression:** Provost's ad hoc task force is in formation
2. **Merit pay policy:** Provost is researching state regulations on merit pay and other universities' strategies on merit pay review in years when there is no merit pay.
3. **Fitness Complex use:** Lou Martinette has already met with them about marketing.

Several items were chosen as spring priorities:

4. **Rate of return for student evaluations:** This has been an ongoing problem. Angela Pitts will invite Debra Schlee (Institutional Research) to a meeting. Miriam Liss mentioned the options of holding final grades or making students opt out rather than in
5. **Adjunct welfare:** The committee discussed surveying adjunct faculty to see what issues they might wish us to pursue: salary, benefits, offices, when adjuncts hear about teaching assignments, other? We agreed to start by asking our chairs about potential issues. There was also interest in learning to what extent UMW is using a regular adjunct corps and to what extent we are hiring new adjuncts each term.
6. **Service overcommitment of faculty of color:** The committee discussed the problem, particularly as it pertains to searches and task forces/ad hoc committees. Angela will ask Sabrina Johnson for UMW's official policy on minority representation on search committees, and also ask how the University defines minority for searches. Committee members agreed that it is not possible to set a numerical limit on committee

responsibilities before tenure, but it would at least be possible to bring a resolution to raise awareness of the burden current policies appear to place on minority faculty.

7. **Unpaid leaves of absence:** Angela will ask Anand Rao for a further explanation of the history behind the suggestion that this is something for the UFAC to consider.