

Minutes of the University Faculty Affairs Committee (UFAC)

February 14, 2018

4:05-5:30 PM, Mercer 131

Present: Cate Brewer, Courtney Clayton, Betsy Lewis, Miriam Liss (chair), Marie McAllister (secretary), Xiaofeng Zhao. **Guest:** Mary Kayler, Center for Teaching Excellence and Innovation

Minutes: The minutes of the last meeting were approved.

OLD BUSINESS:

1) Support for Teaching Development, Especially for Junior Faculty

At the committee's request, Mary Kayler informed us about some of the changes the Center for Teaching Excellence and Innovation has undergone in the last year. These include a change in reporting, budget cuts, and new assignments for the director.

The committee expressed concern about the resulting reduction in available support for teaching development, especially for junior faculty. We understand that Dr. Kayler has limited control over these changes, but hope to work with her to return support for faculty teaching development to its former levels.

The committee strongly encouraged Dr. Kayler to publicize CTEI events more frequently and visibly. Although the University's attempt to limit email overload is laudable, teaching development is central to faculty welfare. We find it highly inappropriate that Dr. Kayler is being encouraged to compress communication with the faculty about CTEI events to a single email. Members argued that individual events deserve (suitably concise) individual announcements, and later agreed that we will communicate that message to Dr. Kayler's supervisor. We were pleased to hear that the CTEI web page redevelopment is nearly done, since a strong web site is one crucial aspect of publicity. Several members suggested also using Facebook for its reminder feature.

Individual members offered a few programming suggestions for Dr. Kayler to consider. Some members requested more short-term or even drop-in programming. Some suggested more faculty-driven programming; the old T.I.P. "knotty problems" brown-bags were fondly recalled. Some noted that practical applications attract more faculty than more theoretical programming. (The example cited later in the meeting: everyone wants ideas for controlling the overtalker in the front row, but few care about polishing a teaching philosophy unless they're looking to move on.) There was considerable enthusiasm for serving food at events, something Dr. Kayler says her budget does not currently allow.

After Dr. Kayler's departure, the UFAC staked out several claims which we will communicate to the Provost:

- 1) The CTEI Director should report directly to the Provost, rather than to the Associate Provost for Academic Success & Student Engagement, since the CTEI is meant to serve faculty.
- 2) The CTEI director should be assigned full-time to faculty teaching development. Having a strong teaching center is key to faculty success, and particularly important for tenure-track faculty.
- 3) The CTEI budget should be enhanced with a particular eye to including food in as many events as possible—because, like students, faculty show up when food is served.

4) All long-term programming should be announced a semester ahead and should be adequately compensated. Faculty have limited time and resources, and to make a long-term investment in a single area of teaching development (for instance, community service learning) has significant costs that should be recognized with additional compensation.

We also agreed that we will encourage the Promotion and Tenure committee to make sure promotion seekers understand where on their FAARs they can list professional teaching development.

2) Adjunct Faculty Welfare: Motion on Timely Notice for Cancellation of Courses for Underenrollment

The committee decided that this draft motion would be more appropriate as a resolution encouraging UMW's administration to follow AAUP guidelines about timely notice. We agreed that the issue remains important, particularly given the recent emphasis on minimum course sizes, and will consider a draft in some later meeting.

3) Adjunct Faculty Welfare: Motion on Faculty Resources

This draft motion was intended to help adjunct faculty retain privileges like library access and email in semesters when teaching may not be available. Additional research has indicated that this is not an issue at UMW under current practices, so discussion was ended.

4) Mentoring

A faculty member requested that the UFAC look into getting the university to provide better guidance concerning mentoring, and particularly the mentoring expectations for chairs. We noted that chairs with questions should speak with their Deans, then agreed to continue the discussion of mentoring begun earlier this year. Members will again review the mentoring section of *Handbook* appendix K (COE mentoring) so that we can return to the issue at our next meeting.

5) Faculty Control of Scheduling Decisions with Curricular Impact

Remains tabled.

6) Service Workload

Remains tabled.