

## **Summary of the Sept 28 2016 Meeting of the University Faculty Council by Deborah O'Dell**

I. The meeting commenced at 3:35 pm

Chair Anand Rao reminded the UFC members and guests that the meetings are now being recorded. The recorded videos will be uploaded to a site which can be accessed by a link on the UFC pages. This site is protected so that only those with UMW login credentials can access the site.

The members were welcomed and introduced themselves.

II. The minutes of the April 18 2016 meeting were approved.

### **III. REPORTS:**

#### **1. President**

President Paino gave his report and asked that the members take this information back to their Departments.

Revenue: The Commonwealth is asking different agencies to reduce their budgets by 5%, it is not affecting Education for now. We should be prepared in case it happens. President Paino gave three different possible scenarios regarding our budget request. Best case(get all requested money), worst case(budget reduced by 5%), and potential case (no change). Right now there will not be a hiring freeze, but he will be asking Department heads to prioritize hiring.

Construction: The Jepson addition seems to have the money. He is expecting a start on the addition and renovation in the Summer of 2017 with a completion date of 2019. Seacobeck is in the planning stages, and we need to think strategically about the best use for the space.

Renovation of residence halls is a focus for the President starting with Willard.

He restated his priorities including:

1. Examining how we are doing compared to identified comparison groups. He is generating a draft of indicators and will have this finalized by the All University Meeting in January.
2. Updating the Master Plan-he is working with Rick Pearce
3. Diversity Action Plan-he has formed a committee.
4. Budget for FY 2018-he reiterated his priorities for the budget, including hiring a director for the Continuing Education program and looking at ways to expand programming for non-traditional students to increase the revenue stream.
5. Addressing salary challenges
6. Performing a SWOT analysis

## 7. Creating a vision for UMW

Admitted Student Questionnaire. Based on the responses, our market standing has dropped in an alarming way. Our Rankings in a) Academic Reputation, b) Perception of Program Quality c) Reputation with employees and d) Outcomes have dropped significantly from where we were 10 years ago. Other schools (especially CNU) are now perceived more favorably.

To counter this, He wants to change the narrative **now**. He is asking for **specifics** about what is **amazing about UMW**. He would like to have bragging rights about UMW-what compelling stories do we have about our students to show a strong academic reputation. Ie: What top rated Graduate Schools have admitted our students . What do these schools think about UMW. Please send the **MOST compelling stories** to him (or to a UFC rep to pass on), but please don't inundate him.

UMW School pride is low (30-40%) among students-SGA Representative French commented that some of this is a reflection of her generation.

We also need to examine what other schools are doing, and perhaps identify a Signature Program for UMW.

He would like establish a School for Continuing Studies (not a college) funded by resources we have. Programming will occur on all campuses (Fredericksburg, Stafford, Dahlgren). This is targeted at working adults, and so we have to determine the best way to deliver these programs.

## 2. Provost

The Provost reported on:

1. The workload group. Generated ideas over the summer and hope to have something completed this semester.
2. Working on salary and benchmarks.
3. FLSA-hopes to have a document by November. Issues of MyTime for employees will change so that there is no clock in or out unless there is an adjustment in the schedule. Time is needed to make adjustments to the program
4. Greenlight Committee is moving forward and is asking supervisors to review changes in job duties and make recommendations.
5. Working on Comparison Lists for the President above. These will be finalized over the next few months.
6. Discussion of Strategic Enrollment Plan (after rest of business)

### **3. College Deans**

**COE**-Two tenure track searches are happening: one in Literacy and one in Math. Please share this information with colleagues who might be interested.

**CAS**-An addition to the written report: the BLS program will offer a cybersecurity program (at this point no additional cost to us)

**4. SGA Representative**- Hayley French-no report but please feel free to contact her.

### **5. UFC Chairs report**

Dr. Rao submitted a written report from the recent BOV meeting. He expressed appreciation to President Paino for the Salary Adjustment and for the opening of the Faculty/Staff Dining in the UC.

Comments from the Faculty/Staff Engagement Forums are being posted and will be compiled and available on the WEBSITE. A comment was made that the timing of Forums, HR workshops and Faculty/Staff commitments should be such that employees are not prevented from attending these important events. Every effort will be made in the future to avoid conflicts. Another Forum may be scheduled to convey the comments from the Forums which will then be shared with the Cabinet

**6. Vice Chair- No Report**

**7. Committee Reports**-all were approved as submitted

## **IV. Unfinished Business**

Faculty Morale Survey and Great Colleges Survey-Link to the survey results are broken, Dr. Rao will ensure that this is fixed. The committee will collect all the information and this will be shared with the cabinet. Comments can be made on the WEBSITE.

## **V. New Business**

1. Motion to move P&T submissions to on-line was tabled until appropriate technology can be identified.
2. Motion to move review of the Waple Professorships to the Sabbaticals, Fellowships and Faculty Awards Committee was passed.
3. Motion to change the TOEFL requirement for admission from 88 to 80 was passed
4. Discussion of adding a staff representative was tabled since the time was getting late, and the provost still needed to discuss the Strategic Enrollment plan.

## **Discussion of Strategic Enrollment Plan (continued from Provosts report)**

Provost Levin presented a short (24 slide) PowerPoint on the Strategic Enrollment Plan. In this plan, by 2020 we will:

1. Stabilize enrollment at 950 First Year with a possible reduction to 925 and at 400 Transfer.
2. Increase selectivity (to 1150 SAT), diversity (to 50%), and m/f balance (40/60)
3. Increase % out of state students to 17.5%
4. Increase first year to second year retention to 85%
5. Increase enrollment in adult undergraduates (BLS completion, RN-BSN and certificate completion)
6. Increase graduate student enrollment to 700

To accomplish this, investments will need to be made in Recruiting, Financial Aid, tools for Data Analysis, special programs (such as increasing Honors), and then ways to deal with increased number of students, such as investing in Enterprise Scheduler, development of a Transfer center, addition of faculty in needed areas, and support for on-line initiatives.

**VII.** Meeting was adjourned about 5:10 pm.