

University Faculty Council April 5, 2017 Meeting Summary

This is a quick summary of the meeting- please refer to the meeting minutes or video recording (<http://ufc.umw.edu/recordings/april-5-2017-ufc-meeting/>) for a more accurate and complete account of the meeting. Only discussed items are referenced- see the meeting materials online (<http://ufc.umw.edu/2017/03/16/ufc-meeting-agenda-april-5-2017/>) for complete written reports and motions.

President Paino

- Budget update. There is not a lot to update. UMW did not suffer any line-item veto by the governor. The next step is to work with the Board to put together and approve the budget in May. At that meeting, the Board will decide any tuition and fee increase. Pres. Paino would like to give a 3% across-the-board salary increase, but to do so, it would require belt-tightening in other parts of the budget. He has asked Rick Pearce to summarize major changes in the budget so that UMW may act more proactively. One example is the additional \$8.5 million in debt service for major construction.
- Enrollment: Saturday is a yield event for enrollment of accepted students. Enrollment looks good and he is cautiously optimistic. UVA and VA Tech are increasing their in-state enrollments.
- Once a month, about 10 students win by lottery a dinner with the President. He has hosted 60 students. 90-95% of comments have been positive and/or constructive criticism. A transfer student from UPenn wished he had earlier known about the University of Mary Washington. The student felt the quality of faculty interaction was much better at UMW and that faculty wanted to be there for their students. This was echoed by an in-state transfer student as well. Another story praised the importance of the Student Transition Program in her first-year success.
- Leadership changes. Announcements will be forthcoming. Executive Director for Continuing Ed/Professional studies, also VP for Advancement and University Relations have offers. Friday is the deadline for the Special Advisor to the President position. Interviews may occur during the last week of classes.
- There are many construction projects about to take place: the slope in front of Woodard and the roof on the arcade. An elevator in Pollard's elevator. The Jepson renovation will begin as well as the amphitheater. A new parking lot will be near the UC and the newly approved Hillel Center.
- Inauguration of Pres. Paino will be held on 4/21/17, where he plans to articulate his vision for UMW.

Acting Provost Mikhalevsky

- The committee on workload has asked recommendations to be sent to Arts & Sciences Dept. Chairs for comment. It should be sent out tomorrow. She will also ask Associate Deans to share the document with their faculty.
- The Salary Committee's recommended model has been approved by the President. The salary adjustments will go to the Board for its May docket. All faculty salaries and changes will be reflected in the renewal letters sent out the Monday after the Board's meeting in May. Adjustments will be delineated in letters.

- The Task Force on Diversity and Inclusion continues to meet. In early June they are expected to forward their recommendations to the President. The Provost noted the need to include training for search committees early in the fall.
- A student raised a concern about accommodations in a specific program. Announcements about events or lectures sent by email need to be accessible by all. Faculty are urged to contact the Office of Disabilities with questions. The Provost also has a quick list of best practices (e.g. don't use pdfs, which are often unreadable for students with visual disabilities) that will be distributed to faculty. She also recommended inviting Tim O'Donnell & Sandra Fritton (Director of ODR) to UFC to provide a quick overview of UMW services. UMW has the highest percentage (almost double) of students who register with disabilities.
- Please be aware of scheduling concerns for students, especially with respect to athletes. Some of our highest achieving students are athletes. Morning classes are better for them.
- Students entering buildings after hours. The Chief of Police does not set the hours of academic buildings by himself. They are set in consultation with Academic Affairs. There has been a proliferation of requests. The Provost is uncomfortable with students being alone in academic buildings after hours. Faculty need to send requests for students to stay late to their Dept. Chair and Associate Deans. The Provost wants to dramatically reduce "frivolous" requests while acknowledging certain legitimate needs, especially at the end of the semester. She stated that buildings are often open until 9 or 10:00 p.m., some at midnight, and are opened at 7:00 or 8:00 a.m.
- There was some additional discussion about the workload documents. The Provost noted that there is almost nothing new in the workload document regarding course caps and banking models; 85-90% is on the books and simply clarifying what we already have. Jason Matzke noted dept. chairs won't have much time to receive input. The proposed implementation schedule will be effective as of fall for banking, and spring for enrollment guidelines. Provost says we have the early part of fall semester to make adjustments.

SGA Representative

- Rep. Hayley French submitted a written report, and summarized it orally. She noted final composition for student government will soon be in place.
- SGA has faced pushback regarding charging for tampon dispensers. Dean Richardson suggested it's a convenience fee. Kristin Marsh would like them to be free. Dave Rettinger suggested an honor contribution jar as a compromise.
- The Honor Council said it would be willing to hear cases of faculty being recorded without their permission.
- Regarding senate motions: to allow students to carry pepper spray. To provide students in Eagle Landing with toilet paper.

UFC Chair's Report

- BOV Executive Committee Meeting. Great discussion of diversity on hiring.
- Anticipated Agenda Items for 2017-2018 listed on UFC website.

- Need for committee to gauge interests
- Faculty/Staff dining was closed on April 5th. The Sodexo page has an updated link about schedule (<https://umw.sodexomyway.com/dining-choices/index.html>). Let colleagues know. The ballroom is not available on a few dates.
- Faculty Senate of Virginia meeting will be held this Saturday, April 8th, in the Colonnade Room in the UC from 9am-2:30pm. A special session on support for faculty with disabilities, co-sponsored with Virginia chapter of AAUP, will be held from 12:30-2:30pm. All faculty are invited to attend.
- Discussion. Kristin Marsh wanted to ensure anticipated agenda items are not agenda-setting but suggested. Angela Pitts asked about the late date for re-electing committees. Anand concurred that this year was late. Faculty need to be aware of the call for nominations.

University Committees – all minutes, reports, and action items were approved

New Business

- 1.1. [Editorial Changes to the Faculty Handbook](#) - Submitted by John Morello (Associate Provost for Academic Affairs)
Kristin Marsh and Discussion about infant vs. family care arose. The Provost affirmed that faculty are eligible for FMLA.

Deb O'Dell noted ongoing informational purposes for benefits. Julie Smith noted that HR shared with SAC that they plan to offer a series on health and wellness.

John Morello said §3.13.4 in the Faculty Handbook dates to 1982 and perhaps needs to make reference to FMLA. John Morello was granted to go-ahead to draft updated language.

- 1.2. [Motion: Change to the Faculty Handbook 5.4.8 Course Evaluations](#) – Submitted by Debra Schleaf (Office of Institutional Analysis and Effectiveness) and approved by the University Faculty Affairs Committee
 - Angela Pitts described the motion, which arose from discussions about student and faculty evaluations. Student and faculty evaluations need to be reexamined. Deborah Schleaf noted equity—students need to evaluate all their professors, and all faculty need to be evaluated. It may take a few years to decide on an instrument. Courtney Clayton read a statement from a colleague, which argued for a need for faculty to be evaluated every semester.
 - Deb O'Dell said that Arts & Sciences faculty are mixed, some very supportive and others very unsupportive. CAS would be most greatly impacted.
 - Dave Rettinger noted the impact on doubling the amount of information chairs need to process for evaluations. A second concern was bias in the creation and content of course evaluations. The information in them tends to be skewed toward white male professor-looking people. We need to worry about getting good information. More bad data do no help make good decisions. The problem is not trivial. He expressed

hope that the return rate would be improved by Deborah Schleef's office. Prof. Schleef noted that instruments will probably not prove someone is an excellent teacher. Regarding bias, women ahead of men in 8/12 categories (statistically significant).

- Jason Matzke suggested feedback he's received indicates a vote now would be premature and we need further conversation.
- Any changes would need to be approved today to be presented to the April Board of Visitors meeting.
- Kristin Marsh noted research on gender bias in evaluations. Another concern is the long-term effect on P&T and return rate. It is hard for P&T to take student evaluations into heavy consideration. She is conflicted.
- Deborah Schleef thought faculty not wanting to be evaluated is problematic. She did not think the load on chairs would be dramatically higher (only if there are many tenured faculty). She argued for situations in which we may need the evidence.
- The Provost asked why some don't want to be evaluated. A large number noted the poor return. Chuck Whipkey noted many had return rates of 10%. (Schleef said few faculty had that low a return rate). Deb O'Dell had noted cart-before horse (let's improve instrument first). Gender bias is another issue. Rosalyn Cooperman in a shared email noted evaluation fatigue. Courtney Clayton noted student frustration in not evaluating everyone. Dave Rettinger noted a quick sample of William & Mary, Middlebury and other colleges evaluate each semester.
- Kristin Marsh spoke about problems with students doing them online.
- Angela said that AAUP recommends having unified policy across units. There is some language that applies across the board and some aspects are college-specific
- Deb O'Dell asked about historically whether not evaluating was due to cost savings.
- Could do evals in class. Deborah Schleef said UMW follows best practice but it can be on syllabus and can be directed.
- Anand Rao said passing motion could put pressure on us to actually change and improve the instrument.
- CAS Faculty Senate has not discussed this motion. There is no rule now. Ken Machande recommended tabling the motion to allow CAS Faculty Council to rule on motion and share comments and vote with UFAC and Deborah Schleef so she can take action as early as Fall 2017. UFC will consider the motion at its April 24th meeting, starting with a report on CAS Faculty Council's comment and vote on the motion. Should the motion pass on April 24th, the Faculty Handbook change would be added in the 2018-2019 handbook. The UFC unanimously agreed to this action.

1.3. [Motion: Revised Language on Non-Reappointment of RTA Faculty](#) – submitted by the University Faculty Affairs Committee

- John Morello clarified purpose of the motion for non-renewal. Current language is not clear enough. The AAUP has guidelines. Since 1982 the Fac Handbook has had contradictory language about non-renewable appointments.
- The option of providing separation pay is provided for those who had a long period in the contract.
- The motion passed unanimously.

VI. Announcements

1. Information on the President's inauguration. A celebration with all faculty will after. Dean Finkelstein asked to be notified of any absences.

VII. Adjournment

The meeting adjourned at 5:25 p.m.

The next UFC meeting will be held on April 24, 2017, from 3:30-5:30pm in the HCC Digital Auditorium.