

## UFC Meeting – November 30, 2016 – Meeting Summary

### III. Reports

1. President Paino. President Paino updated the UFC on four issues:
  1. President Paino will give an all-university address on January 19, 2017, at 4pm, where he will present what he hopes will become a shared vision for the institution. Included will be some presentation of metrics/data that we can use to discuss what success looks like for UMW. He noted that the discussion in January will be continued with his inaugural address in April.
  2. The Board of Visitors met on November 17 & 18. The Board is employing a new format for its meetings with time set aside for its two primary committees, academic affairs and finance/operations, to receive reports and consider recommendations that are then presented to the full Board.
  3. In discussion of the Board, President Paino noted that the Task Force on Diversity and Inclusion and the Board's Ad Hoc Committee on Diversity and Inclusion are both hard at work, with the Task Force intended to lead the discussion and the Board's Ad Hoc Committee working on a more macro level. One element both are looking into has to do with faculty recruitment with the goal of reaching out to a more diverse applicant pool during searches.
  4. President Paino reported that the Governor's budget will be released on December 16<sup>th</sup>. Early reports had suggested up to a 7.5% budget cut for state higher education, but with recent robust economic activity the overall budget shortfall estimate of \$1.5 billion has now been estimated to be \$800 million. No current report on the impact to higher education funding.
  
2. Provost Levin. Provost Levin updated the UFC on five items:
  1. The Provost and Associate Provost for Enrollment Management, Kimberly Buster-Williams, presented the Strategic Enrollment Plan to the Board of Visitors in November. The plan was an abridged version of what the Provost presented to the UFC in October.
  2. Associate Provost Tim O'Donnell gave a presentation to the BOV on the new NSSE data. He has been invited to present the NSSE data to the UFC (slated for the February 1, 2017 meeting).
  3. The Provost is working with Acting Assistant Provost Debra Schleef to develop the dashboard indicators that President Paino referred to. The data will include reference to our lists of aspirant and comparison schools.
  4. The workload analysis group has met and considered three proposals brought by the Provost, including a policy for faculty with more than 24 contact credit hours per year, a banking system for individual studies and internships, and support for newly hired tenure track faculty.
  5. Provost Levin and Associate Provost Morello met with the compensation group, including Anand Rao (UFC), Miriam Liss (Academic Affairs Committee), and Janet Asper (Budget Advisory Committee). The group considered some options for supporting benchmark salary adjustments. The Provost expects to have about \$150,000 this spring to use for this purpose, and will bring the recommendations from this group to the UFC for further discussion and consideration.
  
3. Guest Report on Advisory Committee for the 403B Retirement Plan – Rick Pearce, Chief Financial Officer, and Sabrina Johnson, Associate Vice President of Human Resources and Affirmative Action. Three bigger schools (UVA, VaTech, William &

Mary) already have similar committees, and other state schools are creating their own advisory committees. The committee will work with a consultant who helped other schools create similar committees, and will advise investors for UMW's 403B retirement plan. The committee will not actively manage the plan on its own, and individuals on the committee do not take on any personal liability for recommendations coming from the committee. In addition to Pearce and Johnson, the committee currently includes Charles Tate, Allyson Moerman, and Denise Frye. Ken Machande and Smita Jain Oxford volunteered to serve as faculty representatives on the Advisory Committee for the 403B Retirement Plan, and the UFC voted to approve their placement on the committee for the coming year.

4. Guest Report from the Staff Advisory Council – Julie Smith, Vice President of the Staff Advisory Council. This invitation for a guest report came from UFC's discussion of including a representative of the SAC to serve as an ex officio member of the UFC. Smith shared SAC's discussion of opening lines of communication between UFC and SAC. The SAC extended an invitation for a representative from UFC to serve as an ex officio member of the SAC, and welcomed the opportunity to have a staff member represent the SAC as an ex officio member of the UFC. Anand Rao extended the invitation for a SAC representative to attend future meetings this year, and will ask UFC to recommend language for the Faculty Handbook to include an ex officio representative from SAC as a permanent member of the UFC.
5. Guest Report on Faculty Development Plans for August 2017 – Tim O'Donnell, Associate Provost for Academic Engagement and Student Success. O'Donnell provided a recap of last year's faculty development plans in May and August, and discussed the use of a similar model for 2017. In discussion, a concern was shared that faculty development opportunities should be provided throughout the year, and not just in the summer. It was noted that such sessions are often under-attended during the year, and that summer and during the year opportunities are not mutually exclusive—they should, and will, both be offered. There was voiced support for the May and August plans, with suggestions to include concurrent sessions, SafeZone training, and exploring a theme, such as diversity and inclusion.
6. **SGA Representative's Report.** Hayley French briefly outlined her written report and elaborated on concerns over the increasing number of honor code violations, as well as reports that faculty are not referring all cases to the Honor Council. In discussion it was recommended that more should be done to raise awareness with both students and faculty, and Rao offered to invite a representative of the Honor Council to give a guest report at a future meeting.
7. **UFC Chair's Report.** Anand Rao referenced his Nov. 18<sup>th</sup> written report to the BOV, and then discussed the Nov. 19<sup>th</sup> meeting of the Faculty Senate of Virginia, held at UMW. Attendance was higher than normal with 19 faculty representing 11 schools and AAUP. The FSVA met from 9am-1pm and had a lively discussion, focused on the January 12, 2017, Virginia Higher Education Advocacy Day (VHEAD). FSVA and AAUP sponsor the event, which includes a meeting at VCU in the morning, followed by faculty visits to Delegate and Senate offices to discuss legislative priorities. In past years, faculty discussed the need for tuition remission for faculty dependents. In response to projected budget cuts for higher education in the coming year, VHEAD will focus on pressing legislators to not cut, or to limit cuts to, state funding for higher education in Virginia. Additionally, VHEAD will advocate that Virginia not limit schools' abilities to raise tuition and fees to offset any funding cuts that are approved. FSVA will

be reaching out to faculty, staff, and students to support these initiatives, including making calls, sending emails/letters, and visiting legislators' offices. Rao said that he will send out more information in the next week regarding VHEAD.

8. UFC Vice-Chair's Report – no report
9. University Committees –all minutes, reports, and action items accepted and approved by the UFC.

#### V. New Business

- A. Distance and Blended Learning Committee: [Approval Process for Consideration of Majority Online Programs](#). Committee Chair Sarah Morealli and Special Assistant to the Provost Jeff McClurken presented the proposed approval process. There was much discussion surrounding 'Part 4: Endorsements from Academic Services Units' of the proposal form, noting concern over how those units would need to adapt their services to support majority online programs. There was also discussion of the timeline for approval of a new majority online program- identical to the current process for a face-to-face new program, with the addition of two steps: approval by the Distance and Blended Learning Committee after the program has been approved by the University Curriculum Committee, and sending notification to SCHEV that a program in a new format is being developed. For all approvals to be in place, a majority online proposal would have to be initiated earlier in the fall to provide approvals by the February UFC meeting, the meeting where last catalog changes can be considered.
- B. Academic Calendar. Provost Levin briefly outlined the currently process for development of the five-year academic calendar. A number of previously raised concerns were discussed, including the conflict between the timing of spring break and 8-week courses offered at the beginning of the spring semester, that three breaks during the fall (Labor Day, fall break, and Thanksgiving) makes it difficult to schedule science labs during those weeks, and the opportunity to maintain time for faculty development opportunities before the start of the fall semester. Rao offered to draft a set of calendars that implemented some of the suggestions outlined for discussion at the next UFC meeting. Also noted, in this discussion, was that the Council of Presidents has approved the scheduling of Capital Athletic Conference championships during finals week for the spring semester as scheduling around schools' differing finals weeks on different campuses has been untenable.

Announcements: Dean Lynne Richardson shared good news that the AACSB initial accreditation committee told UMW to be ready for an accreditation visit, the next step in AACSB accreditation.