



Faculty Representative Report  
Anand Rao, Chair of the University Faculty Council  
Board of Visitors Meeting  
April 20, 2017

**University Faculty Council Meetings on March 1<sup>st</sup> and April 5<sup>th</sup>.** Since my last report in February, the University Faculty Council has held two meetings where a host of guest reports, university committee reports, and action items were considered. On March 1<sup>st</sup>, the UFC approved eighteen curricular changes, accepted the Distance and Blended Learning Committee's recommendation for a majority online program proposal process, and acted on the following motions:

1. Faculty Handbook Change to §2.6.7 for the University Sabbaticals, Fellowships, and Faculty Awards Committee – to reflect a change for committee members to represent the Colleges of Business and Education and the three divisions of the College of Arts & Sciences, and to include review of the Waple Professorship and the Waple Faculty Professional Achievement Award. The motion passed.
2. Policy on Incomplete Grades from Non-Continuing Faculty – this update to the policy on incomplete grades provides guidance on the resolution of incomplete grades given by non-continuing faculty. The motion passed.
3. Faculty Handbook Change to §2.6.1 for the University Academic Affairs Committee – to reflect a change in title for the Vice President for Enrollment Management and to recognize the Registrar and Associate Provost for Academic Engagement and Student Success as ex officio members. The motion passed.
4. Faculty Handbook Change to §2.3.4 for the University Faculty Council – to include a staff representative selected by the Staff Advisory Council as an ex officio member to the University Faculty Council. The motion passed.
5. Class Recording Policy – at the request of a faculty member the University Faculty Council discussed the recording of class lectures, and referred the issue to the University Faculty Affairs Committee for further consideration.
6. Class Teaching Schedules – prompted by a request for the possibility of providing a Monday/Wednesday 75-minute teaching track, the University Faculty Council referred the issue to the University Academic Affairs Committee to consider teaching time schedules and the use of an anticipated enterprise scheduling system.

On April 5<sup>th</sup>, the UFC received a number of university committee reports and reviewed the following:

1. Editorial Changes to the Faculty Handbook – John Morello, Associate Provost for Academic Affairs, provided the faculty with this copy of editorial changes that did not require faculty action.
2. Faculty Handbook Change to §5.4.8 regarding Course Evaluations – submitted by Debra Schleaf, Interim Assistant Provost for Assessment, and approved by the University

Faculty Affairs Committee, this motion amends current practice of rotating evaluations of tenured faculty to instead conduct student evaluations of all classes each semester. The motion was tabled to allow the College of Arts & Sciences Faculty Council time to review and comment on the motion.

3. Faculty Handbook Change §3.3.3.1, §3.17.2, and §3.17.3 regarding Renewable Contracts and Limited Term Appointments – this change revises handbook language to better articulate procedures for the non-reappointment of renewable contract faculty. The motion passed.

**Faculty Governance Priorities for 2016-2017.** At the beginning of the year the UFC discussed six issues that were identified as priorities for this year. The following provides an update on recent efforts to address those issues.

1. Communication and Transparency in Faculty Governance – the UFC created a page to provide faculty with information about anticipated committee agenda items for 2017-2018. The page has been linked to a recent meeting agenda and can be found here: <http://ufc.umw.edu/2017/03/27/university-committees-anticipated-agenda-items-2017-2018/>.
2. Compensation – at the April 5<sup>th</sup> meeting, Acting Provost Mikhalevsky reported that President Paino had approved the model recommended by the Ad Hoc Compensation Committee. The President plans to share details regarding that model later in April and salary adjustments resulting from use of the model will be reflected in renewal letters sent to faculty after the Board of Visitors meeting in May.
3. Workload – the Ad Hoc Workload Analysis Group has continued to meet to discuss concerns related to class size guidelines, and Acting Provost Mikhalevsky will be meeting with department chairs from the College of Arts & Sciences to discuss the proposals generated by the ad hoc group.
4. Morale – the UFC will request an update in April on university plans to address issues raised in the Great Colleges to Work For Survey.
5. Class Format – the UFC accepted the Distance and Blended Learning Committee’s recommendation for a majority online program proposal process at its March 1<sup>st</sup> meeting.
6. Academic Calendar – the Provost’s Office distributed a questionnaire to academic departments in early April to inform discussion about opportunities differing academic calendar models might present, including options for shifting the timing of fall and spring breaks, and including time for faculty development before the beginning of classes in the fall.

**UMW Hosted the Faculty Senate of Virginia on April 8, 2017.** On Saturday, April 8<sup>th</sup>, the Faculty Senate of Virginia and the Virginia Chapter of the American Association of University Professors (AAUP) held their spring meetings at UMW, and co-sponsored an afternoon session on faculty with disabilities. Professor Regina Root from William & Mary spoke about her experience returning to the classroom after treatment for a brain tumor, and outlined what universities can do to better support faculty with disabilities. Attorney Tim Schulte, a founding partner of Shelley, Cupp, Shulte, P.C., discussed his work representing employees in federal and state court and addressed some of the legal issues that faculty with disabilities should be aware of. A video recording and materials from the event can be found on the Faculty Senate of Virginia’s website: <http://facultysenateofvirginia.org/>.