

University Faculty Council Meeting Minutes

January 30th, 2019

Digital Auditorium, HCC

3:30-5:30pm

Members in Attendance: John Broome (COE), Victoria Russell (COE), Courtney Clayton (COE); Rachel Graefe-Anderson (COB), Dave Henderson (COB, UFC Secretary), Kashef Majid, Deb O'Dell (CAS, Health, PE, & STEM), Sarah Morealli (CAS, Health, PE, & STEM), Andrew Delaney (CAS, Health, PE, & STEM), David Stahlman (CAS, Social Sciences), Jackie Gallagher (CAS, Social Sciences, UFC Chair), Laura Mentore (CAS, Social Sciences), Jason Matzke (CAS, Arts & Humanities), Helen Housley (CAS, Arts & Humanities), Angela Pitts (CAS, Arts & Humanities), Eric Bonds (CAS, At-Large), Marcel Rotter (CAS, At-Large, Parliamentarian), Anand Rao (CAS, UFC Chair Elect), UMW Provost Nina Mikhalevsky (Ex Officio); Alexander Lee (Student Government); Pam Lowery (Ex-Officio); President Troy Paino (Ex-Officio)

Proxies: None given

Guests: Lynne Richardson, Pete Kelly, Keith Mellinger, Debra Schleef, John Morello, Nicole Crowder, Steve Greenlaw, Davis Oldham, Tim O'Donnell, Juliette Landphair, Rosemary Arneson, Brooke DiLauro, Mary Beth Matthews, Caitie Finlayson, Kim Young, Kelly Perkins, Chris Musina, Matt Good

This meeting can be viewed [here](#) (UMW log-in required).

- I. Call to Order: The meeting was called to order at 3:30 pm by Jackie Gallagher.
- II. Previous UFC Meeting Minutes: Approved unanimously.
- III. Reports
 - a. **UMW President's Report:**

Huron Consulting Update: UMW has been slow to adapt to Great Recession. Families are struggling with the cost of college. UMW has fewer out of state students and students are staying closer to home and not living in residence halls and not signing up for meal plans. UMW needs to incentivize students to live on campus since on-campus students have higher retention rates. UMW also needs more transparency with regard to student fees; right now UMW charges students in five different buckets. In the future, UMW should charge them in four different buckets by combining tuition and E&G comprehensive fee into tuition. Other pricing models being examined by Huron include a four year tuition guarantee and charging students per credit rather than using a band approach (12-18 credits) and tier pricing in which students would pay less as they take more credits. Any changes to pricing method will not happen until Fall 2020 class.

2019-2020 budget: Need budget reductions in the 3 million dollar range; UMW has found 1.8 million in cuts, but now need to cut an additional 1.2 million. Happy to discuss this at coffee sessions.

Legislative update: UMW received much of what it requested in the governor's budget. Although UMW requested 3.5 million for renovation of Pollard and Dupont, UMW will most likely not receive these funds. With respect to salaries, there will be a 2% across the board increase effective 7/1/2019 for faculty and staff and a 1% bonus for faculty/staff in December 2019. UMW also requested and will receive money for Jepson, Seacobeck, and for a career and professional development center director.

Communication at January meeting: President Paino clarified some of his comments during the January meeting. He was not advocating a vocational educational approach for UMW during the January meeting. Rather, he was stating that students at UMW now are different due to the recession; President Paino mentioned a strain on middle class families to pay for college, specifically noting that there is not as much home equity that can be used to pay for college. Also, UMW is now 100-150k for in-state/out of state (tuition, room and board) and as a result, many families are concerned about their return on investment. President Paino advocated that UMW should not move away from liberal arts, but that we need to emphasize how a UMW education can lead to post-graduate success.

Rebranding of UMW: President Paino will start a re-branding campaign for UMW next year after the pricing project with Huron is complete.

b. UMW Provost Report:

Budget Issues: UMW will need to make cuts to the operating budget. UMW has not cut any faculty positions, but will be removing vacant staff positions. Nevertheless, Provost Mikhalevsky mentioned that UMW may need to make additional cuts.

Huron Consulting Update: Huron is focusing on retention issues. In order to increase retention, UMW needs to be more supportive of first generation students (students who are the first to attend college).

Director of First Year Experience: There will be a call for nominations for the director of the first year experience program. Provost Mikhalevsky encourages colleagues to apply. Provost Mikhalevsky would want this person to shadow Anand Rao and others who are currently doing this work.

Library: The records management function has been moved to the library. As a result, librarians will be extremely busy setting up a records management program, despite being short-staffed.

Memo of understanding with Germanna: UMW will work with Germanna regarding a plan to have students to transfer from Germanna to UMW. The focus will be on education, computer science, and business.

- c. **CAS Dean Report:** no report.

- d. **COE Dean Report:** The COE continues to develop undergraduate programs, specifically a new degree in Elementary Education. This will be submitted next year and prepared for implementation by Fall 2020. The COE is also working on additional degree programs which will also be implemented in Fall of 2020. In addition to developing new degree programs, the COE continues to prepare for accreditation.

- e. **COB Dean Report:** The AACSB party will be held on 2/1/2019. The COB is also in discussions at Dahlgren about creating an MBA at Dahlgren in a cohort format for scientists working at Dahlgren.

- f. **Student Government Association Representative Report:** The SGA is working on a revision to its constitution, including revising governance policies, bylaws and code of ethics. The SGA is also working on a medical amnesty policy which addresses situations such as when a student has a problem with drug use. The SGA is also promoting giving day in order to raise money for governance organizations on campus. SGA is also promoting a program titled "UMW can we talk", which will be an open town hall forum to talk with students about issues such as campus safety, tuition and fees. Finally, the SGA is working with Chief Hall on the blue light plan which addresses which areas on campus feel safe and which areas do not. Note that this report was submitted by Matt Good rather than Alexander Lee.

- g. **SAC Report:** The SAC reported that UMW donated almost 3,500 pounds of food to the Fredericksburg Food bank. The SAC will host the annual chili cookoff on March 7th.

- h. **UFC Chair Report:** The UFC chair report can be found [here](#). Highlights include an update on meetings with Huron consulting, the BOV meeting on 2/7-2/8 and update on the alumni board meeting on 1/26/2019. After attending the alumni board meeting on 1/26/2019, the UFC chair, Jackie Gallagher, mentioned that alumni are very willing to talk to students during class about their respective careers.

- i. **UFC Vice Chair Report:** The UFC Vice Chair, Anand Rao, requested faculty representatives for the retirement committee (see new business). Anand addressed the need for a responsive and engaged faculty governance system. Anand mentioned the need to move election dates earlier and that he will distribute a survey about faculty governance to faculty. This survey will ask faculty about which issues need to be addressed.

- j. **Faculty Senate of Virginia:** Anand Rao addressed the Virginia higher education advocacy day. During the higher education advocacy day, Anand and others talked with delegates and staff about higher education and focused on two position papers. The first position paper focuses on broader support for higher education in general and the second paper focuses on institutional transparency. With respect to institutional transparency, private donations made to the university come with stipulations that are not made public; institutions that keep records would find out through freedom of information act would be able to find out those stipulations. Anand also addressed the Harris Award, which is given to the delegate who best supports higher education. This year the Harris Award was given to Alfonso Lopez for his work on helping DACA recipients to receive in-state tuition. Finally, Anand discussed his trip to Austin, TX to explore the formation of a national council of faculty senates.

- k. **University Committees Minutes, Reports and Action Items:**
Motion: The UFC unanimously passed a motion to approve all committee meeting minutes. All action items will be considered separately.

IV. Unfinished Business:

University Budget Advisory Committee: The University Faculty Organization Committee has been charged with writing new duties for this committee. **This remains tabled.**

Update on the "Blue & Gray Press Statement of Policy" from the Journalism Advisory Committee: **This remains tabled.**

V. New Business:

University Academic Affairs Committee: The UFC addressed the following [motion](#) from UAAC: UMW guidelines on open and affordable educational resources (a response to Virginia State Legislature HB 454) - Faculty are encouraged to give serious consideration to

adopting OER or Low-Cost Commercially Published Materials for texts and other course materials in their courses. Note the following friendly amendment: the motion should say “Division of Teaching and Learning Technologies” rather than “Division of Teaching and Learning Resources”. **This motion unanimously was approved by the UFC.**

University Curriculum Committee Minutes: Honors program Committee Action Items [Nov 30](#) and [Jan 22](#) (regular business). Writing Intensive Committee Action Item [Jan 22](#) (regular business). **All action items were unanimously approved by the UFC.**

Nominations for faculty members to serve with the Virginia Retirement System Defined Contribution Plans Advisory Committee: Faculty are encouraged to participate in discussions regarding ORPHE. “We would be looking for 3 to 4 faculty members representing both administrative and teaching faculty across various disciplines. It would also be helpful to include a representative from the Faculty Senate, if possible. We will be looking to schedule these meetings in the February-March timeframe.” Anand Rao has already volunteered and is looking for additional faculty members to volunteer.

Presentation by Nicole Crowder, Chair, University General Education Committee: The UFC discussed procedure and timeline regarding the general education proposals. Although there were a few questions regarding substance during the presentation, most questions revolved around timeline and procedure. Substantive issues will be addressed during the general faculty meeting on 2/6/2019 and during other fora held during the semester. The presentation can be found [here](#).

Presentation by Caitie Finlayson, Faculty Program Director, University Teaching Center: Discussed the new goals and vision of new teaching center and her role in its development. The full presentation can be found at the bottom of [this](#) page.

VI. Announcements: none

VII. Adjournment: Meeting adjourned at 5:39 PM. The next UFC meeting will be held on February 27th, 2019, from 3:30-5:30pm in the HCC Digital Auditorium.