

**UFC Meeting**  
**Wednesday, December 1, 2021**  
**Online (via Zoom)**

**UFC Members Present:** Gregg Stull (CAS, Arts & Humanities), Kate Haffey (CAS, Arts & Humanities), Marcel Rotter (CAS, Arts & Humanities), Miriam Liss (CAS, Social Sciences), David Rettinger (CAS, Social Sciences), Suzanne Sumner (CAS, Health, PE, & STEM), Larry Lehman (CAS, Health, PE, & STEM), Ian Finlayson (CAS, Health, PE, & STEM, UFC Secretary), Alex Dunn (COB), John Marsh (COB), Rachel Graefe-Anderson (COB, UFC Vice-Chair), Janine Davis (COE), Teresa Coffman (COE), Melissa Wells (COE), Andrew Dolby (CAS, At-Large, UFC Past-Chair), Chris Ryder (CAS, At-Large), Kristin Marsh (CAS, At-Large, UFC Chair).

**Guests:** There were approximately 35 people logged into the meeting including Troy Paino (UMW President), Tim O'Donnell (UMW Provost), Keith Mellinger (Dean CAS), Ken Machande (Dean COB), and Pete Kelly (Dean COE).

A recording of this meeting can be viewed at <https://ufc.umw.edu/recordings/> (UMW login-required).

1. The meeting was called to order at 4:04 PM.
2. The [minutes from the last UFC meeting on October 20, 2021](#) were approved with 16 yes votes and 2 abstentions.
3. Reports:
  - a. President Troy Paino
    - i. Troy thanks Rosemary for her leadership and all that she's done for the University
    - ii. We are searching for a new vice president of advancement. Jeff McClurken will chair the search committee.
    - iii. We are getting ready for a legislative session which is especially uncertain given the change of leadership in Richmond. At this point, we do not know the new administration's agenda for higher education.
    - iv. State revenues are strong in Virginia, though we do not know what share will go to higher education.
    - v. We last approved a strategic vision in 2017, and five years later is a typical amount of time to revisit something like this. So we will come back to the strategic plan due to both the time since the last one, and

the disruptions of the pandemic and the changing face of higher education.

- vi. Troy proposes that we pick up our discussion of the future of UMW, not to start over but to revisit our past goals and assess what should change.
  - vii. Discussions taking place include: To what degree technology will drive change? How will public health continue to affect us going forward? What is our response to the growing demand for remote learning? How will the push toward certifications affect traditional education? What is the future of liberal arts? What's the future of adult education?, etc.
  - viii. We will put four working groups together, comprised of faculty from the UFC and others to address these issues.
  - ix. Troy believes that since we do have revenue in the state, now is a time to continue to ask for money. Our state puts less money into higher education per student than our neighbors.
- b. Provost Tim O'Donnell
- i. Tim recognizes Rosemary's years of service as well.
  - ii. Our priorities for the year include returning to campus, which is done.
  - iii. They also include preparing for the SACS re-accreditation. Nicole needs minutes and action items from some committee meetings that are currently missing. She will be reaching out to committee chairs regarding this.
  - iv. We are working to build the office of diversity, equity and inclusion. The director is moving to Fredericksburg and beginning to plan for Spring activities.
  - v. Our final priority is the recruitment of students. We are currently running similar numbers to last year, which is down from the year before. Overall there are many variables we cannot control. These include what the flagship schools do.
  - vi. We will be doing evaluations of the provost and the deans this Spring. Debra Schleef is working to set this up and get us on a regular evaluation cycle.
  - vii. The six preliminary Jepson award winners have been sent out.
  - viii. Tim would like to hear more stories of success from the faculty, and encourages us to pass them along to him.

- ix. If the University is closed due to inclement weather, it means classes are cancelled. Instructors should not move classes online if the university is closed, and classes that were already online are also canceled.
- x. Tim and Jeff have talked about the ongoing COVID status and the Omicron variant. We don't yet know how we have been affected by Thanksgiving break. Tim encourages us to be flexible and understanding for any students needing to quarantine at the end of the semester. He suggests offering incompletes to students needing them.
- xi. There is a new web page for the space committee:  
<https://www.umw.edu/president/presidential-committees/space-committee/>. Tim encourages us to make him aware of space issues that we have. The goal is to regularly report out on space decisions.
- c. College Deans
  - i. Pete Kelly, dean COE, has no report.
  - ii. Keith Mellinger, dean CAS, has no report.
  - iii. Ken Machande, dean COB, has no report.
- d. [Report From Rosemary Arneson from the Library](#)
  - i. During her time, we moved from having two libraries to one stronger library.
  - ii. Rosemary will be on campus through December 16.
  - iii. Rosemary laments that libraries are losing their place in the academic conversation, and are viewed as just another student support service. Rosemary believes the library should be more central to our mission.
  - iv. Rosemary thanks the university for her time here.
- e. Parliamentarian Marcel offers a [Motion in honor of Rosemary Arneson](#). This motion passes with 17 yes votes and 1 abstention.
- f. The SGA Representative did not present a report.
- g. USC Representative's Report
  - i. Justin submitted a [written report](#) in advance of the meeting.
  - ii. Justin offers his thanks to Rosemary Arneson.
  - iii. Staff want to make sure that they are a part of the J-term conversation, in terms of the impact on business operations and working schedules.
- h. UFC Chair's Report

- i. Kristin submitted [notes from the Faculty Senate of Virginia](#) and her [UFC Report to the BOV](#).
  - ii. The UFC executive committee met with the BOV and had a full and productive conversation. We discussed the SGA open forum, faculty equity study, and the possibility of tuition reimbursement for children of faculty and staff.
- i. The UFC Vice Chair has no report.
- j. University committee Minutes/Reports:
  - i. [University Academic Affairs Committee Draft Minutes 11/18/21](#)
  - ii. University Budget Advisory Committee:
    - 1. [Minutes 10/18/21](#)
    - 2. [Minutes 10/25/21](#)
    - 3. [Minutes 11/1/21](#)
    - 4. [Fall report 2021](#)
  - iii. University Curriculum Committee
  - iv. University Faculty Affairs Committee:
    - 1. [Minutes 11/8/21](#)
    - 2. [Faculty handbook appendix J changes](#)
  - v. [University Faculty Organization Committee Minutes 11/8/21](#)
  - vi. [University General Education Committee Minutes 11/17/21](#)
  - vii. [University Sabbaticals, Fellowships & Faculty Awards Committee Update from 9.29.21](#)
  - viii. University Student Affairs & Campus Life Advisory Committee:
    - 1. [Minutes 9/4/21](#)
    - 2. [Minutes 10/4/21](#)
    - 3. [Minutes 11/17/21](#)
  - ix. [Bachelor of Liberal Studies Committee Minutes 11/12/21](#)
  - x. [Distance and Blended Learning Committee Minutes 11/15/21](#)
  - xi. [First-Year Seminar Committee Minutes 11/4/21](#)
  - xii. [Journalism Advisory Committee Minutes 11/4/21](#)
  - xiii. [Teaching Center Advisory Committee Minutes 11/15/21](#)
  - xiv. [Writing Intensive Committee Minutes 11/12/21](#)
  - xv. These minutes and reports are all approved with 17 yes votes and 1 abstention.
- 4. Committee Action Items:
  - a. [Speaking Intensive Committee 11/9/21](#)
  - b. [First-Year Seminar Committee 11/4/21](#)

- c. [Digital Intensive Committee 11/23/21](#)
  - d. Distance and Blended Learning Committee:
    - i. [Action Items 11/15/21](#)
    - ii. [Post-Meeting Approvals](#)
  - e. [Writing Intensive Committee 11/12/21](#)
  - f. [University Curriculum Committee Report 11/19/21](#)
  - g. [University General Education Committee 11/17/21](#)
  - h. These action items are all approved with 17 yes votes and 1 abstention.
5. Unfinished Business
- a. [UFC Motion for Faculty Equity Study](#)
    - i. The above motion was created along with the faculty affairs committee and approved by the budget advisory committee.
    - ii. UBAC suggested including staff in the study. While UFAC appreciates the concerns of staff, they believe that the two populations are very different and would need separate studies.
    - iii. Provost O'Donnell points out that we have not received funds for any of our DEI requests yet. He has had preliminary conversations with procurement about this study. Tim also stresses the importance of this for all of our employees, on a regular basis.
    - iv. This motion passes with 17 yes votes and 1 abstention.
  - b. [UFC Discussion of Space Equity](#)
    - i. Randy Reif from the UFAC committee talks about the concerns initially brought up. People did not know who was on the space committee. The goal was greater transparency for the committee in general. The committee is happy with the strides made by the administration in providing more information on the committee.
6. New Business
- a. Resolution on [Spotsylvania School Board book banning efforts](#)
    - i. Marcel put together this resolution.
    - ii. It is a statement from the faculty, not the institution. While the local school system is not in our purview, we feel the need to condemn their efforts as public-facing figures.
    - iii. It is approved with 17 yes votes and 1 abstention.
  - b. Motion on clarification of [WI/SI requirements for double majors](#)
    - i. Our general education requires that students take 1 WI and SI course in their major, and 3 WI and 1 SI course out of the major. The way this is being implemented currently requires double majors take 1 WI

course in each major and still 3 outside of their majors for 5 total (and similarly 3 SI courses total).

- ii. This motion is to clarify the intent of the requirement and stipulate that double majors need only 4 WI and 2 SI courses in total.
  - iii. If someone were a triple major, they would need 3 SI courses in total, one from each major.
  - iv. Rita also wants to make it clear that the failure wasn't on the part of student services as they implemented what was communicated to them. Also, she says this hasn't affected many students right before graduating, since the program is relatively new.
  - v. Kristin points out that this change makes the gen. ed. more consistent with the original goal of making the program more streamlined.
  - vi. Many people were under the impression that double-majors needed only 4 and 2 WI/SI courses all along.
  - vii. John Marsh points out that we have not heard from the current general education committee. He offers that we should give them a chance to weigh in, as their minutes simply say that they will look into the issue.
  - viii. We still have time to fix this for next year if we table it until January, so we will send this motion to the general education committee and ask for their feedback.
  - ix. This motion is tabled until the next meeting.
- c. UBAC [motions to change committee membership](#)
- i. Last year UBAC brought a motion to have three staff members on the committee. Unfortunately it was communicated that they would have three *more* staff members. This first motion fixes that to the original intention.
  - ii. The second motion also seeks to only have three staff members (instead of four) for this particular year as an exception to the current rule.
  - iii. These motions are approved with 15 yes votes and 3 abstentions.
- d. Discussion of and [motion of support of COB changes to section I of faculty handbook](#)
- i. Suzanne had a faculty member contact her with concerns over this motion. They said that we are primarily a teaching institution and objected to the emphasis placed on research.

- ii. Suzanne also argues that the motion is too narrow. If someone is an editor for a journal, it would not count towards their research. Also, the wording of requiring publication in the applicant's area might not allow for inter-disciplinary publications.
- iii. John Marsh tells us that the motivation for this was to maintain the standards held by the COB's accreditation body, the AACSB. COB wants to avoid faculty members being tenured and then not meeting the standard of the accreditors to be able to continue teaching.
- iv. He stresses that teaching isn't being devalued, and that inter-disciplinary research is still valued, and that the candidate for tenure can justify how it fits.
- v. UFC does not control section J of the handbook, so we do not need to officially pass this motion.
- e. UAAC discussion of January term/faculty survey:
  - i. The survey released by the academic affairs committee garnered a lot of strong reactions.
  - ii. Kim Gower, chair of the academic affairs committee, argues that our university receives a low percentage of our money from the state, and this may get worse. Strategies like J-term that earn money may be important.
  - iii. Many faculty do not want graduation to be moved or contract changes.
  - iv. Kim stresses that it is the faculty member's choice and the student's choice, and that it would earn money.
  - v. Rachel had put forward a [motion for an ad hoc faculty committee](#) to study alternative semester options.
  - vi. CASFC also put forward a [motion asking for a curricular-driven articulation of rationale](#).
  - vii. These two motions should be combined, asking the ad-hoc committee referenced in Rachel's motion to consider the questions asked in the CASFC motion.
  - viii. Kristin points out that we also need more data on whether the amount of money we made last time would be sustainable or not.
  - ix. Suzanne suggests we need a pedagogical and curricular basis for J-term before moving forward with it.
  - x. Miriam points out that there are very different models for the J-term, and we could consider different options.

- xiii. We will table both of these motions for right now, but return to this electronically before our next meeting.
  - xii. Because the survey only presented a two-week model, people only were able to respond to that -- as opposed to the idea in general.
  - xi. Kim says that the survey results were emphatically against contract and schedule changes, so she suggests taking that off the table.
- f. Teaching Center Advisory Committee [motion to change committee to an ad-hoc one](#)
  - i. This motion is tabled until our next meeting.
- 7. Announcements
  - a. UFC reps and Committees approving curriculum changes: [deadline reminder and update](#).
  - b. The next regularly scheduled UFC meeting is Wednesday, Feb 2, 2022 at 4:00 p.m. (via Zoom).

The meeting adjourned at 6:12 PM.

Respectfully submitted by Ian Finlayson.