

**UFC Meeting**  
**Wednesday, February 2, 2022**  
**Online (via Zoom)**

**UFC Members Present:** Gregg Stull (CAS, Arts & Humanities), Ben LaBreche (CAS, Arts & Humanities), Marcel Rotter (CAS, Arts & Humanities, UFC Parliamentarian), Miriam Liss (CAS, Social Sciences), David Rettinger (CAS, Social Sciences), Margaret Ray (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 40 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
2. The [minutes from the last UFC meeting on December 1, 2021](#) were approved with 18 yes votes.
3. **Reports:**
  - a. President Troy Paino
    - i. It's tough to have these conversations during a COVID surge, but President Paino's talking with the cabinet about re-energizing campus life when Omicron subsides. For the majority of our campus, this is one of the safest places to be. President Paino met with the SGA and their first concern was the lack of a vibrant campus life. There are several opportunities as Spring continues and the weather and COVID situation improve. The administration will work closely with SGA on events such as a multi-cultural fair and athletic events.
    - ii. SGA also brought forward that the campus is looking shabby. We may have a day of service with the goal of beautification. If the campus is not well-kept it sends a message to visitors. The grounds crews are short-staffed, from 20 down to 9. They also have had to

contend with the snow storm at the start of the year. We hope to finish the construction on Ball Hill before the end of the Spring semester.

- iii. Our “brand” is that this is a highly engaged campus where students interact with each other and also faculty and staff. President Paino suggests we get out around campus and interact with people when we can.
- iv. Between now and May 1, we will be trying to get students to commit to coming here. We have prospective students visiting on a few dates this Spring and we will try to work on bringing the campus “back to life” to the degree we can. President Paino also encourages us to interact with prospective students in-person or over email when we can.
- v. We are asking for \$117 million dollars for a new theater and renovations to the arts academic buildings. Governor Northam did not include this in his budget, so we introduced an amendment to put it back in. Conversations have gone well and President Paino is cautiously optimistic.
- vi. Miriam asked about the role of the admissions liaisons. Provost O'Donnell replied that the admissions liaisons should be receiving information from the admissions department. Miriam clarified that she means the new fellows that work across departments. Provost O'Donnell responds that they started training and are now working on contacting students. Andrew adds that they are now working on contacting students who've indicated interest but haven't applied yet. These positions haven't worked with transfer students yet, but only new first-year students.
- vii. Kristin asks about the push back against teaching critical race theory. Have the commonwealth presidents conversed about this issue. President Paino reports that the presidents have a good working relationship and are on top of any law or policy changes. He says they would stand united against any efforts to attack academic freedom. This debate has not moved from K-12 to higher education, but if it did they would oppose it together. Kristin also asked whether the university has made a stance on these conversations at the K-12 level. President Paino responds that they have not.

b. Provost Tim O'Donnell

- i. We have heard back from two of the four companies that could provide an equity pay study. One was not very thorough and Procurement is reaching out to the other two to see if they will provide bids. We will put together a group to evaluate them and decide how to move forward. This work is time-intensive and would probably take 5-6 months from signing a contract to the firm delivering a report.
- ii. The strategic working groups are getting underway with their work. They are evaluating the 2017 action steps and will be making recommendations in those areas. Their work will be completed by April 1. Provost O'Donnell thanks those that agreed to participate on the working groups.
- iii. We've been working on an approach to early retirement. The origin was last summer when a faculty member reached out about this possibility. Paul Messplay has experience as he was at VCU and helped develop its policy. We are one of the few state schools without such a policy. It will go to the BOV this month. You must be 60 years old, tenured, and have been here for 10 years. You agree to withdraw from the VRS. If the BOV is supportive, it will eventually go to the governor. The earliest this will be in play is June, and then it will be an option.
- iv. As of yesterday the University is a "Baccalaureat College: Arts and Sciences". This has changed from being a "Master's Comprehensive" school instead. This will not change much operationally, but will change what we think of ourselves and how others view us. We will be listed with other national liberal arts colleges.
- v. If the university is closed, courses are canceled. That includes those that are synchronous online. The reason is because some commuter students come to campus to use our internet for their online classes, and we would not want them travelling in unsafe weather conditions.
- vi. Provost O'Donnell shared the dates of some admissions events. There are open houses on February 21 and April 15. We have destination days on March 19 and April 23. The multicultural fair will be held on April 8 and 9.
- vii. There was a water outage last week that affected two academic buildings. We didn't want to slow down progress on Ball Circle, and did provide a warning to the campus.

- viii. The administration feedback survey will come out 2/14. This will give faculty an opportunity to evaluate our administrators.
  - ix. Kristin asks how the school will determine if early retirement makes sense in each case. Provost O'Donnell responds that we have not yet thought through how those decisions would be made.
  - x. Kristin asks whether there is a sense of where Provost O'Donnell and President Paino think we need to go on the different pillars. President Paino responds that it's not just that it's been five years, but the changes that have happened over those five years. He says we need to assess all of those questions, but says the working groups will need to do their work before decisions will be made. Kristin expresses her appreciation that we are re-affirming the liberal arts portion of our identity. Provost O'Donnell adds that we need to remain focussed on the goals we have.
  - xi. Miriam asks about fears over the governor possibly stopping us from requiring that our students wear masks. President Paino says this was discussed directly with the governor. He told presidents that he doesn't plan on telling us what to do regarding masks. We should be able to continue requiring masks.
  - xii. Miriam also expresses her appreciation that we are classified as a liberal arts college again. She asks how we can look to climb the U.S. News and Report's rankings. President Paino agrees that the lists are important and that many of their metrics are also important to us. He argues that we want to continue improving our retention and graduation rates anyway, but doesn't spend much time thinking about the rankings.
  - xiii. Kristin asks whether we have lost Dianne Willingham. Provost O'Donnell replies that we have, and are looking for a replacement.
- c. College Deans
- i. Dean Pete Kelly, CoE, [written report](#) submitted prior to the meeting. He adds that the new state administration has been making changes that impact K-12. One positive effect has been to galvanize opposition to these changes. There are petitions being prepared to rescind the mandates affecting K-12.
  - ii. Dean Keith Mellinger, CAS, reports that we are in the middle of six tenure-track searches. We are planning research and creativity day for the end of the semester. The plan now is to have hybrid and

in-person components. Also Summer 2022 will see the return of the summer enrichment program for rising high school seniors. They will take some classes and participate in other events.

- iii. Dean Ken Machande, CoB, has no report.
- d. SGA Representative's Report (Brianna Reeves), was not present.
- e. USC Representative's Report (Justin Wilkes) shares that for the J-term planning, staff would like to include voices from staff in any decisions that will be made. He also says that a staff town-hall meeting is being planned which would be preferable to fielding individual requests to USC. Kristin asks if the impetus for the town-hall meeting is overwork. Justin responds that it will also lead to being more on the same page and allowing for a less siloed conversation.
- f. UFC Chair's Report (Kristin Marsh)
  - i. Kristin shared her notes from the [UFC Executive committee meeting with Provost O'Donnell](#) prior to the meeting.
  - ii. Kristin welcomes Shavonne Shorter to the University. Shavonne thanks us for welcoming her. She expresses that she is excited to begin working and will start working on programs addressing biased response, inclusive language, and personal and professional development.
- g. Rachel Graefe-Anderson, UFC Vice Chair, reports on the president's leadership council meeting earlier.
  - i. The murals in George Washington Hall are under review and an action plan is being developed.
  - ii. Freedom of information act requests were also brought up. If a faculty member receives one, they can contact Audrey Burgess. Faculty should also keep in mind emails relating to requests could themselves be made public under FOIA.
  - iii. Lastly a comprehensive master planning committee is being developed to make decisions on space utilization and planning on campus.
- h. Parliamentarian and FSVA Representative (Marcel Rotter)
  - i. Marcel shares the [Legislative Report from FSVA](#)
  - ii. There is a bill that FSVA supports, which would provide a 5% raise to faculty which would be funded entirely from the state (instead of only half with institutions funding the other half).

- iii. Unfortunately there are many they oppose including anti-mask and vaccine mandate bills, education gag orders at the K-12 level, one dictating minimum instruction hours for full-time faculty, and bills placing restrictions on collective bargaining.
  - iv. There are also three bills of concern. One would extend per-student enrollment-based funding for non-credit workforce training programs. One establishes paths for high school students to substitute language coursework with career and technical education in the pursuit of an advanced high school degree.
  - v. Marcel suggests if we share these concerns we can email our representatives and make our voices heard.
- i. University Committees
- i. University Academic Affairs Committee ([minutes 1/20/22](#))
  - ii. University Budget Advisory Committee ([minutes 11/29/22](#), [minutes 11/22/21](#))
  - iii. University Curriculum Committee ([minutes 11/19/21](#)). Also action items below.
  - iv. University Faculty Affairs Committee (no minutes or reports)
  - v. University Faculty Organization Committee ([minutes 1/10/22](#))
  - vi. University General Education Committee ([minutes 1/19/2022](#))
  - vii. University Sabbaticals, Fellowships & Faculty Awards Committee (no minutes or reports)
  - viii. University Student Affairs & Campus Life Advisory Committee ([minutes 1/18/22](#))
  - ix. Bachelor of Liberal Studies Committee ([minutes 11/19/22](#))
  - x. Digital Intensive Committee (no minutes or reports)
  - xi. Distance and Blended Learning Committee ([minutes 1/31/22](#))
  - xii. First Year Seminar Committee (no minutes or reports; one action item below)
  - xiii. Honors Program Committee (no minutes or reports)
  - xiv. James Farmer Multicultural Center Advisory Committee (no minutes or reports)
  - xv. Journalism Advisory Committee ([minutes 1/28/22](#))
  - xvi. Speaking Intensive Committee (no minutes or reports)
  - xvii. Teaching Center Advisory Committee (no minutes or reports)
  - xviii. Writing Intensive Committee (no minutes or reports)
  - xix. All of these are approved with 18 yes votes.

#### 4. Committee Action Items for UFC Approval (Curricular Approvals)

- a. FSEM Committee ([new course approval](#))
- b. Distance & Blended Learning Committee ([from 1/31/22](#); and [ahead of 1/31 meeting](#))
- c. General Education Committee ([action items 1/19/22](#))
- d. University Curriculum Committee ([from meeting 1/28/22](#))
- e. University General Education Committee ([approved designations from 11/17/21 minutes](#))
- f. From Journalism Advisory Committee, newspaper name change (*The Weekly Ringer*) for Catalog.
- g. From University Academic Affairs Committee, Action Item ([#2 in minutes from 1/20/22](#))
- h. The changes to the International Affairs major passed by the University Curriculum committee were approved with 10 yes votes, 2 no votes, and 6 abstentions.
- i. All of the rest of the committee action items were approved with 18 yes votes.

#### 5. Unfinished Business

- a. Motion on clarification of [WI/SI requirements for double majors](#). This motion was tabled at the December UFC meeting in order to give the General Education Committee additional time to give an explicit recommendation. Bob Rycroft of the general education committee reports that they are in support of the change. Nicole Crowder, past general education committee chair also is in support. The motion passes with 18 yes votes.
- b. [Motion for ad hoc faculty committee](#) to study alternative semester options. This motion came out of discussion at the December 1st meeting. The motion takes different committees, staff, and interest groups into account, but is slightly vague on exact membership. Miriam suggests that UFOC recruit members for the committee. Melissa of the UFOC asks for clarification on whether UFC should decide how membership is determined or if UFOC should. Each of the four named committees will appoint one member and UFOC will organize the election of two at-large members. The motion passes with 17 yes votes and 1 abstention.
- c. Motion from [the Teaching Center Advisory Committee](#) to change from a standing university committee to an administrative advisory committee which meets as needed. Suzanne asked whether this would make it harder

for young faculty to find this service role. Victoria Russell of the center of teaching says that she works with new faculty and could recruit them that way, and also that chairs could suggest members. The motion passes with 17 yes votes and 1 abstention.

**6. New Business**

- a. [Motion in Support of Bridgewater College](#), brought by S. Sumner. The motion passes with 15 yes votes and 3 abstentions.
- b. Open Discussion on Faculty Workload and Morale. This discussion is tabled.

**7. Announcements**

- a. Reminder: UFC reps and Committees approving curriculum changes: [deadline reminder and update](#).
- b. The next regularly scheduled UFC meeting is Wednesday, March 9, 2022 at 4:00 p.m. (via Zoom).

The meeting adjourned at 5:56 PM.

Respectfully submitted by Ian Finlayson.