

University Faculty Affairs Committee Meeting Minutes
Thursday, November 3
3:00 pm via Zoom

Attending: Jenny Barry (at large), Caitie Finlayson (chair, at large), Lance Gentry (secretary, COB), Miriam Liss (CAS), Kyle Schultz (COE), and Jessica Zeitz (at large).

Caitie called the meeting to order at 3:03 PM.

Old Business

- **Search Advocacy Update:** Caitie received feedback from our previous minutes on this issue expressing agreement with our thoughts and offering some clarification. People also pointed out that this was a relatively new initiative and we support the growth of it.
- **Equity study update:** Committee had some concerns with how analysis was being conducted. Gallagher had privacy concerns with adding additional people to the bi-weekly meetings, but all of the information is public. Committee questioned if this was strictly a salary study or if it also included special assignments (which was believed to be more of an issue in the past than in the present). Some concerns about how outliers are treated – since we are looking at the entire population at UMW, concern about dismissing any data. Questions about comparing to market and how this will be done. Concern about impact of normal changes (e.g., both the provost and the COB dean are now male, compared to both positions being filled by females two years ago – what impact do these two changes make on the overall results given that these are highly paid positions?). Gallagher will meet with UMW again in two weeks. Provost stated he wants a very open and transparent process and welcomes faculty input throughout the process.
- **Status of recommendations to UFC:** UFC seemed supportive of eliminating UCC but then suggested that the college committees be dissolved instead and a larger UCC take its place. Tim seemed to suggest that college committees were needed. The UFAC still recommends that the UFC eliminate the UCC. In other words, each colleges curriculum committee should report directly to the UFC. Given that the UFOC is looking at this as well, the UFAC decided to wait a month and see what the UFOC suggests before repeating our recommendation.

UFC was also open to exploring changes to the UFC structure, but seemed to be some confusion over who should take this charge and explore options. Marcel will ask Faculty Senate of Virginia colleagues. UFOC seems to have this in their committee charge, but it's a small committee (6 total members) and 4 members are untenured. Only 2 members are CAS. Committee will keep an eye on this, but will wait to see what UFOC and/or UFC proposes.

- **Morale and Burnout Faculty Survey:** Surupa provided questions from WGST survey, Miriam provided Maslach-Burnout Inventory, Caitie provided Missouri State morale survey report, and Jenny provided a published research article. There was a discussion

on when the survey should go out; the committee wanted to ensure that it did not overlap with other faculty surveys to maximize response rates. We will create a shared document to start working on the survey so it will be ready when the time is right. Surupa met with Caitie and Jessica after the committee meeting and offered some suggestions of timing (late January or early February) as well as questions that explored invisible and emotional labor.

New Business

- **AAUP Request:** Committee was asked to discuss increased workload (less administrative support such as less office managers, less people doing housekeeping), etc. Is there a standard set of expectations for office managers? Committee agreed more is falling on faculty. This is part of a pattern of trying to do more with less. Another example is making online classes have larger enrollment caps than their physical caps. While online classes may be more convenient, the grading load is not reduced per student (and is often more). This also seems counter to UMW's tradition of small student to faculty ratios for classes.
- **ODR Accommodations for Missing Class due to Illness:** Concern that faculty are being asked to make unreasonable changes to their pedagogy or create alternative assignments when no good option exists (e.g. if a student misses a group discussion, how does a faculty member create an alternative assignment?). Faculty have expressed concern about being sued if they don't compromise their standards. Committee discussed and concluded that final say in what is reasonable for the class is up to the faculty member. ODR can make suggestions, and faculty will try to accommodate when reasonable, but final decision is up to faculty. Issue boils down to reasonable accommodations vs. fundamental requirements of the course. Suggestion made that provost let ODR know what they can request vs. where faculty have final say.
- **Faculty Supplemental Grant Funding:** Concern for when summer research grants may be resumed and when faculty supplemental grants may return to \$2,000.
- **Regarding the proposed changes to Section 5.2 of the faculty handbook:** The committee would like to call UFC's attention to our minutes from March 10, 2022 and March 31, 2022 where we expressed concern about the proposed changes. Our action item from March 31, 2022 reads:

Action Item: We encourage the UFC not to make the proposed changes Section 5.2 of the Faculty Handbook, or at least to scrutinize them and weigh them against the need to protect faculty autonomy and the protections of tenure. A more detailed description of our concerns is listed in our meeting minutes from March 10

Our next meeting will be at 3:00 PM on December 1.

The meeting was adjourned at 3:55 PM.

These minutes were electronically approved by the committee on November 4, 2022.