

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 3:00 PM.

Old Business

- **Equity study update:** Caitie and Bridget met with UMW admin and Gallagher on 11/21, next meeting on 12/12. Caitie emailed group with questions on 11/21, no response yet. Concerns were: Findings reported at meetings are confusing, not provided in advance; Bridget and Caitie requested a multiple regression equation with the variable weight for gender provided; Need more descriptive statistics (relying on inferential, which is used to infer differences between a sample and a larger population - but we have the entire population). Committee discussed some options to increase chances of getting something useful out of the project, but are also growing concerned about the capacity of the research firm to deliver results.
- **Morale and Burnout Faculty Survey:** The committee brainstormed on potential issues and questions for the survey. Caitie added MSU questions and WGST questions after obtaining the actual survey from MSU. Additional questions were added and refined regarding invisible labor and service work beyond emotional labor as well as regarding the impact of other faculty members on morale.

The committee also discussed the balance between teaching, scholarship, and service and possible ways of analyzing and presenting the data. The committee reviewed the MSU survey and discussed which options were appropriate for UMW (and tweaked them as needed) and which questions should be eliminated.

New Business

- **Enrollment and Online:** The committee would like to invite Grant Woodwell to a future meeting to seek more clarification on how decisions are made to cancel classes, particularly for those that are externally funded (so enrollment minimums should not apply unless we are missing something). Also questions about how online classes are handled across the university was also noted. Caitie will invite Grant to our next meeting.

Our next meeting will be at 3:00 PM on Thursday, January 12.

The meeting was adjourned at 3:55 PM.

These minutes were electronically approved by the committee on December 5, 2022.