

University Faculty Affairs Committee Meeting Minutes
Thursday, April 6
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).

Guest: Debra Schleef

Caitie called the meeting to order at 3:00 PM.

Old Business

- **Morale and Burnout Faculty Survey:** Debra Schleef provided guidance into how to interpret some of the survey results, especially how to handle the volume of “qualitative” responses; and how to reconcile those with the quantitative responses. We will start a report and will discuss its status at our final UFAC meeting for the year. Debra will provide COE responses to Kyle and help with the qualitative analysis; this will be done by the end of next week. Miriam will provide quantitative data analysis on the faculty morale survey and Caitie also volunteered to graphically present some of the data. The committee decided that the report will be completed for presentation to the UFC in the fall.

- **Equity study update:** The UFAC was asked to consider if a letter pertaining to the equity study sent by the AAUP to President Paino “undermine[d] our faculty governance system” and if the local chapter of the AAUP was “behaving like some kind of shadow government with absolutely no endorsement or charge from the full faculty.” To be fully transparent, it should be noted that the majority of UFAC members are also members of the local chapter of the AAUP.

While the AAUP is an independent group open to all faculty, they, like all faculty, may share their opinions with President Paino with no expectation that they reflect all faculty. We affirm that the UMW AAUP chapter is not a shadow government and reject any such characterization now or in the future. Further, we would like to remind faculty that the equity study is fully supported by UFAC, which proposed the effort at our October 4, 2021 meeting and developed comprehensive recommendations (see minutes and recommendations here: <https://ufc.umw.edu/committees/university-faculty-affairs-committee/ufac-minutes-reports/>). That initiative was then voted on and approved by the UFC, with input from the University Budget Advisory Committee, on December 1, 2021 (<https://ufc.umw.edu/wp-content/blogs.dir/3211/files/2021/12/UFC-Minutes-1-December-2021.pdf>.) Thus, we do not consider the AAUP’s letter to be undermining faculty governance.

The equity study is almost complete. The UFAC has been invited to an online meeting, along with the UFC executive committee, with Gallagher for an update. The meeting will be held online on April 26.

New Business

- **Turnover:** Caitie will invite new committee members to our next meeting. Officers for 2023-24 will be elected by members of next year’s committee.
- **UFOC/COB:** Based on request from the COB, the UFOC has a motion to allow full-time instructors to be members of the UFAC. The committee appreciates the added diversity this could bring to the committee, but wanted to ensure that any such participants were volunteers and aware of the potential vulnerability of such service.

Our next meeting will be at 3:00 PM on Thursday, April 27.

The meeting was adjourned at 4:25 PM.

These minutes were electronically approved by the committee on April 7, 2023.