

University Faculty Affairs Committee (UFAC) Meeting Minutes

Friday, February 2, 2024, 1:30 pm

Virtual Meeting Through Zoom

Attendance: Amrita Dhar, Smita Jain Oxford, Bradley Lamphere, Miriam Liss, Kyle Schultz (secretary), Jessica Zeitz (chair)

Continuing Business

November 30 Meeting Minutes: UFAC reviewed and approved the minutes from the November 30 meeting and final report on the Faculty Morale Survey.

Faculty Sabbaticals: The Provost has pulled historical sabbatical data beginning in academic year 2012-2013. The data provide a list of all faculty sabbaticals, broken down by department. UFAC also requested data on faculty eligibility for sabbaticals, by department. In response to faculty interest, UFAC also requested the Provost provide feedback regarding a more regular sabbatical schedule, both in terms of logistics and cost. The Provost is working on compiling data for the former request and formulating a response to the latter.

Faculty Compensation Equity Study: UFAC was informed that any UMW faculty member can review the final report prepared by the Gallagher Group by contacting Beth Williams in the Human Resources office.

Faculty Workload Analysis: UFAC now has a data set from Banner to support the workload study. Committee members will begin processing these data for analysis. UFAC also learned of a past Faculty Workload report (Provost Levin era) and will request a copy of it from the Provost for review. In addition, UFAC will request a list of faculty special assignments from the Provost.

New Business

Faculty Compensation: In his beginning of semester talk, President Paino reported the university is doing a staff compensation study possible with benchmarks, a practice he recommended the university conduct every five years. There has not been a faculty benchmark study since 2011. The recent equity study conducted by the Gallagher Group had no benchmarks or external comparisons. UFAC urges the university to conduct such a study, especially given that the final university organization framework has been announced.

Academic Affairs Organization: With the announcement of the new framework for the organization of Academic Affairs, UFAC recommends that UFC charge UFOC to

consider ways to organize university committee structures to optimize efficiency and equitable representation.

The meeting concluded at 2:25 pm.