

American Association of University Professors (AAUP)
University of Mary Washington Advocacy Chapter
Advocacy Points Report
University Faculty Congress (UFC)
16 February 2025

Dear Colleagues:

The UMW AAUP Advocacy Chapter advocates for the following agenda item points:

1) Faculty Summer Research Grants:

- A) The Faculty Research Grant program should be restarted, because:
- B) Such grants enable faculty to conduct (usually) summer research, which is the only time that research is likely due to our contracted 4/4 teaching loads.
- C) Research is meant to be ca. 25% of our evaluation, and such grants allow us to more effectively deliver on that part of our employment contract.
- D) Research enables faculty to keep up with their field, actively engage with their field (and in some cases lead the field!), and emerge as better educators as a result.
- E) Faculty research helps bring new directions to disciplinary fields and engage in better knowledge production, which UMW faculty members have long engaged in.
- F) Such research grants help UMW recruit stronger faculty.

2) Faculty Sabbaticals & Grants Selection Process:

- A) We first recognize and support the Sabbaticals and Grants Faculty Committee's existing efforts to increase transparency of selection criteria.
- B) We Advocate for increased transparency on the Administrative side of the process.
- C) We advocate for increased funding of Sabbaticals overall. Anecdotally, one had a ca. 2/3 chance of success applying 10-15 years ago, and now one seems to have less than a 50% chance of success. Several strong colleagues have now waited 2-3 years to receive an expected sabbatical, with strong (and negative) effects on career trajectory and research ability.
- D) The ideal sabbatical process should be automatic sabbaticals every 7 years, as at other institutions.

3) Undergraduate Research Funding:

- A) We advocate for increased funding for undergraduate research grants, because:
- B) The program has apparently exhausted its current funding mid-year, likely due to increased student interest.
- C) This program allows our students to engage in broader and deeper research than is possible in most standard course formats.
- D) This program allows us to compete better in terms of recruiting students.