

UMW Board of Visitors  
Faculty Representative Report  
February 7<sup>th</sup>, 2025  
Davis Oldham, UFC Chair

During the last two UFC meetings, faculty have continued efforts to streamline the faculty handbook and develop faculty governance structures consistent with the academic organization changes proposed in the spring of 2024 and now approved by SCHEV.

At the November UFC meeting, the reports from President Paino and Provost O'Donnell shared good news that SCHEV has approved the moving of departments between colleges. The Provost also provided an update on how SCHEV has changed its program approval process and a review of discussions regarding data from the Delaware study and the admitted students questionnaire.

In November, the UFC approved an initial round of improvements to the faculty handbook. These changes come from recommendations a summer advisory group co-chaired by Melissa Wells (education) and Nicole Crowder (chemistry), with Bridgette Dennett (theater and dance), Rachel Graefe-Anderson (business), and Jonathan Levin (English and Linguistics) serving. The following examples from each section serve to highlight the types of changes that were made:

- Section 1 (Mission, history, and general organization): Reflect changes to mission statement, the Code of Virginia, reports to the Provost, and changes to chair duties given academic organization
- Section 2 (Governance): Clarified terms of service, election procedures, special general faculty meetings
- Section 3 (Faculty appointments, ranks, search procedures, and benefits): improved description of expectations for non-tenure track faculty, removed redundancies and renumbered sections
- Section 4 (Procedures regarding termination of faculty appointments before the end of the appointment term, and sanctions for violations of policy): Combined various appeals processes into one unified process
- Section 5 (Faculty rights, responsibilities, and policies): updated reference to honor code to include artificial intelligence policy, strengthened description of academic advising
- Section 6 (Faculty evaluation procedures): addressed different language used to evaluate faculty with regards to teaching, professional activity, and service versus an overall ranking, addressed tenure and promotion calendar ambiguity
- Section 7 (Promotion and Tenure): made language consistent across subsection (i.e. "contractual responsibilities")
- Section 8 (Faculty titles, awards, and other policies and services of interest to the faculty) and Appendix A (Forms): references to various offices were updated to match current titles

After a semester of thoughtful deliberation, the faculty have agreed to convert the UFC to a faculty senate in which each department has one representative. We achieved consensus by introducing stipulations to allow larger departments to have a second representative and smaller departments to share a representative. We also agreed to ensure that any college that does not

have a UFC member as an officer can choose a member to serve alongside the officers on the UFC Executive Committee.

At the January meeting, President Paino updated the faculty on several noteworthy items: he shared positive news regarding admissions numbers but also pointed out issues with infrastructure, especially during the cold weather we experienced at the beginning of the semester.

The January UFC meeting was particularly busy, as this is the meeting when the bulk of curricular proposals are discussed and voted on. Almost every department had changes to a course or major, or a new course or major. New majors added this year Geospatial Analysis, Kinesiology, and Finance.

On the agenda for the January meeting were a handful of changes to university committees – most notably combining the writing intensive and speaking intensive committees into one committee, and the removal of references to the Associate Provost for Academic Affairs (held for many years by John Morello) and the Associate Provost for Academic Success and Student Engagement (formerly occupied by Tim O'Donnell). These items were tabled until the February meeting to ensure sufficient time to discuss.

At the February 19<sup>th</sup> UFC meeting, we will be finalizing these committee changes and approving a few additional curricular items.

I look forward to discussing these items at the next BOV meeting.

Respectfully submitted,  
Davis Oldham, UFC chair