

University Faculty Council Meeting Date: Nov. 19, 2025, 3:30 pm Location: Woodard 202
Zoom link (for viewing only): <https://umw-ssso.zoom.us/j/86129211870>

I. Call to Order. Attending, including proxies:

Andi Smith, April Wynn, Ashe Laughlin, Brooks Kukyendall, Caitie Finlayson, Davis Oldham, Eric Gable, Ginny Morriss, Janine Davis, Jared McDonald, Jodie Hayob-Matzke, Jonathan Levin, Karen Anewalt, Kelly Swiney, Kim Kinsley (self, proxy for Xiaofeng Zhao and Amrita Dhar (after 4:45 pm)), Kristin Marsh, Michael Benson, Michael Reno, Miriam Liss (self, proxy for Will Mackintosh), Patricia Orozco, Ruth Arriaza, Scott Powers, Shumona Dasgupta, Suzanne Sumner, Zach Whalen (proxy for Elizabeth Johnson-Young), Amira Said (ex-officio), Filiz Tabak (ex-officio), Keith Mellinger (ex-officio), Lauren Bass (ex-officio), Pete Kelly (ex-officio), Tim O'Donnell (ex-officio), Troy Paino (ex-officio)

II. Previous Meeting Minutes

Approved

III. Reports (this is a representation of the oral reports not the written reports, which are available linked on the agenda).

President Troy Paino: Report

1. 2027: Budget prep in process. 3% reallocation of resources (I think this means cuts). From State Budget Proposals. Dependent on enrollment. Early action impending. 2/3 of apps by Dec. 1. Deadline Feb. 1. Demographic cliff. We're doing OK in a challenging mkt.
2. Construction: Corner William and Sunken for new theatre. Demo of residence halls.
3. Med School. Getting ready to ask general assembly for planning money, talking to community members, need private money as well to move on this. But, we are where we need to be.
4. Thanks for the discussion on P & T. Caution faculty on going to BOV on this issue. Concerned about it undermining faculty governance. Concerns can be brought to BOV after the faculty governance process runs its course.

Provost Tim O'Donnell: Report

1. Same on discussion. In 26.5 years we've never had such robust discussion about P & T.
2. Programs working on yield events. Provost office will work with you on this.
3. SACS/SOC approved our proposal on nursing.
Miriam Liss: Note on swag. Going through procurement. When through procurement? When just do it?

Tim O'Donnell: When you use the UMW brand, consult with that office.

Miriam: Even if it just has the name?

Tim: Yeah. I mean we have fonts, colors, etc. brand integrity. Recognition is important. Quick email would be good.

Suzanne: 2 sabbatical proposals going to BOV. Yes, more sabbatical funds and faculty development funds.

Tim: Yes, we should insulate those funds from state budgets. That means philanthropy. Long term support for faculty development is top priority.

Catie: Sabbaticals? How Many? But 10 didn't receive sabbatical. So, can we have a list of faculty that haven't received sabbaticals.

Tim: I have an answer: 122 faculty are eligible. Would be great for 1 every 7 years. 17-19 per year. Depending on who where how, it would be a 750,000\$ investment.

College Deans

a. Keith Mellinger, Dean of the College of Arts and Sciences (Report)

b. Filiz Tabak, Dean of the College of Business + (Report)

c. Pete Kelly, Dean of the College of Education + (Report)

SGA Representative's Report: Amira Said

Academic advising survey going out.

Updating website, rock

Health products through residence halls funding expanding

USC Representative's Report: Lauren Bass

Oct. had employee appreciation luncheon. 3 staff awards to outstanding staff.

Filled 3 spots in USC. 23 members. Meet 3rd Thursday every month

UFC Chair's Report: Jonathan Levin (November 2026 BOV Report)

BOV meeting on Friday. Update on P&T process and a little on title II and AI.

Strategic Action plan: 4 priorities with 5-7 action items pushed out Dec. 8th. Everyone will have access to it. Venues for feedback including online. Talk about plan in Jan 21st meeting of UFC as well. Friday Jan. 16th dept meetings should put this on dept. meeting agendas.

Preparing for what's coming next. Work to be done through break since there will be a vote on the structure, then we'll have to work on section 2 in the handbook. If not approved,

then COE+ and COB+ will need to alter their own Appendixes on this issue. All needs to get done for Jan. UFC.

Two pathways in UFAC proposal on Section 7. That is the work. Page 11 of the document.

UFC Vice-Chair's Report: Miriam Liss

No report.

Faculty Senate of Virginia Report: Patricia Orozco

Meeting Nov. 1. Several issues. 2:

1. Virginia Higher Ed. Advocacy day: Jan 15th 2026. In Richmond.
2. Higher Ed. Responses to deals with the Feds: Mutual defense pact among higher ed institutions in Virginia. Can be shared later for the minutes.

IV. University Committees - minutes, reports, and action items

University Academic Affairs Committee

a. Minutes, Oct. 6, 2025

b. Minutes, Nov. 10, 2025

University Curriculum Committee

a. Minutes, 10/24/25

b. Minutes, 11/14/2005 [sic]

University Faculty Affairs Committee

a. Minutes, 11/4/2025

b. Proposed Promotion Criteria Language for Section 7

c. Final "Subcommittee" P & T Committee Model

University Faculty Appeals and Grievance Committee

University Faculty Organization Committee

University General Education Committee

a. Minutes 24 March 2025

b. Minutes 15 Oct 2025

c. Minutes 12 Nov 2025

University Sabbaticals, Fellowships, and Faculty Awards Committee

University Student Affairs and Campus Life Committee

- a. SACL Meeting Minutes 10-09-25
- b. SACL Meeting Minutes 9-4-25
- c. SACL Meeting Minutes 11-6-25
- d. (proposed Handbook language change to § 2.7.9) (see below)

Bachelor of Liberal Studies Committee

- a. Minutes, Nov. 10, 2025

Budget Advisory Committee

Distance and Blended Learning Committee

First-Year Seminar Committee

- a. Minutes, 11/5/2025
- b. UFC FSEM Committee wording updates.docx

Honors Program Committee

- a. Minutes, September 25, 2025
- b. Minutes, August

James Farmer Multicultural Committee

- a. Minutes, Sept. 25, 2025
- b. Minutes, Oct. 17, 2025

Journalism Advisory Committee

Speaking and Writing Intensive Committee

- a. Minutes, Oct. 30, 2025

Student Affairs and Campus Life Advisory Committee

Digital Intensive Committee

- a. Minutes, Oct. 31, 2025

Motion to adopt the minutes. Eric Gable Seconded: Suzanne Sumner **Passed with No opposition.**

V. Unfinished Business

a. UFAC Action Items

- i. Motion to adopt Proposed P & T Criteria Language for Section 7 as recommended by the UFAC.

Document displayed.

April: Were the changes adopted in committee?

Nicole: the document up here/linked is what the committee approved.

Move to adopt the proposal: Eric G.

Second: Catie F.

Nicole: reflects what we created in committee.

Suzanne: which is which?

Nicole: red and purple

April: They're not contrasting particular changes.

Nicole: We can make the working doc.

Kim: I read the one on the link. It looked different. It looks broad, which is good.

Nicole: It's the same.

Davis moves to call the question

Seconded

Opposed: Kim, (Kim proxy as Xiaofeng), Amrita

The question is called with 3 opposed.

Vote on the Section 7 changes as recommended by the UFAC

Passes with 3 opposed.

- ii. Final "Subcommittee" P & T Committee Model: UFAC recommendation to UFC on final "Subcommittee" model

Jonathan Levin: This is about whether or not to send to colleges to vote. Committee has recommended that Debra Schleef administer the college votes. It must pass with a majority of full-time faculty in each college.

Move to send the subcommittee model to the colleges

Moved: Brooks K.

Seconded: Janine

Miriam Liss: is there any mechanism for permutations?

JL: UFAC thinks we've already done that.

Miriam: What about, say, the number of faculty?

Rachel Graffe: None of these objections are specific to COB, except the one point. The problem is the whole university. UFAC was given a page and half of feedback on representation. The equivalent of this body improved representation. Yet the structure of the P & T doesn't answer to that same concern. The proposal needs tweaks to improve representation.

The concern is about criteria being used instead of the dept. guidelines.

Kim K.: friendly amend: Colleges can/may create their own P & T.

Karen A.: What would that do? Nothing in the proposal means depts can't do a pre-process.

Kim K.: the university language in the proposal. Need affirmative language for that to occur.

Karen A. That language is about the guidelines linking to criteria.

Jonathan Levin: guidelines are departmental process and criteria are for university Committee.

Miriam: if it is helpful section 7 states the guidelines. It's already codified that the dept. links the guidelines and criteria.

Eric: What are you all worried about? Seems clear and straightforward. It's always been the case that a dept might not have representative. So, what's the threat exactly? What are the practical threats here?

Rachel: AACSB school also creates a college ad hoc committee to prereview. We want that not prevented.

Eric: COB worry is that University might tenure someone without COB approval. Can't we solve this through the head of the college/dept. needs to write the letter. Then the appeal wouldn't go through.

Jonathan Levin: The letters check this.

Andi: AACSB. But representation issue. We don't have expertise. So, by this standard, no one could be given tenure.

Rachel: We have only 1 person on the committee

Catie: I had zero geography representation on the committee. Why does that matter? What is it that 1 person on the committee would do?

Kim: Friendly amendment to include: "Colleges may develop their own policies..." doesn't foreclose 2. My dept. might be more likely to pass this.

If AACSB faculty is up for tenure then there will be a rep on the committee.

Jonathan Levin: There's some dispute about this idea and whether it was included in the Status on amendment?

April Wynn: We have to vote on the amendment before we can vote on the whole thing.

Nicole C. looking at the 6 core members each is representing the same number of people. So, the number to rep. is the same.

Andi: Question of clarification. 1 from COB? Doesn't mean this?

Miriam: It's not friendly to have a whole other committee. But, you can have your own procedure. And you can call it a committee, but that's what the letter does. Take into the consideration. P and T Committee is ultimate decider.

Kim: Dept. wants it explicit.

Amrita: Will committee look at guidelines or?

Miriam: Within the guidelines depts can have an up down vote on the candidate and incorporate that in the letter.

Karen: Miriam. The answer is an AACSB committee within the college that puts something in the file that says they haven't met the criteria. 2. The committee is just a recommendation and the dean is the ultimate decider.

Jodie: Question: AACSB. Are we proposing AACSB always or only with an AACSB faculty member?

Kim: Or you reserve an at-large position or the Business slot. The model should incorporate the AACSB element.

Eric: Do they look at models of P and T?

Kim: It's possible.

Eric: If it's clear that you're going to vote this down. But, if it's possible to pass it, then....If you're worried that a rat might get through, then the rat poison of the department chair letter will stop the practical worry. But, you're skeptical. So, we won't get anywhere. Let's call the question now and vote and then deliberate.

Miriam: I agree with Eric. Sturdy structure fits within this model. You can create your own procedure and guidelines within your dept/college. It says in the criteria that you have to pay attention to the guidelines and the result of your determinations. Plus the dean has veto power anyway.

Karen A.: Question for Kim and Rachel. We've had deliberation about this model. Would they support it if there were an AACSB rep. if there wasn't already on the committee

April Wynn: P & T then dean. Can't the dean just ask the faculty....

Filiz: The nature of representation requirements, etc. doesn't allow for the dean to just make the decision.

Kim: Vote on the amendments.

Amendment 1: For an AACSB faculty, there will be an AACSB member on P & T.

Jodie: I don't know how we ensure that given timing of elections.

Jonathan Levin: We'd need to change the timing of elections.

Amendment 1a: Two core members from COB+, one AACSB member and one from any of the COB+, plus two at large.

Kim: Amendment 1b: In situations where there is no AACSB member on the P and T, then one of the at-large members will be an AACSB member.

Vote

Opposed: Davis O.

Abstained: Brooks K.

Amendment 1b Passed with one opposed and one abstaining.

Kim: Amendment 2: Colleges may develop their own college-level P&T committee as long as it is consistent with University Policy.

Catie: Dept or college?

Miriam: instead of saying college we say dept or depts. And instead of saying college level committee you could say pre-screening process.

Andi: I am frustrated. COB+ is holding me hostage. I'm insulted because we have standards. And, the process here. We are all capable of evaluating a file even without expertise in the area.

Kim: It's about structure. It's not personal.

Jonathan Levin: In CAS we work with diff. disciplines. It's new for COE and COB. So we're more trusting of this process. It's understandable they would not be.

Rachel: Nobody holding anyone hostage. All we're saying is that we want this explicit language for what you've said is allowed anyway.

Suzanne: If the motion passes, then the college committee could decide AACSB membership.

Eric: Not voting for this sounds like a vote for the Chaos of multiple P & T committees.

Nicole: That language did not make it out of our committee for this reason. A departmental review is already in this. And that's the appropriate way to do this. Can achieve the aim without new college committees.

JL; Can we vote.

Vote to call the question on amendment 2:

Davis

Miriam/April

Question is called with 3 opposed.

Miriam: Sounds like it replaces the University committee. We are saying the language doesn't preclude this.

Vote on amendment 2:

Kim: 3 votes for

Opposed: the rest

2 abstain. Jodie and Davis

Motion fails with 3 votes in favor and 2 abstentions.

Vote on the Proposal to recommend the “Sub committee model” with amendment 1b as adopted above.

Voting on the proposal:

Opposed: 3 against

Abstain: 1 Kristin Marsh

Motion passes with 3 opposed and 1 abstention.

Question remains of how the vote will be conducted. The UFC recommends that colleges vote in manner organized by Debra Schlee using Qualitrics.

Janine: It's possible COE will want to vote some other way from the recommendation.

Dec. 1 through Dec. 5th deadline for vote.

VI. New Business (includes Action Items from committees)

1. UCC, from 10/24/25 and 11/14/25

AAHC 297: Archaeological Methods: From Dirt to Museum - taught as special topics, permanent course approved

ARTH 116: Global Art History I - revision of ARTH survey course, new course approved

ARTH 117: Global Art History II - revision of ARTH survey course, new course approved

ARTH: 358: History of Japanese Prints and Manga - taught as special topics, permanent course approved

BIOL 402: Population Biology - taught as special topics, permanent course approved

HIST 112: World History - new class to replace the Western Civ sequence, new course approved

IDIS 480: Food Studies Capstone - new independent study course, new course approved

MUHL 176: Functions and Structures of Music - new course approved, also needs gen ed approval

MUTC 350: Audio Recording and Production - combine two existing courses into a new 4 credit class, new class approved

EDUC 225: Community Homework Club - taught as special topics, permanent course approved

GBUS 506, 517, 549 bundle - Entrepreneurship classes that support the Entrepreneurship Graduate Certificate Program (currently under SCHEV approval), new courses approved

MGMT/MKTG/ENTER 356: International Entrepreneurship - new course approved

ANTH 298: Ethnographic Research Methods - reduce credits from 4 to 3, change approved

Anthropology Major - established new core, change approved

Art History Major - established new core, change approved

Classical Studies Major - established new core, change approved

Classical Archaeology Major - inactivated, change approved

Environmental Sustainability Minor - add EESC 357 as elective, change approved

Geography Major - change requirement from "GEOG 240 or 245" to "GEOG 245", change approved

Geospatial Analysis Major - change requirement from "GEOG 240 or 245" to "GEOG 245", change approved

Math Major and course 431, 471 "Bundle" - Updated to reflect change from CAS to COB, new electives in the new college, and changes in prerequisites from MATH 330 to MATH 300, changes approved

Social Entrepreneurship Major - new major approved

Entrepreneurship Minor - supports above major proposal, new minor approved

Food Studies Minor - Proposal to take existing faculty interest, existing courses, cultural aspects of food and create a minor from that, new minor approved

UCC (From 11/14/25)

6750 STEM 101: new course approved

6827 STEM 102: new course approved

6788 THEA 437: new course approved

127 Design & Technology: requirement revision approved

66 English: Creative Writing Major: requirement revisions approved

66 English Literature Minor: requirement revisions approved

20 English Major: requirement revisions approved

2136: ENGL 295: pre-req change approved

2140: ENGL 302A: pre-req change approved

70 GISC Certificate: revision approved

43 Religious Studies Major: adding ANTH 318 as an elective approved

95 Accounting Major: add Independent Study (ACCT 491) and Accounting Internship (ACCT 499) as program electives approved

145 English: Creative Writing Minor: new program approved

151 Medical Humanities: new program approved

148 AI in Business MBA Track: new track approved

150 Entrepreneurial Leadership MBA Track: new track approved

On all UCC batches:

Jodie H.: for advising purposes 3 majors in ANTH can't double major in any of the other majors.

Passed with none opposed.

2. UGEC (from Oct. 12 and Nov. 15 meeting)

a. MUTH100: Materials and Sources for Music Theory: QR

b. HIST 112: World History: DGP and Humanities

c. PHIL 220: Philosophy: East & West: DGP

d. MUHL 176: Functions and Structures of Music: A&L

e. PHYS 150/MUTH 150: Music and the Laws of Nature: Natural Science

f. RELG 102: Intro to the Study of Religion: DGP

g. ANTH 482: Senior Thesis: BTC

h. CPSC 226: Careers in Computing: AMW

Approved (Clarification via email. PHIL 220 was granted as transfer credit with DGP for a course at another institution).

3. USACL: New Section 2 Language (link to proposed language change to § 2.7.9)

Approved with none opposed.

4. Digital Intensive Committee

a. JOUR 401: Broadcast Journalism (Cartland Berge)

Approved with none opposed.

5. FSEM Committee a. Revisions to Section 2 language (for a copy showing deletions and additions, see UFC FSEM Committee wording updates.docx):

2.7.4 First- Year Experience Committee The committee consists of five appointed faculty members and the following non-voting ex officio members: Director of the First-Year Experience, Assistant Director of New Student Programs, and Librarian. The committee's duties are to: .1 Study and recommend to the University Faculty Council procedures and criteria for approval, deletion, and alteration of course offerings in the First-Year Experience; .2 Make information available regarding the procedure, requirements, and deadlines for proposing courses for the First Year-Seminar designation; .3 Review and approve or reject proposals from the various departments for sections to be designated as First-Year Seminars; .4 Advise on matters that affect the First-Year Experience; and .5 Perform other duties consistent with its charge as assigned by the University Faculty Council

Approved with none opposed.

b. FSEM Proposals for approval:

Bonnets and Bayonets: Gender in Civil War Appalachia (Maegan Beale)

Thriving in College (adding Shanita Mitchell to existing FSEM)

Dimensions of Leadership (adding Shanita Mitchell to existing FSEM)

Power, the US, and the World (Jason Davidson)

Taylor's Version: The Artistry, Impact, and Criticism of Taylor Swift (Rachel Bowman)

Art and Place: Florence (Julia Delancey)

The Dark Side Has Cookies: The Complex World of Villains (Shanita Mitchell)

Approved with none opposed.

VII. Announcements

VIII. Adjournment

Motion adjourned.