

Minutes: UFC Meeting

18 February 2026

Digital Auditorium, 3:30 pm.

Zoom link (for viewing only):

<https://umw-sso.zoom.us/j/86129211870>

1. Call to Order

Attending: Andi Smith, April Wynn, Ginny Morriss, Christy Irish (as proxy for Janine Davis), Ashe Laughlin, Elizabeth Johnson-Young, Brooks Kukyendall, Caitie Finlayson, Davis Oldham, Melissa Wells (as proxy for Janine Davis), Jared McDonald, Jodie Hayob-Matzke, Jonathan Levin, Karen Anewalt, Kelly Swiney, Kim Kinsley, Xiaofeng Zhao, Amrita Dhar, Michael Benson, Michael Reno, Miriam Liss, Will Mackintosh (as proxy for Kristin Marsh), Patricia Orozco, Ruth Arriaza, Scott Powers, Shumona Dasgupta, Suzanne Sumner, Filiz Tabak (ex-officio), Keith Mellinger (ex-officio), Pete Kelly (ex-officio), Tim O'Donnell (ex-officio), Troy Paino (ex-officio)

2. 21 January 2026 UFC Minutes

Caitie Finlayson spelling.

3. Reports

1. President Troy Paino [Feb. 2026 Report](#)

Legislative Updates

Post Spring break convo w/faculty

Cross over day yesterday. Sunday same with budget bills. Then go to conference. Negotiations.

Our priorities:

Med School funds

Workday funds

MS Nursing funds

Simpson planning money

Increased maintenance budget

Increased financial aid funds and operating funds

Higher Ed bills: Public Employees bargaining rights probably biggest impact potential. Something will go to Spanberger on this issue.

--Faculty discussion on strategic planning process. Been watching the feedback. Appreciate the feedback. Rethinking about how to engage with faculty. Faculty only meeting after break, no video recording/streaming. March 11, 4pm in HCC 136 all faculty meeting w/ Pres Paino candid conversation. Forum -- "candid conversation"

2. Provost Tim O'Donnell [Feb. 2026 Report](#)

Add to report. Monday recruitment event. Parking challenge on Monday. Free up spaces for guests, working with city. Parking reminders.

Miriam L.: Question about changes regarding expectations as to teaching loads. There has been some flexibility until this last year. Now it's back to 24 credits or its equivalent. My department--students require more engagement, but we have to do all these marketing, admission etc., and very engaged teaching load. Morale crisis. Why is this shift happening as demand on us goes down and enrollment is down.

Tim.

1. Colleagues. Are there things we can build into the strategic plan that could get some flexibility back/faculty work load. 250→225 faculty plus \$6 million in budget cuts. None of us have made edicts. We have pushed the deans to be careful with resources
2. Why Pres wants to have this conversation.

Eric. So it is your decision, Tim?

Tim: We haven't had a 4/4 load. But, we don't have the budget for our adjuncts and we have inequities across the university. One way is to look at the handbook.

Eric. More questions. 1. If we're trying to work in budget. Goal 1. Is work within the budget. Does having a 4/4 get you there? Or you could just say, don't hire adjuncts and let the chips fall, let depts make decisions on how that will go. 2. Yeah, my senior colleagues said you have a 4/4 so it's not very good. And you have to be here all the time, so it's not a good school. But, if you want adults to be adults, teacher/scholars, it requires a kind of freedom. Equity doesn't exist because different people need different levels of prep, etc. We were going in the right direction when we were becoming more flexible. Now, we have to prove, bean count. It doesn't get us equity or balanced budget to count beans.

Tim: We can talk about this. We can share the budget realities. We've got some budget issues and enrollment pressures. COPLAC institutions. Our peer institutions have had to deal with extreme challenges.

Eric: Yes it's hard. But, disagree with solutions. We don't want to hitch our wagon to COPLAC.

Jonathan. Lets move this forward

Caitie: Echo Eric's point. Want to know why teaching more is the solution.

Tim: We have fewer faculty

Caitie: We're outliers. ODU, e.g. 24 credit hours.

Tim: What does 24 hours look like? Yes.

Caitie: At CNU it is at 21 hours. They recognize high-touch teaching is a lot.

Tim: Agreed. That's not what we're saying

Miriam: But, we're getting this pushed back at us, 24 credits or else. Doesn't feel like they're saying you have too many adjuncts. Equity seems like it means everyone is miserable.

Tim: Yes. Push that direction because of finances.

Caitie: It says or equivalent. Now the message is coming from you 24 hours is 24 hours.

Tim: We can work on the equivalency.

3. College Deans

A. Keith Mellinger, Dean CAS [Feb. 2026 Report](#)

Suzanne S.: Report mentions team teaching. Within CAS or can this be across colleges?

Keith: This is worked out by Laura with specific areas in mind. So, this is Curriculum level. Talk to your dean.

Suzanne s: Could someone in COE or COB work together with CAS.

Keith: Maybe, if the various Deans agree to support it.

Caitie: Chair salaries. Chairs are first line. Chairs have a base and then negotiate up from there?

Keith: 2 pieces. 1. University policy: passed Provost's Council. Guarantees base amount for any chair and anything beyond that happens at the 2. College level. Rubric. Will be shared at next meeting. Supplement to the University level. Not spelled out yet.

B. Feliz Tabak, Dean COB [Feb. 2026 Report](#)

C. Pete Kelly, Dean COE+ [Feb. 2026 Report](#)

4. SGA Representative's Report (Amira Said)

5. USC Representative's Report (Lauren Bass)

6. UFC Chair's Report (Jonathan Levin) [Feb. 2026 Report](#)

Jonathan. Apologies for late written report. Steering committee. UFC website updated somewhat. Still need to update current list of committee members. Then it will be done. EXCEPT the accessibility issues. A lot of pdfs. 2. Videos how to caption, etc. Might suggest someone is responsible for web on the site. Chair remains involved.

7. UFC Vice-Chair's Report (Miriam Liss)

8. Faculty Senate of Virginia's Report (Patricia Orozco)

4. University Committees—Minutes, Reports, and Action Items

1. University Academic Affairs Committee

a. [Minutes 2/2/26](#)

b. [Motion to adopt Classical Learning Test \(CLT\)](#)

2. University Curriculum Committee
3. University Faculty Affairs Committee
 - A. [Minutes 12/3/2025](#)
 - B. [Minutes, 1/8/2026](#)
 - C. [Minutes, 1/26/26](#)
 - D. [Motions to Update Faculty Handbook](#)
4. University Faculty Affairs and Grievance Committee
5. University Faculty Organization Committee
6. University General Education Committee [2/9/2026 Minutes](#)
7. University Sabbaticals, Fellowships, and Faculty Award Committee
8. University Student Affairs and Campus Life Committee
 - A. [11.6.2025 Minutes](#)
 - B. [1/12/2025 Minutes](#)
 - C. [2/9/2026 Minutes](#)
9. Bachelor of Liberal Studies Committee
10. Budget Advisory Committee
11. Distance and Blended Learning Committee [1/29/26 Minutes](#)
12. First-Year Seminar Committee: [2/3/26 Minutes](#)
13. Honors Program Committee. [1/22/26 Minutes](#)
14. James Farmer Multicultural Committee
15. Journalism Advisory Committee
16. Speaking and Writing Intensive Committee [2/3/26 Minutes](#)
17. Digital Intensive Committee [1/30/26 Minutes](#)

Don't need to vote on minutes or having received them.

5. New Business
6. Old Business (with Approval of Committee Recommendations)

1. UAAC

- a. [Motion to adopt Classical Learning Test \(CLT\)](#)

Jonathan: Can someone from the committee talk about this.

Melissa Y. (dean of admissions, ex officio): We're test optional. Different audience. Standardized tests share with universities. This would be more advertising. One more opportunity. CNU and Radford accept CLT.

Michael R.:

Melissa Y. Expansion already. The test isn't religiously based. It's open to anyone. Many students now homeschooled.

Andi: Christian conservative coded. Not sure how that meshes with our student population. If it costs money then I don't see the point.

M.Y. Put us in front of other students for free and that we value their training.

April W: Concordance between this and other tests not great.

MY: It's a recruitment tool. More of a signal than a barrier. One more test to consider.

Davis: We don't want to have barriers to any kinds of students. Negatives

MY: Increasing awareness.

Tim: If we were to use this as a standardized test a new

Jonathan: Vote?

Will: Can we table this? Move to table until March.

Second: Scott.

Jonathan: Can we debate

MY: This is for next year's recruitment cycle.

Vote to Table:

With 1 Opposed to table and

4 Abstaining.

Tabled until March.

2. UFAC

A. [Motions to Update Faculty Handbook](#)

Jonathan: Motion to update Faculty Handbook.

Melissa: Intro to the motions. Update the handbook,

Bundle 1. Removal and reorg of Appendixes I JK, FGH, to provost's website. Points honor to actual location.

Appendix D is a student thing.

Renaming and Re numerating Appendices.

Bundle 2: Change language everywhere else in the handbook to match the changes in Bundle 1.

Bundle 3: Updates to Section 7 motion 3.1. Change to the content of handbook pertaining to how one member of the appeals committee for P & T is appointed. Problem. COE staffs with Faculty Affairs. COB uses p and T and CAS uses UFAC. Discrepancies should be made consistent. This didn't pass unanimously.

Caitie: Appeal composition has at large and college level. If you have at large from your college. Anyone who was on the UFAC as CAS, e.g. Math, would now be COB.

Motion 3.2.

Updating section 7 to align with changes above.

Caitie: If the deadline for candidates changes that means the new handbook will already be in effect. When do we specify using last year's handbook. May 1. Letter. Which handbook?

Tim: that's UFAC's charge.

April: Suggest for UFAC. Year you're working on your file.

Melissa: That makes sense.

Miriam: Thanks to UFAC. What's happening?

Melissa: College level. Dept. level.

Andi: My dept voted to stick with college guidelines.

Melissa: if dept criteria is sufficient...need that to be uploaded

Kim: COB working group on P and T. We were told that the third bundle should be paused until we're done working on our college level.

Melissa: But, we need to get going tight timeline. March at the very latest.

Tim: Board wants more time to consider. Sooner is better.

Davis: 7.9 separate from 7.12? In CAS, and in existing COB handbook. Different from what's in CAS now. IS 7.12 the only stumbling block?

Melissa: 7.12.1 Appeals is the only real issue?

Davis: Everything but motion 3.1 (1, 2, 3.2)

Passed. None opposed. [That is 1, 2, 3.2 were passed] [3.1 was left for later]

3. SI/WI

- a. CLAS 302: Democracy and Revolution in Ancient Athens (Speaking Intensive)
- b. BIOL 419 – Neuroethology (Speaking Intensive)
- c. MDFL 201W- The World on a Plate (Writing Intensive)
 - a. Action: Ask for the minor edit to the syllabus, then approve.

4. DI

- a. PHYS 320: Classical Mechanics with Lab (Desmond Villalba)
- b. ENGL 350: Electronic Literature (Zach Whalen)

5. DBLC

- a. Emergency approval for Spring 2026 only:
 - i. ARTH 340: Northern Baroque Art (Hunt)
- b. Emergency approval for Summer 2026 only :
 - i. COMM 205: Public Speaking (Haynal)
 - ii. COMM 379: Professional Communication (Crosby)
 - iii. MATH120: Quantitative Reasoning for the Sciences (Nabb)
 - iv. CLAS 105: The Ancient Roman World (All instructors)
 - v. CLAS 110: Greek and Roman Mythology in Art and Literature (All instructors)
 - vi. DSCI 352: Analytics I: Predictive Models (Esunge)
- c. Full approval for Fall 2026. ▪
 - i. COMM 205: Public Speaking (Haynal)

- ii. OMM 379: Professional Communication (Crosby)
- iii. MATH 120: Quantitative Reasoning for the Sciences (All instructors)

6. FSEM

- A. Creating Arts and Ideas: The Shape of Space (Sidney Mullis)
- B. Creating Arts and Ideas: Andy Warhol (Coorain Devin)
- C. Terrifying Women of the Ancient World (Jennifer Barry).

Passed none opposed.

7. Announcements

8. Adjournment