

## **Minutes of the General Faculty Council meeting held on January 10, 2006**

Present: Jean Collier, chair, Lynda White (for Phil Gates), Robin Kuzen, Pam MacIntyre, Gary Davis, Mark Ross, Dawn Rigney, James Groves, John Wilson, Bill Keene, Lotta Löfgren, Derry Wade, Ellie Wilson, Virginia Carter, Prue Thorner.

Absent: Nancy Gansneder. Daisy Rodriguez.

Guests: Christine Patrick, Rob Patterson.

1. **President's Report:** Jean Collier reported that William Harvey, VP for Diversity and Equity will speak at our meeting on March 14. She met with him in November and informed him about the role of general faculty at U.Va. She relayed the fact that a substantial number of general faculty are employed in non-track teaching and research positions. He asked whether general faculty can be compared to academic faculty in racial representation and salary levels. She stated that general faculty have not achieved salary equity, and that we do not have racial diversity data.
2. **Data Management Committee:** Jean announced that Chris Milner who managed our data files for several years has left the University. Mark Ross has kindly agreed to take over this responsibility. Virginia Carter has agreed to chair the Data Management committee and will work closely with Mark. Other committee members include James Groves and Lynda White.
3. **Council Representation:** Virginia Carter, reporting on behalf of the Data Management Committee, recommended that an additional GFC member should be elected to represent GF in the health sciences, bringing their ratio to 1 per 109 GF members, in line with ratios in other areas of the University. A motion was put forward to add two representatives to the Council. The motion was voted upon and approved with only one council member opposed. This change will be implemented in the forthcoming election this spring. A special election will be held on January 30 to appoint a representative for the Libraries to replace Carole Hunter who recently resigned due to new work commitments. Virginia Carter said that her committee would like to work to produce data to support issues prioritized by Council.  
  
**Note:** The resolution was re-worded by the chair of the By-Laws committee and will be re-submitted at the February meeting by the chair of the By-Laws committee for vote by Council and members of the general faculty.
4. **GFC Resolutions:** Lotta Löfgren commented that the resolutions that the Council has put to the administration on professional development, salary equity and benefits are languishing. Bill Keene responded that two new policies were drafted in collaboration with the VP for Research addressing the GFC resolutions

regarding benefits (temporary disability leave and health benefits) for sponsor-supported GF members. These policies were presented to the University's Policy Committee, are currently under review by the Provost's office, and therefore are out of our hands at the moment. All GFC resolutions are, also, currently under review by the Faculty Senate Executive Council. Robin said that Gertrude Fraser is reviewing our statement about need for access to professional development opportunities. Jean will ask Council members to reconstitute their working committees and for chairs to produce progress reports. Robin is chairing the professional development committee; Bill is chairing the policy committee, and Pam MacIntyre will work on salary equity, with assistance from others who have more background in this area. Pam noted that it has been announced that classified staff and professional and administrative general faculty will receive a 3 percent pay increase next year, while academic faculty (track and non-track) will receive 4 percent. Because women comprise a relatively smaller percentage of academic versus professional and administrative faculty, the on-going inequity between pay raises for these two categories of faculty contributes to salary inequity between male and female faculty as a whole.

5. Derry Wade, who chairs the **Elections Committee**, said that there is only one candidate for the Libraries special election to be held later this month.
6. Jean called for topics for the **forum** that we would like to sponsor jointly with the Faculty Senate. Faculty recruitment and retention (to include the affordable housing and salary equity issues) was proposed. Possibly this will be held in late spring or early fall. Bill Harvey and Gertrude Fraser were suggested speakers.

The next meeting of the GFC will be held on February 14 at noon in Newcomb Hall, Room 481.

Respectfully submitted,  
Prue Thorner, secretary.