General Faculty Council

**Minutes**

**Wednesday, January 10, 2018**

12:00 - 1:30pm

Alderman, Room 317

Present

*Council Members*: Sarah Ware, Keith Weimer, Ed Murphy, Posy Marzani, Janet Warren, Diane Whaley, Ben Doherty, Kelly Sulick, Melissa Levy, Angela Pineros-Fernandez, Esther Poveda Moreno, Michael Slon

*Guests*: Paula Sprague, Meredith Hayden

1. The meeting was called to order by Sarah Ware.
2. Discussion of *Report to the Provost on Implementation of PROV-004: Employment of Academic General Faculty Members*prepared by Sarah Ware. We should submit the final draft of this report to the Provost’s Office by our February meeting.

**Report**

The report suggests that there should be a Preamble to the Provost’s Policy explaining the reasoning behind the new policies, and reassuring the faculty that the policy was crafted in a spirit of support for non-tenure track faculty. The GFC will draft a statement recognizing that we found Kerry Abrams and Laura Hawthorne’s December visit to the GFC to be reassuring, and suggesting that they draft a Preamble to the policy expressing support for the faculty and the spirit of the policy.

It was decided to pull Section “Recognition of Past Work, (1) “Section 2.D, Promotion” out as a separate section, because this has become a significant “stalling block” for faculty. Few are promoted to Full Professor. We will also include a statement that “Departments are encouraged to provide mentors to help bring faculty to the Professor level.” Departments should also be encouraged to create a pool of mentors, so faculty get a sense of possible people to consult. The GFC could be a clearinghouse to provide models for departments who haven’t developed a pool, and to provide workshops on mentoring.

We decided to reproduce the language in Section 2.F.1, “Teaching Track” stating that the same principle applies to the research track. This statement may not solve all problems of implementation, but it will be something to which faculty can point when going up for promotion.

Section “One-Year Contracts --” We decided to include the following statement:

“We recommend that the Provost’s Office work w/Dean to identify long-term need for certain courses and make sure that these positions are funded or moved over to 3-year contracts.” Esther will supply some text that she drafted. “If you are hired for a position that is not temporary, once your evaluations are excellent, you should be hired at a three-year contract.”

We should also recommend diligent review of use of one-year contracts or question use of one-year contracts unless there is some extenuating circumstance (replacing person on sabbatical or family leave, for example).

The following sentence was changed: “But, it appears some departments are unable to implement the new policy due to lack of support from the Provost’s office” to read “lack of support from the Dean’s office.”

We will ask the Provost’s Office to make sure that the leave policy explicitly states “this policy applies to all faculty.”

The title of “lecturer” is used differently for A&P faculty. There is a separate policy for A&P, but the difference should be noted in Sarah’s report.

We agreed that the report should stress that a master’s degree with relevant experience will be treated as meeting qualifications for professorial rank.

We will try to circulate at least a week before next meeting, and then vote on it. Those who collected stories from faculty experiencing problems with the new policies, should go back to those faculty and ask if their stories can be attached to this report.

**New Low Enrollment Course Initiative**

There is concern that faculty could be let go if enrollments in certain courses decline. Even a course needed by majors in the discipline was recently cancelled because of low enrollment.

We will try to partner with the Faculty Senate to advocate for not cancelling courses unless enrollment has dipped below 8 after two successive offerings of the course.

This issue touches on an important point of self-governance. More faculty need to be aware of the implications of this change and speak out Tenured faculty need to support the challenge to this policy.

**Elections**

The following eight seats are up for election:

* Professional Schools (currently empty, was held by Sarah Ware, should have been filled by a special election last fall)
* Libraries (currently held by Keith Weimer, he will fill the At Large Chair position next year, so this seat will be open)
* At Large (currently held by Ana Abad-Jorge, she is eligible for reelection)
* At Large (currently held by Joanne Lannigan, she is not eligible for reelection)
* Administration (currently held by Joy Pugh, she is eligible for reelection)
* Administration (currently held by Sarah Wells, she is eligible for reelection)
* Arts and Sciences (currently held by Anne Verbiscer, she is eligible for reelection but has not attended any meetings since last year)
* Health Professionals (currently held by Janet Warren, she is eligible for reelection)

We will use the following schedule:

January 29 - Send out call for nominations

February 16 - Nominations due

March 2 - Candidate statements due

March 12-23 - Election open for two full weeks (avoiding Spring Recess week)

All general faculty are encouraged to recruit candidates for these positions.