**General Faculty Council**

Wednesday, January 11, 2017
*Present: John Alexander, Bill Keene, Posy Marzani, Ed Murphy, Esther Poveda, Joy Pugh, Sarah Ware, Janet Warren, Keith Weimer, Derick Williams Elizabeth Robinson, Angela Orbaum, Alejandra \_\_\_, Melissa \_\_\_ , William Liddle, John Payne, Walt Heinecke, Lilian Feitosa, and Alicia López Operé.*

1. Call to Order - John Alexander

2. Round-robin introductions

3. GFC standing committees

• **Policy - Janet Warren and Posy Marzani**

The GFC Policy Committee will forward email from the Chair of the University Faculty Policy Committee to the GFC. There will always be a delay, because the 30-day review starts when the Chair of the U. Policy Committee receives the new policy. John and Posy have made requests to the Provost’s Office for policies to be sent directly to GFC, and for GFC representation on the University Policy Committee. The Provost’s Office has demurred, but will interview all stakeholders to expedite policy review process.

Why was there a change from the 30-day review by GFC? Possible explanations: (1) Because the current chair of the Faculty Senate delayed in circulating policies; (2) some policy changes are eligible for 30-day review; but review of established policies is not. Regardless of the reasons, the 30 day review period is a necessary one in order to allow busy volunteers on the committee the time to integrate review responsibilities into their busy professional responsibilities.

**School-Specific Policies for New Faculty:**

The GFC knows of two Councilors who are involved in their respective schools in the development of implementation policies. Arts and Sciences has begun an implementation committee. Michael Slon has been selected to serve on that committee. The University Library’s Promotion Review Board is working with the University Librarian to develop policies for new library faculty. Keith Weimer is active with the development of those policies. In addition, the GFC Policy Committee will nominate Posy to sit on the Medical School’s committee.

• **Bylaws - Sarah Ware**

Sarah distributed three documents (see attached):

* The “Jan’17 Proposed Policy Committee Revisions” codify some of the consensus established in our previous discussions about the GFC Policy Committee, allowing for a co-chair, but making it clear that the Chair has only one vote, and setting forth the Chair’s responsibilities to the committee membership and the GFC.
* The “Jan’17 Non-GFC Members Draft Resolution” establishes procedures for inviting non-GFC members to serve on GFC committees, as well as guidelines for the length of time such members may serve.
* The “Jan’17 Face to Face Meetings Draft Resolution” “Resolves that the Chair of each GFC committee will endeavor to hold at least two face-to-face meetings of the committee membership each year.”

Some changes to the wording of the documents were suggested in the discussion:

* In “Proposed Policy Committee Revisions,” Change “appoint” to “elect” a Chair.
* Change “by email” to “electronically” in “if polling is conducted…” in defining quorum, and add “Chair shall determine the time frame” for the vote, depending on urgency, but “no less than 24 hours.”

In “Non-GFC Members Draft Resolution:”

* It was agreed that the non-GFC members can vote at committee meetings. The committee decisions are just recommendations to Council.
* Non-GFC members will be invited to serve for one year. They can always be re-invited. At the April GFC meeting, we will review committee membership, and decide if we want to invite other individuals to serve on committees.
* The chair of each committee will contact invitees and issue formal invitations.

• **Elections - Ed Murphy**

Five seats up for reelection, two are eligible for reelection. In the next two weeks a call for nominations will be sent to general faculty as a whole; by mid-Feb. nominations should be in. We will start the election last week of Feb., with voting for two weeks. Qualtrix will do what we need for free—anonymous voting, only vote once. Ed will test to make sure software is compatible with both criteria.

4. **Discussion:**

• Open discussion of new Provost policies on Non-Tenure Track Faculty:

How should GFC position itself to be involved in school-specific policies? What role should we play?

John will call another meeting to review policies as they are being implemented. The

Personnel Committee for Arts and Sciences (both tenure-track and non-tenure track) has been asked by Dean to answer a series of questions as the policies are being implemented. For example, what should be qualifications for Lecturer and Instructor? What sort of raises should be offered to these positions?

Does treating “language acquisition” as a “technical skill” that may not require the need to have the title of Lecturer or Instructor open up a situation where such instructors need not be in either group, have title or faculty status/rank at all? Does this require formal response from Provost beyond FAQ?

Personnel Committee in A&S has sent out question to language departments. All but one wanted to use professorial rank for language instructors. Wording regarding titles may have come from one corner, but could have unexpected implications in another. There is a tension between situations where the requirement of three-year contracts hurts some faculty, and the lack of required notice for renewal for one-year faculty hurts others. We learned of one case where a faculty member was told by her Chair that they cannot renew her appointment for a three year commitment because of uncertainties of funding. So, after three successive years of one-year appointments, she will be retained as a faculty wage employee with no ongoing commitment.

“No notice of renewal” opens system to abuse. If you’re hired for one year, you’re hired for one year. This lack of notice of non-renewal is new, slipped in over Christmas holiday. Why? Information about visas is very important; you need notice to renew your visa.

GFC Policy Committee will need to set a timeline, representing all the problems in order to pass it on to Laura Hawthorne. Personal stories outlining problems do have greater impact. We should invite Laura Hawthorne to our March meeting, and compile all comments and comment in advance of that meeting. Comments and answers will then become a matter of record. We can’t keep coming back to Laura with individual problems. We need to really think about priorities, effective presentation.

Titling and tracking does apply retroactively. ECE and renewal of contract does not apply retroactively.

**Memorial to Enslaved Workers**

The University is looking for input on memorial to enslaved laborers. There’s a survey asking for input on what that would look like. [survey linked [here](https://www.surveymonkey.com/r/6M3SQ8B) .]