GFC Minutes, Feb. 10, 2016

**Guest Speaker, Joanne Hoagland, University Human Resources**

Spoke briefly about the Benefits Committee. Faculty volunteers are reviewing existing benefits and looking for opportunities to expand them. The committee is a good way for HR to communicate back with faculty, and it may be a good opportunity for members of the GFC to volunteer.

**Policy Committee**

* The Recommendations from the Task Force on Non-Tenure Track Faculty will be presented for implementation at a March 10 town hall meeting including the Provost, and deans. This is the first rollout of the recommendations.
* The rollout won’t be completed in 30 days, but the GFC does need to respond—not over email; we should get groups together for a real discussion of how we think the recommendations will play out.
* The implementation is being enacted in good faith, but there are many different interests across departments, so it will be complicated. We should approach any comments in a positive way. The Policy Committee will meet and let the GFC know how to take part in the conversation. The Senate and GFC will need to be involved eventually; perhaps an event this semester could be an opportunity for conversation later this summer.
* There was a discussion about the numbers of the GFC. Can those numbers be placed in context? For example, could they be compared to tenure-track faculty in terms of research productivity? The amount of grant money that general faculty bring to the university may not be fully appreciated. Some of this data may be available from the Office of Institutional Assessment.
* Carrie Abrams was going to conduct a salary study. The GFC gave a lot of feedback, but there’s been no update in 2-3 months. There’s a gender disparity for tenure and non-tenure track salaries – the diversity dashboard may affect non-tenure track faculty.

A student initiative, “Flash Fridays,” was mentioned. It’s an idea sponsored by the Intra-Fraternity Council to get faculty in fraternities and have dialogue—over Friday dinner, for example.

It was mentioned that GFC should send shout-outs to UVA Today about colleagues who don’t get enough recognition.

Possible changes to the bylaws were discussed, but we lacked a quorum to vote, and more information was requested about different categories of faculty in Health Sciences.

Ideas were explored for the best ways to communicate with general faculty: Could there be a Council Members page linked from the Arts and Sciences page? Can we send updates via the Faculty Senate newsletter?

The Jeffersonian Dinner will be held at the Boar’s Head on the evening of March 20 (6:30-8:45 p.m., with a cash bar at 6). Martin Davidson, Johnson and Higgins Professor of Business Administration at the Darden School of Business, will speak about his new book The End of Diversity as We Know It: Why Diversity Efforts Fail and How Leveraging Difference Can Succeed.

Michael Slon asked if anyone has taken a sabbatical. Permissions vary across departments, and several non-tenure track faculty have had problems trying to obtain one. Michael senses a new level of resistance among administrators. The Dean of Arts and Sciences is waiting for the Provost to make a statement about the topic. Michael would like to have a discussion about this topic at the next meeting.

GFC elections will be held in late March, but we need to vote on the Bylaws before we can put forth a ballot. We will discuss possible changes to the Bylaws in terms of representation at the next meeting.