

Meeting of the General Faculty Council  
January 13, 2204  
12:00 to 1:30 p.m.  
Miller Center of Public Affairs  
2201 Old Ivy Road

Present: Bill Keene, Phil Gates, Robin Kuzen, Lynda White, Robbie Greenlee, Jennifer Bauerle, Derry Wade, Prue Thorner, Nancy Gansneder, Jann Balmer, Mary Abouzeid, Elaine Attridge, Jean Collier, Lotta Lofgren, and two guests.

Absent: Donal Day, George Hashisaki, Chris Milner, Greg Strickland.

.I. Chair's report

Lotta Lofgren called the meeting to order at 12:07. She began by thanking the Miller Center (Robin Kuzen, representative) for hosting the meeting. She announced that there are no changes in the balance from last month except for the cost of lunch for December's meeting. **Beginning next month and at least through the April meeting, we will begin these meetings at 12:30.**

Old Business:

- (A) Lotta expressed her concern that the joint committee we have formed with the faculty senate may not be in accord with our by-laws and their stipulations for GFC committees (IX H). Jann Balmer suggested that this new committee is not enough different from the other university committees on which members of the GFC serve as representatives to warrant a change in the by-laws. Phil Gates, chair of the by-laws committee, agreed with this assessment, as did the rest of the Council.
- (B) Derry Wade reported that the planning for the spring elections was proceeding; it will use the new web-based procedure. There is a draft for a call for nominations and a survey that the council members are asked to return to Derry by Friday. With respect to encouraging candidates, Derry suggested that we ask Inside UVA to include a side bar about the elections. Lotta suggested that we also personally each contact people to find prospective candidates. These are the positions open: Administration (1), College (2), Library (1), Health Professionals (2 – one of which is for two years), Education (1).
- (C) Jann Balmer told the group that Bob Sweeney and Collette Sheehey have accepted invitations to speak at our spring forum; we are still waiting for a response from Dave Breneman. The function will be held in the Colonnade Club, Friday April 23<sup>rd</sup> from 2 to 4 p.m.

II. Election of new Chair-Elect

We are electing a new Chair-elect because Elaine Attridge has withdrawn from the position. Lotta thanked Elaine for her past and continuing service to the Council. Robin Kuzen was elected to complete the rest of Elaine's term and to take over as Chair in May. Congratulations were extended to Robin, who then said a few words.

### III. Report from data management committee

Lynda White talked about data issues that we did not have time to discuss in last month's meeting. One of them was reapportionment of our representation. The data management committee feels that Health Sciences needs another member and possibly so does Administration, to reflect our constituency changes. The problem is that there is no way to do that at present because of the way the slots are staggered. Lotta asked for a motion to approve the recommendations of the committee. The proposal was seconded by Jann Balmer and approved unanimously. Another issue is the representation of the General Faculty of the University of Virginia at Wise. Since we cannot effectively represent them, the committee suggests that we ask if they are ready to start their own council. There are 74 members of the general faculty at Wise. Jann Balmer suggested that we still keep them on our e-mailing list so they can receive information. Finally, we still have requests for data from the University that have not yet been forthcoming. Anda Webb has offered to help us get the information. A discussion ensued with regard to our requests and the Freedom of Information Act. Lynda then reported on the latest data on the numbers and profiles of the general faculty. Essentially all of the growth of the faculty since 1993 (about 500) have been in the general faculty. In 1993, non-track faculty comprised 45% of faculty; now it's 53%. 92% of the growth in faculty has been in the general faculty. The track faculty is still overwhelmingly male. In the non-track faculty, the distribution is closer to 50/50; women are 47% of non-track faculty but only 22% of track faculty.

### IV. Chair's report on the history of GFC goals

Lotta reported that she and other members have become increasingly concerned that, despite repeated efforts extending over many years, Council has been ineffective in resolving virtually all long-standing issues of concern. To provide context, she reviewed and briefly summarized all the minutes since the formation of the Council. During its first 6 months, all the issues that we are working on today were articulated. In addition, many of these issues were inherited from the WFPA and initiated the formation of the Council. The minutes illustrate clearly the intensive effort over the past 7 years that has been devoted by the GFC in revising the Policy on the General Faculty. She read from a 1997 letter from Provost Peter Low to the Council stating that "[t]he genesis of the effort [to revise the document] is a legal fuss in which the University was involved over notice for non-renewal of a general faculty member earlier this year....In the course of preparing the draft, it occurred to us that there were 'while you were at it' changes – mostly cosmetic – that we might as well think about as we revisited the policy." This revision process is still ongoing; the associated drain of time and energy has constrained Council's efforts to focus on other important matters. The minutes provide ample evidence that the administration is willing to listen to our concerns, but they also clearly indicate that very few substantive changes have resulted. The few modest successes (to our goal of

obtaining healthcare benefits for part-time faculty, for example) have resulted primarily from state or federal mandates and not from actions by the administration in response to our concerns. Consequently, we must assess the effectiveness our approaches in raising and resolving outstanding issues.

We began a discussion (which will continue throughout the spring) about how to modify tactics so as to improve effectiveness in achieving the major GFC goals.

A discussion ensued about the new proposal for greater autonomy at the university, which the employees' union has opposed. The current push by this and other universities in the state to gain greater autonomy could affect the general faculty in potentially positive and negative ways. We need to try to understand what the consequences might be; for one, we will ask Jay Scott to talk in February about the consequences for the general faculty in the health system to its achieving greater autonomy some years ago.

The meeting was adjourned at 1:30 p.m.

Respectfully submitted,  
Mary Abouzeid  
Secretary