

## **Minutes from the General Faculty Council Meeting**

**Wednesday, January 13, 2009**

12:00 noon – 1:30 pm

Newcomb Hall Room 481

**Representatives Present** – Otilie Austin, Beth Blanton-Kent, Penny Bowles, Ryan Carter, Craig Decker, David Glover, Anne Ingram, Aaron Laushway, Catherine Leslie, Teresa Lockhard, Pam MacIntyre, Barbara Millar, Peter Norton, Ricky Patterson (Chair), Ellen Ramsey, Wendy Sewack, Jeff Sitler, Colleen Smith, Steve Warner

**Representatives Absent** – Barbara Kessler, Marshall Pattie, Michael Smith

**Guests** – Richard Floyd, Jessica Ray, Cindy Reed, Lynda White,

Preliminaries

1. 12:00 **Gathering of Members**

2. 12:10 **Call to Order**

Ricky Patterson, Chair, welcomed the members and guests and everyone introduced themselves.

### **Business**

3. 12:15 Presentation

### **Diversity Council**

Ricky Patterson, GFC Chair reported that the Diversity Council is going through a period of transition with the departure of William Harvey. An acting chair has been appointed, and the council is working to define its role while many changes are underway.

Each representative area is expected to give a short report, for approximately five minutes on three issues that focus on diversity. Ricky will do that in January or February. The GFC discussed what topics might be part of the report. Lynda White reflected that the GFC provided scholarships to attend the Symposium on Race two or three years ago. It was also suggested that we use the GFC website to link to the Diversity Council website. This could increase the awareness of what the Office of Diversity offers for the General Faculty. The Diversity Council is trying to identify all the contact points for diversity at UVa. Barbara Millar suggested that we invite the Chair of the Diversity Council to one of the GFC meetings. Ricky Patterson reported that the Diversity Council is interested in defining diversity, and being able to present this definition to the Board of Visitors this spring.

Pam MacIntyre stated that the GFC has \$2,000 available since lunches are no longer provided. This is available for professional development. The Communications Committee, the group that plans the professional development activities, will be meeting in February to identify a topic and an event location.

It was noted that Barbara Millar, Ricky Patterson and Colleen Smith would be meeting with Jessica Ray and Frank Dukes to learn more about the University's Racial Equity Project. It is intended that Ray and Dukes will make a presentation at a future GFC meeting.

### **Initiation of Administrative and Professional Faculty working group**

A group of eight Administrative and Professional faculty met on January 6th to begin to determine if the A&P faculty had issues to be addressed. It was determined after the first meeting that the group remains "working" rather than become a formalized committee. Follow-up meetings have been scheduled on February 3 and March 3 at 9:30 in McKim Hall. Pam MacIntyre described where the reserved conference room was located.

The group is charged with continuing to explore issues in common as A&P faculty. Susan Carkeek will be invited to participate in the March meeting. Lynda White was able to isolate some important numbers that relate to A&P faculty. As of October 2009 there were 798 A&P faculty. Of those only 140 are actual A&P positions: If you are one of the 140, the next person to assume your position will also be an A&P faculty. When the remaining 658 leave their position, their replacements will be Managers and Professional University Staff. The 140 A&P Faculty positions are focused on library, medical education, and continuing and professional studies. The 140 focuses on individuals who have responsibilities for the academic portfolio. Discussion ensued about the attrition of the GFC, and would it be important to consider absorbing the M&P and Executive staff into the General Faculty Council. It might be time to look at bolstering the group, rather than allowing the GFC to diminish in number (and to give the M&P staff a representative voice). It is clear that the impact of the HR restructuring has been on the A&P side. It was predicted that the A&P faculty would be slow to move over to University Staff, but over time more and more would move over. This past summer perhaps 40 A&P faculty moved over to University Staff. Benefits are very attractive to M&P staff.

Pam MacIntyre commented that we need to expand to take in all professional staff. The GFC agreed that the smaller the constituency, the less power. Also, despite the restructuring, there will remain common interests and concerns between the A&P Faculty and the M&P Staff. We must consider merging the GFC with University Staff that hold certain designations.

Beth Blanton-Kent stated that we need to identify what we need to be working on policy-wise and determine what our next steps should be.

Discussion ensued about the term faculty, and what it means to no longer have it. It was suggested that we continue the discussion at the February meeting, focusing on the future of the GFC.

### **School Bylaws and their impact on NTTF**

Peter Norton stated that the recent Faculty Senate report on Non-Tenure-Track Faculty marked important progress for academic NTTF at the University level, but that some big problems still lurk at the school level in school bylaws and promotion and tenure (P&T) guidelines. He asked Council members representing instructional and research faculty to search their schools' bylaws and P&T guidelines for provisions that continue to subject NTTF to different standards than those applied to tenured and tenure-track faculty, and to bring discrepancies to the attention of the Council.

He noted that in the School of Engineering, for example, the P&T guidelines include a provision that instructional NTTF must publish in education journals, an indefensible requirement on three grounds:

1. It gives instructional NTTF a research/publication requirement they are also supposedly exempt from as instructional faculty.
2. It requires faculty to publish outside their field.
3. It is not required of tenured and tenure-track faculty, who can demonstrate teaching excellence in the usual ways.

He said that in the College of Arts and Sciences, faculty teaching performance is judged by the same standard for all faculty, regardless of tenure eligibility.

He added that in the School of Engineering's bylaws there's also a provision that the tenured faculty of a department can vote to deprive NTTF in their department of a vote in school-level faculty meetings. This violates the provision of the Faculty Senate Report on NTTF that holds that NTTF of professorial rank are "full citizens" of their departments, and singles out a class of faculty for unequal treatment.

When Ricky Patterson requested salary data from George Stovall, specifically asking for salary level comparisons between TT and NNT faculty, Susan Carkeek responded with the following statement: "Given the differences in responsibilities and expectations of NTT and TT faculty, differences in salaries would be appropriate." We need clarification about what was meant by this comment.

Peter noted that among some tenured faculty, a misperception persists that NTTF have less demanding duties than tenured faculty; the opposite is more often the case.

There was discussion about when would be the best time to invite the new President to a GFC meeting. It was suggested that the Communications Committee could turn this invitation into a professional development opportunity for all general faculty.

Ricky Patterson will see if there is a possibility of President-elect Sullivan meeting with the GFC this semester so we could ask questions. There was also a suggestion about sending her a letter this spring, and meeting with her in the fall.

## **Other business**

### **4. 1:15 Committee reports**

- Bylaws – Nothing to report.
- Communications – (Terry Lockhart/Barbara Millar) – Committee will meet in early February to plan spring professional development event. Ideas about topics and venues from the GFC should be sent to committee. Ricky still wants to have the evening at the observatory.
- Policy – (Peter Norton) Nothing to report since A&P working group was investigating their issues.
- Data Management – (David Glover) Ricky gave information about A&P to Lynda White.
- Elections – (Ellen Ramsey) Elections will be coming up in April. The website outlines who will be leaving the GFC and who is up for renewal.
- Senate Council Joint Committee – The email received from Ann Hamric was distributed to the GFC. It outlines that we are no longer meeting in an official capacity. In addition, we are not currently represented on their academic affairs and research committees. It is not in their bylaws that this should happen. The Faculty Senate will look into inviting members of the GFC to join committees they think would be appropriate next year. She stated that they are very busy, and the joint committee (when it doesn't have a pressing issue to focus on) is an undue burden. If the Faculty Senate needed the GFC's help, they will ask them to be represented on certain committees. Lynda White suggested that we look beyond the bylaws to the procedures. Anne Hamric suggested that rather than having a joint committee, the GFC continue to invite the Senate chair to meet with the GFC, and exchange our minutes. The question then becomes, should we encourage non-tenure track faculty to run for senate and get on these committees? It was noted that many who are qualified to run couldn't because the department determines who can run, and in some cases doesn't allow NTTF to run. You cannot claim to represent a constituency that can't even vote for you. We need to continue to reach out and maintain/develop relations with the Faculty Senate. Current members of the GFC portion of the "Joint Committee" are strongly encouraged to attend Senate meetings when at all possible.

### **5. 1:30 Adjournment**

Next meeting: Wednesday, February 10, 2010, Newcomb 481 at noon.