

**Minutes from the General Faculty Council Meeting  
Wednesday, January 14, 2009**

12:00 noon – 1:30 pm

Harrison Institute-Small Special Collections Library, Byrd/Morris Room

**Representatives Present** – Dawn Anderson (Chair), Phil Balestrieri, Jean Collier, Kelly Jordan, Robin Kuzen, Aaron Laushway, Terry Lockard, Pam MacIntyre, Jennie Moody, Ricky Patterson, Ellen Ramsey, Colleen Smith

**Representatives Absent** – Otilie Austin, Beth Blanton-Kent, David Glover, Barbara Millar, Peter Norton, Marshall Pattie, Michael Smith, Richard Tanson, Steve Warner

**Guests** – Karen Bonding, Ellie Wilson (for Otilie Austin), Lynda White (for Beth Blanton-Kent)

*Preliminaries*

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

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

*Business*

3. 12:10 **GFC Elections Demo (Ellen Ramsey)**

The Elections Committee approached ITC with a request to adapt the Student Council on-line election system for the General faculty Council. Ellen Ramsey provided a demo of the new on-line system. The process will begin with an announcement (as in previous years) with a link to the on-line system. The system will allow only one vote per faculty member and will only give access to those general faculty eligible to vote. The webmaster and the chair of the Elections Committee have administrative rights to the system. The Council thanked Ellen, Pam and Robin for their hard work.

4. 12:15 **Other Business**

- Dawn Anderson reported on future speakers. She will invite Gowher Rizvi, the new Vice provost for International Programs to join us at a future meeting.
- Ellie Wilson sought clarification on the health benefits provided to half-time general faculty members. General faculty working half-time have access to health insurance but must pay 100% of the cost. The Benefits web site [www.hrs.virginia.edu/benefits/faculty/faculty-l.html](http://www.hrs.virginia.edu/benefits/faculty/faculty-l.html) is a great source of information.

*Committees*

9. 12:30 **Committee Reports**

- Communications (Terry Lockard) –Terry reported on the huge success of the professional development activity on networking that was held on December 4<sup>th</sup> in the Helms Theater. Barbara has received some evaluations from participants and the feedback was excellent. At the next meeting, we hope to have those summarized. We did receive complaints about the timing. Child care issues made it difficult for some to attend. The Communications Committee is planning a second event in March featuring Karen Bonding from the Commerce School. She will discuss financial/retirement planning during these difficult economic times. It will be a lunch event and the proposed location was the Miller Center. However, Karen suggested we hold it at the Commerce School. Shebeen and Hotcakes were both suggested to cater lunch. As there are no Friday classes in the Commerce School, the event will likely be scheduled for a Friday in mid to late March.
- Data Management (Ricky Patterson) – No report.
- Bylaws (Jean Collier) – Jean has reviewed the bylaws and there may be some need to revise. She will send those to the Council for review.
- Elections (Robin Kuzen) – Robin encouraged Council members to be thinking of new members for the following eight slots available in the March, 2009, GFC elections:
  - Administration – 2

- Arts & Sciences – 1
- At-large – 3
- Professional Schools – 1
- Student Affairs – 1

Current members whose terms are ending in 2009 but are eligible for re-election are Richard Tanson (Administration), Jennie Moody (Arts & Sciences), Dawn Anderson (At-large), Peter Norton (At-large), Barbara Millar (Professional Schools), Aaron Laushway (Student Affairs). If your term is expiring and you're eligible for re-election, please let Robin know if you are willing to run again.

- Senate Council Joint Committee – No report from this Committee. Ellie Wilson reported on the Faculty Senate Task Force on Non-Tenure-Track Faculty. The final report is complete and has been submitted to Tim Garson. The Provost has not yet responded to it. The report has not been circulated and thus Ellie did not feel it was appropriate to distribute the report. Once it is publically available, it will be sent to the Council. There remains one sticking point in the report and that is the waiver of right to continued employment. This issue will need to be worked out.
- Policy (Philip Balestrieri) - The Policy Committee has met and is getting organized for the year. One issue discussed was changes to individual contracts. Some are being revised to state no expectation of renewal. Another issue discussed is the wide variability and lack of validation in faculty performance evaluations across departments. Specifically mentioned was that in some cases, faculty members appear to be required to sign their annual evaluations and are not allowed to make any changes or to include any formal input at all. The Faculty Senate has discussed the idea of 360 degree evaluations for faculty, but this has not been implemented in all schools and/or departments. Human Resources is working on a new evaluation system for classified and University staff. Elements of this new system might be useful for faculty reviews. Ellie reported that the Curry School has one evaluation of all and she would share their tool with the Council. Phil thanked Dawn for the letter to Tim Garson regarding the Provost's Policy on the Professional Research Staff which is currently undergoing revision. She requested GFC representation on the committee conducting the review. Unfortunately most of the work is already complete and Rosanne Ford politely declined our request. All new policies are forwarded to Dawn. She will send them to the entire Council (not just the Policy Committee). However all feedback should be coordinated by the Policy Committee. The topic of electronic (e-mail conferencing of) meetings was discussed with general agreement that this be done only when the agenda items offered were suitable. Experienced members provided very useful historical background regarding the committee and a recommendation that future meetings be limited to a maximum of 1.5 hours met with unanimous approval. Phil mentioned the need for a secretary to keep the minutes and requested volunteers. After receiving suggestions for agenda items Phil will email the final agenda to all members the day prior to future meetings. The committee was then adjourned.

10. 1:30      **Adjournment**

**Next meeting:** Wednesday, February 11, 2009, Newcomb hall Room 481.