
General Faculty Council

Minutes

Wednesday, February 8, 2012

12:00 noon – 1:30 pm

Newcomb Hall Room 481

Attendance: T. Lockard, V. Gist, J. Sitler, P. MacIntyre, P. Froggett, C. Smith, E. Wilson, D. Sheffler, B. Jefferson, R. Carter, P. Bowles, P. Norton, R. Patterson, K. Reid, A. Ingram, S. Carkeek; by proxy: B. Kessler, B. Millar, A. Laushway, C. Leslie

1. The meeting was called to order.
2. The minutes of the January 18, 2012 meeting were reviewed and approved.
3. Respectful Workplace Initiative – Susan Carkeek provided an overview.
 - a. A task force from the Day of Dialogue was created and included wide representation from across grounds. There is scant literature regarding workplace respect issues in higher education. The task force is wrapping up the end of a year's work, and the action plan is going to be rolled out within about a month. Plans include:
 - i. Top-down communications from President Sullivan to fully engage leadership with the initiative.
 - ii. Bottom-up actions to insure all are aware that respect and civility is the responsibility of all.
 - iii. Communications and learning opportunities will include concepts of a caring community.
 - iv. Discussion groups formed in response to the Day of Dialogue are ongoing.
 - v. The "Safe Community" video/learning module was made available.
 - vi. Alternative dispute resolution services will be made available.
 - vii. Students have widely engaged in bystander training.
 - b. 4 Primary objectives of the initiative:
 - i. Promote culture of respect civility and set expectations for respectful and civil behavior. In a survey of approx. 5000 employees, 92% agree that employees are treated with respect and civility.
 - ii. Insure people know what resources are available and know how to use them.
 - iii. Find and celebrate successes within the university.

- iv. Discover mechanisms to address complaints which may cross departments and schools. A reporting link will be made available via the web, and the site will be staffed, and complaints triaged/referred as appropriate to the situation.
- c. The “Respect @ UVA” website will be activated.
- d. There will be an initiative to develop skills of employees as effective bystanders, including a 2 hour training module/program rolled out to develop bystander intervention skills. This will also be made available on-line.
- e. Other resources
 - i. EAP
 - ii. Ombudsman
 - iii. HR departments
 - iv. New incident reporting system

4. Committee reports

a. Bylaws – Colleen Smith

- i. Proposed changes must be approved today to go on the ballot with 2/3 council approval
 - April is the last meeting, and the June meeting will be the transition meeting to introduce new committee assignments, determine officers
 - Section 8.e. – vote mechanism broadened to allow additional flexibility for ways to vote.
 - The proposed changes were unanimously approved.

b. Elections –Butch Jefferson

- i. Election narrative format remains the discretion of the elections chair/committee.
- ii. This far, five interested parties have been recruited to run in the upcoming election, including representatives from Continuing Medical Education (Pam MacIntyre), Curry (Paul Harris), the treasurer’s office, and the editor of the Madison papers. Vicky Gist from Student Affairs has agreed to run, and Penny Bowles from A&S will run again.
- iii. Emails have gone to all areas to solicit nominations.

c. Policy –Peter Norton

- i. There is an increasing practice in which units to require general faculty to sign away expectation of continued employment (ECE) rights during the reappointment process. The GFC needs to closely examine this issue and the related University policies to insure proper use and protection of ECE. A document to provide guidance about the issue needs to be created/disseminated.
- ii. The GFC played a critically important role in shaping the student grievance policy in a way that shields faculty from frivolous complaints.
- iii. The new policy re: adjunct faculty: the Provost's Office has been placed on hold to gather additional information about the issue.

d. Communications – Barbara Millar

- i. Meeting and session with the Provost is scheduled for Tuesday April 17 from 3-4 pm in the Great Hall (former Rectory) of the Batten School.

e. Data Management – Ricky Patterson, nothing to report

6. Ellie Wilson from the Curry school relates that 3 general faculty members have been promoted and that a general faculty member was elected to the school's council.
7. There was discussion about broadening the GFC Spotlight on Faculty on the website to also include environments/systems in which GF thrive.

Adjournment

Next meeting: Wednesday, March 14, 2012

Submitted by Kathryn Reid, Secretary