

Minutes from the General Faculty Council Meeting
Wednesday, February 13, 2008
Newcomb Trial Room

Present

Dawn Anderson, Otilie Austin, Virginia Carter, Jean Collier, David Glover, Phil Gates, James Groves, Robin Kuzen, Aaron Laushway, Teresa Lockard, Pam MacIntyre, Jennie Moody, Peter Norton, Ricky Patterson, Ellen Ramsey, David Wolcott

Absent

Beth Blanton-Kent, Kevin King, Barbara Millar, Marshall Pattie

Guests

Susan Carkeek, Lotta Lofgren, Ellie Wilson, Lynda White

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

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

- Peter Norton called the meeting to order.

Old Business

3. 12:10 **Council's statement at the provost's meeting with the deans on January 23**

Dawn Anderson and Peter attended the Provost's meeting with the deans on January 23, 2008. At the provost's meeting with the deans, Peter presented the Council's position on school governance. Peter began by noting the high dissatisfaction of non-tenure-track faculty members with departmental governance that was indicated in the faculty survey conducted by the Faculty Senate's Recruitment, retention and Welfare Committee, and recommended ways to solve this problem. Noting that in some departments, qualified full-time non-tenure track faculty members of professorial rank are excluded (to varying degrees) from departmental governance, Peter called for clearer, more visible, and more equitable practices. He noted that tenure eligibility ought not be a criterion for the inclusion or exclusion of a faculty member from governance, and under school bylaws and University policies non-tenure-track faculty members of professorial rank are full citizens of the faculty. Such faculty members ought to be full citizens of their departments as well, and serve on department committees. Peter also recommended school-level non-tenure-track faculty committees. Tim Garson responded very favorably, and stated that he wanted to "get this right."

Following the meeting Ricardo Padrón used Peter's notes in his address to the Faculty Senate on January 30. He called for greater inclusion of and more consistency and transparency with regard to general faculty in school and departmental governance. Ricardo's comments were summarized in the Cavalier Daily. Some faculty distributed them to the entire faculty of their departments. The Council asked if we too could get a copy. Peter agreed to ask Ricardo.

4. 12:15 **Recent progress in the leave with partial pay policy**

As promised in an earlier GFC meeting, Susan Carkeek cleared up the inconsistent information posted regarding the leave with partial pay policy. Susan stated that it was just a misunderstanding. The Council thanked Bill Keene and Susan for their efforts.

New Business

5. 12:16 **Academic general faculty policies**
The Faculty Senate is creating a committee on general faculty policies. Ricardo Padrón believes this committee needs to be seen as a Faculty Senate Committee. However he would like to have General Faculty Council representation. One goal of the committee is to get in writing a policy calling for non-tenure-track faculty inclusion in departmental governance. Peter will serve on the committee and he would like one other non-tenure track general faculty from research and instruction. Three volunteered; Peter will be nominating one of them to serve as a delegate.
6. 12:20 **A proposed council letter**
Peter presented a draft of a proposed letter to the provost. The Council discussed the letter. Peter agreed to write a second draft incorporating the comments of council members.
7. 12:50 **David Glover: sabbatical leave and annual leave for general faculty**
David Glover and Pam MacIntyre e-mailed their constituents and asked them to identify issues they would like to see the GFC address. Two issues were identified: sabbatical leave for general faculty and accrual of annual leave. Sabbatical leave is not available to general faculty. If a general faculty member takes a one-year assignment working in a lab at another institution, what are the expectations of a job when they return? Classified staff accrues annual leave based on years of service while faculty gets a set number of days regardless of years of service. The result is staff with much more annual leave than faculty. Ellen Ramsey also mentioned the issue of carrying forward unused annual leave – something classified staff can do and faculty cannot. David asked the Council whether these were issues to examine in the next year.
- Susan Carkeek indicated that these were issues for the new human resources structure. David and Ellen agree to write up these issues and to work with the restructuring team.
8. 1:00 **Other Business**
Ellie Wilson announced that the Dean of the Education School had called a meeting, schedule for the following Friday, with all general faculty. She didn't know the topic of the meeting but thought it might be tied to Peter and Dawn's meeting with the deans.

Committees

9. 1:00 **Committee Reports**
- Jennie Moody asked for a volunteer to take over as chair of the Policy Committee. Kevin King, David Glover and Otilie Austin are the other members of the committee. The committee agreed to get together and resolve the question of committee chair.
 - There were no other committee reports.
10. 1:10 **Adjournment**

Next Council Meeting: Wednesday, March 12, 2008, 12:00 noon – 1:30 pm, Room 481, Newcomb Hall