

Minutes of the General Faculty Council meeting held on February 14, 2006

Present: Jean Collier, Chair, John Wilson, Mark Ross, Dawn Rigney, Ellie Wilson, Robin Kuzen, Bill Keene, Nancy Gansneder, Derry Wade, Gary Davis, James Groves, Lynda White representing Lotta Löfgren, Virginia Carter, Daisy Rodriguez, Phil Gates, Prue Thorner and new member Kay Buchanan.

Guests: Christine Patrick, François Masuka, Dahlia French, Chris Elliott, (a member of the general faculty and coordinator for Alderman Road dorms), who presented students Juliane Koch, and Wyatt Fore of Queer and Allied Activism (QuAA).

1. Elections Committee Report:

Derry reported on the elections process. She said that we have two candidates to represent administration, and three for at-large positions, two candidates for a single position to represent professional schools, one to represent health professionals where there is only one vacancy, and three candidates for two Arts and Sciences positions. Meanwhile Daisy announced that she has to resign because she will be leaving the University. Her position will be included in the upcoming election for Student Affairs, and she will help Derry to find someone to stand for her seat. Derry said she expects that the election website will be completed in about two weeks' time. In the recent Libraries' special election, Kay Buchanan was elected and was welcomed to her first meeting.

2. Professional development and salary equity:

Robin reported that separating administrative and professional faculty from teaching and research faculty to lobby for paid development leave may be a useful strategy. Teaching and research faculty need the ability to take sabbaticals, to attend professional conferences and be reimbursed for it, and to pay for student activities. She plans to approach Bill Harvey to ask his advice as to how her subcommittee can better address these issues. Administrative and professional faculty members are more concerned about the need for salary equity and opportunities for advancement through lack of a career ladder.

Ellie said that developing an equitable leave policy for all types of faculty is important. She noted that the Curry School is working on developing a sabbatical program for their faculty and will ask the Curry Foundation to use endowment funds to support this type of leave.

John Wilson said that in Arts and Sciences, research scientists are not allowed to serve as principal investigators (PIs) on grants and contracts and there seems to be no good reason for this rule. Principal scientists are allowed to serve as co-PIs but lead PIs. Bill Keene responded that there may be legal reasons why professional research staff cannot be listed as a PI. However, if as sometimes occurs, a member of the research staff are preparing and submitting proposals under the name of a faculty member, Keene recommended that this staff member initiate a discussion with the department chair regarding promotion to the research faculty. . Since the PI's current and pending support is a consideration in most funding decisions, broadening the bases of support (i.e., spreading a given level of sponsor support over a larger number of PIs) effectively increases the average success

rate for proposals thereby increasing the overall level of sponsor support and the associated overhead recovered by the department, school, and University.

Bill Keene said he will try to analyze available data for the racial make-up of faculty as a function of type (track vs. non-track, academic vs. professional and administrative, etc.) and related implications for salary equity, etc. before Bill Harvey, Chief Diversity Officer, meets with the GFC in March.

3. Faculty Senate and GFC Joint Committee :

Bill Keene reported on the committee meeting of 7 February 2006. The Faculty Senate's Executive Council is still considering the GFC's resolutions and the two draft policies (regarding temporary disability leave and hiatus support for health benefits) that the GFC prepared and proposed in collaboration with the Ariel Gomez, the VP for Research.

The committee discussed the implications of the data Keene presented regarding the makeup of the University's faculty.

The Faculty Senate represents all academic faculty (track + non-track, teaching + research). 32% of academic faculty is non-track (teaching + research faculty). Of the male academic faculty, 26% are non-track whereas, of the female academic faculty, 47% are non-track. Because some units of the university prohibit non-track faculty from participating in elections to the Faculty Senate, female academic faculty are disenfranchised disproportionately. The committee recommended that the Senate require all units of the University to allow both track and non-track full-time academic faculty to vote in elections.

75% of all faculty are academic (track + non track, teaching + research) and 25% are professional and administrative (P&A). The academic faculty is 70% male and 30% female whereas the P&T faculty is 48% male and 52% female. Because disproportionately larger fractions of female faculty are members of the P&T faculty, the long-standing practice of awarding higher annual pay raises to academic relative to P&T faculty exacerbates differences between average salaries for male versus female faculty university wide. The committee recommended that the Senate consider this issue in their deliberation regarding support for the GFC's resolution on salary equity.

Over the past decade, the University's faculty has increased by 21%; track faculty has increased by 3% whereas non-track faculty have increased by 43%. The majority of new non-track positions have been filled by women. Because non-track positions 1) are inherently less secure, 2) are lower paying on average, and 3) are allocated lower average annual raises, the nature of this expansion has exacerbated salary differences between male and female faculty university wide.

4. Domestic Partner Benefits:

Chris Elliott, general faculty member and coordinator of Alderman dorms made a presentation with Wyatt Fore and Juliane Koch of the Queer and Allied Activism

(QuAA)student group. They spoke about the impact of denying domestic partner benefits for both same sex and opposite sex partners. U.Va. is one of only three top schools in the country that denies this benefit to domestic partners of its faculty and staff. Last year two faculty members left citing the lack of this benefit as the cause of their departure. The group is seeking support of the GFC for their resolution asking for domestic partner benefits.

5. **Bylaws Committee**

Phil Gates put forward a resolution for a bylaw change proposing an increase in Council membership by three. This will bring size of the Council to a minimum of eighteen and a maximum of twenty-one. Areas of representation are to be determined by the Data Management committee chaired by Virginia Carter. Health Sciences and the professional schools are the areas that immediately need more representation, and a third representative will be available in an at-large capacity. Bill suggested that terms should be staggered so that no more than seven terms of office end in any given year.

The resolution passed with one abstention and one vote against.

The next meeting of the GFC will be held at noon on Tuesday, March 14 in Newcomb Hall Room 481.

Respectfully submitted,
Prue Thorner, Secretary.
