

**Minutes from the General Faculty Council Meeting**  
**Wednesday, February 14, 2007**

---

**Present**

Dawn Anderson, Kay Buchanan, Virginia Carter, Phil Gates, James Groves (late) Kevin King, Robin Kuzen, Jennie Moody, Peter Norton, John Wilson

**Absent**

Mary Abouzeid, (for Eleanor Wilson), Jean Collier, Dahlia French, Bill Keene, Aaron Laushway, Lotta Lofgren, Pam McIntyre, Barbara Millar, Dawn Rigney

**Visitors**

None.

Note: several people missed this meeting as a direct result of inclement weather

**1. Call to Order**

Jennie Moody called the meeting to order at 12:15 p.m.

**2. Secretary's and Treasurer's Report from January 2007**

Members from the GFC approved the minutes. Peter Norton moved to approve the minutes. Virginia Carter second the motion. No one opposed.

Robin confirmed that we have \$2,773.50 available balance.

**3. Election Committee Report**

- Robin discussed the upcoming election for Health Professionals. Only one candidate has been nominated for this position. Robin discussed the March general election that will fill the other open positions, and the difficulty in filling those positions. Jennie offered to send an email to Kenneth Schwartz to advertise the new position in the Professional Schools. A total number of eight openings exist (one of these positions is a two year replacements).

**4. Policy Committee Report**

- Peter Norton reported that the committee met with Gertrude Fraser and discussed general faculty issues. The meeting fostered a positive relationship between her office and the GFC. A discussion ensued about several issues raised at this meeting. This small group meeting seemed successful and will be strategically used in the future to meet with other administrators. Jennie noted that Gertrude Fraser sees this time as a wonderful opportunity for growth.

**5. Communications Committee Report**

- In Barbara Millar's absence, Jennie reported that the committee met and is underway with organizing the spring workshop on Managing Change.

## **6. Chair's Report**

- Summary from Executive Committee
  - See Election and Policy Committee reports and Old Business.
- Recent communication with General Faculty regarding the salary equity issue:
  - Jennie reported that a legislative update forwarded to her from the Office of State Governmental Relations was sent out via the GF roster email regarding salary equity issues. Jennie sought input from the GFC about the possibility of writing a letter to Leonard Sandridge or Colette Sheehy to ask for clarification about these issues. Jennie said that she will draft and circulate a letter to seek clarification.

## **7. Old Business**

- Status of Resolutions (see end of the minutes for this document)
  - Jennie sought input on how to post this information along with demographic information of the nature of the general faculty from UVA Digest. Jennie asked the committees to consider taking on this task. At this time, the Policy Committee will continue to take on the Status of the GFC Resolutions.

## **8. New Business**

- General Faculty and the Draft 10-year plan for the University (a copy of this plan was provided to each GFC member)
  - Jennie noted that Gertrude Fraser had called this a nuts and bolts plan for academic growth in the next 10 years. In his State of the University address, President Casteen reported that Tim Garson and Leonard Sandridge together are developing another plan that looks at the Future of the University. Several GFC members have noted that the general faculty are not mentioned in the 10-year plan. Lotta Lofgren raised this issue when the Policy Committee met with Gertrude Fraser (see Policy Committee Report). Gertrude seemed to relay the message that this plan is out of her hands. However, in a joint committee of the Faculty Senate and the GFC convened by Virginia Carter, Ken Schwartz, current chair of the Faculty Senate encouraged the GFC to raise this issue with the administration: where do the non-track faculty fit into these plans, both academically, and in the broader sense. A discussion ensued about how to proceed to have the general faculty included in this plan. Jennie would like more input from the GFC about this document. Phil Gates suggested having a small group meeting with Gene Block about the plan. Virginia Carter suggested that we request general faculty representation on these committees and make sure to alert the chairs about our representation.

## **9. Additional Committee Reports**

- Bylaws
  - Phil requested GFC to consider any possible changes in the bylaws.

- Data Management (new chair needed)

#### **10. Next Executive Committee Meeting**

- Jennie proposed that the next Executive Committee Meeting meet on March 12, 2007 at 12 p.m.

#### **11. Meeting Adjournment**

- Jennie adjourned meeting at 1:35 p.m. She reminded members that the next meeting is Wednesday, March 14, 2007 in Newcomb Hall 481.

***Status of Resolutions (originally approved and posted October 2004)***  
**February 2007**

*I. Policy on the General Faculty*

Resolution: The GFC requests that the Provost post a revised draft Policy on the General Faculty for review by and endorsement of council and that he subsequently implement a mutually acceptable revised Policy by October 1, 2004.

Status:

After several drafts, many years of discussion between the General Faculty Council and successive Provosts, and final approval by the University Policy Review Committee, the Office of the Vice President and Provost released a new "Policy on Employment of Non-Tenure Track Faculty" in March 2006. The GFC Policy Committee carefully reviewed the document and prepared a summary of differences between the former and new policies. This summary was subsequently posted on the GFC web site along with links to both policies.

*II. Temporary Disability Leave Benefit for General Faculty*

Resolution: The GFC requests that the Board of Visitors make the benefit for temporary disability leave conform to the previous version of the Policy on the General Faculty.

*III. Benefits for Sponsor-Supported General Faculty and Staff (Primarily Research Faculty and Professional Research Staff). Issue #1 – Paid Temporary Disability Leave*

Resolution: The GFC requests that the Provost, the Vice President for Research, and Human Resources work with us in establishing a University-wide pool to fund paid temporary disability leave for all eligible sponsor-supported employees.

*IV. Benefits for Sponsor-Supported General Faculty and Staff (Primarily Research Faculty and Professional Research Staff) - Issue #2 – Eligibility for Employer Contributions to Health Benefits*

Resolution: The GFC requests that the Provost, the Vice President for Research, and Human Resources work with us in developing an alternative policy whereby employer contributions to health benefits for sponsor-supported faculty would continue during and immediately following temporary breaks in full-time sponsor support without respect to the duration of full-time support guaranteed into the future.

Draft policy #1 would establish a central pool of funds to pay salary and benefits for sponsor-supported employees who are temporarily disabled and unable to work for a period of up to 6 months. Currently, the University requires that these disabled, non-working employees be paid through sponsored grants and contracts.

Draft policy #2 would provide funding to continue employer contributions to the University's health insurance plan for sponsor-supported employees whose external support has temporarily lapsed for a period of up to six months. Currently, employer contributions to health benefits are immediately terminated at the onset of a temporary lapse in salary support.

Status:

The GFC Policy Committee assembled additional material in support of the above proposals and communicated with the VP for Research and his staff and the Provost regarding their consideration. In response, the Provost established a committee within his office to review the proposed policy revisions. Because these proposals were recommended in the Diversity Commissions Report, support was also solicited from Bill Harvey, Vice President for Diversity. In July 2006, the Provost informed the GFC that the University had declined to accept the proposals.

*V. Professional Development*

Resolution: The GFC requests that the Vice Provost for Faculty Advancement review, with the assistance of the GFC, all current professional development opportunities for teaching and research faculty and revise policies regarding faculty development to make them fair and equitable to all members of the faculty. In addition, the GFC requests that the Vice Provost for Management and Budget undertake the same review for administrative and professional faculty

Goal: To seek equitable university-wide development opportunities for all general faculty within the next two years; in addition, every faculty member should have a personalized development plan, worked out between the faculty member and her or his chair or supervisor.

At conception of this resolution, the strategies were to:

1. Publicize the goal.
2. Achieve a clear understanding of *current* development opportunities for general faculty, both internal and external.
3. Collect information from our constituents about their opportunities and needs. Focus particularly on grants, reimbursements, and leave policies.
4. Based on the information gathered above, make specific recommendations to the Provost's office in January for emendations of current policies. In January, revise this strategic plan to outline new initiatives and schedules.
5. Review current evaluation procedures throughout the university and recommend new procedures to be put into place. Our goal is to have every faculty member who requests one receive an annual evaluation that includes a plan for professional development. This will better allow the members of the general faculty to be successfully evaluated in terms of the criteria outlined in the general faculty policy document.

Status:

During 2005-2006, Robin Kuzen met with Vice Provost for Faculty Advancement Gertrude Frazier to discuss, among other issues, a University-wide leave policy for professional development and career advancement for general faculty. Frazier said she would present the idea to the Provost's Council.

## *VI. Resolution on Salary Increase Equity*

Resolution: The General Faculty Council urges the University of Virginia administration to pursue salary increases for administrative and professional faculty equal to those enjoyed by their fellow faculty members, regardless of the funding source.

### Status:

The Policy Committee reviewed data on the changes in demographics among the University's faculty over the past decade. Academic faculty comprise 75% of the university's faculty; the other 25% corresponds to the professional and administrative (P&A) faculty. Percentages of track and non-track (including non-track instructional, research, and P&A) faculty are almost identical (51% versus 49%, respectively). The academic faculty is 70% male and 30% female whereas the (P&A) faculty is 48% male and 52% female. Because a substantially larger fraction of P&A faculty are female, the long-standing practice of awarding higher percentage pay raises annually to academic relative to P&A faculty exacerbates differences between average salaries for male versus female faculty university wide. To eliminate such divergence, the Policy Committee recommended to both Bill Harvey and to the Faculty Senate–GFC Joint Committee that the GFC's resolution on salary increase equity (posted on the GFC web site) be adopted. The Joint Committee subsequently recommended that the FS Executive Council consider the GFC resolutions.