

Minutes from the General Faculty Council Meeting
Wednesday, March 10, 2010
12:00 noon – 1:30 pm
Newcomb Hall Room 481

Representatives Present – Otilie Austin, Beth Blanton-Kent, Penny Bowles, Ryan Carter, Anne Ingram, Barbara Kessler, Aaron Laushway, Catherine Leslie, Terry Lockard, Pam Macintyre, Barbara Millar, Ricky Patterson (Chair), Ellen Ramsey, Wendy Sue Sewack

Representatives Absent – David Glover, Peter Norton, Marshall Pattie, Jeff Sitler, Colleen Smith, Michael Smith, Steve Warner

Guests – Linda White, Jessica Ray – guest speaker from the University and Community Action for Racial Equality.

Preliminaries

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

2. 12:15 **Call to Order and Introductions**

Ricky Patterson, Chair, welcomed the members and guests. Everyone introduced themselves.

Business

3. 12:15 **University and Community Action for Racial Equity (UCARE)**

Jessica Ray, a graduate student working with UCARE spoke to the GFC about the organization and its mission. The University and Community Action for Racial Equity (UCARE) project was started in response to the 2007 Virginia General Assembly resolution expressing regret for the institution of slavery and calling for reconciliation among Virginians, and the statement issued a few months later by the University of Virginia commending the General Assembly. The BOV's statement expressed the Board of Visitors particular regret for the role UVA played in the "employment of enslaved persons." One of UCARE's goals is to draw connections between present day racial disparities and the significant role that the University played in its institutional support for slavery and racial segregation and discrimination. We also strive to serve as a catalyst for increased collaboration between existing programs and concrete action steps for the university and community to change current inequalities rooted in segregation and discrimination.

UCARE hosts three action groups, Truth & Understanding, Repair, and Relationship, to bring community members and University personnel together for several things: to identify ways that a more complete, or "complicated" history of the University might be conveyed, ways to build deeper relationships between various members of the community and university, and action steps to facilitate transitions for all people to realize equality on a number of levels.

4. 12:25 **Diversity Council Report and NTTF/SPRS Diversity**

Ricky Patterson reported on the most recent Diversity Council meeting where Gertrude Frazier reported on diversity in the ranks of the tenure-track faculty (TTF). Progress has been made with increasing the number of women and minorities. Approximately half of TTF are women. Eighty-five percent are white; 4% African-American; 6% Asian-American; 1.5 % Hispanic; and 0.1% American Indian. Ricky looked at the numbers for non-tenure track faculty (NTTF) and found the numbers roughly equivalent. The Council noted that this information was not presented to the Diversity Committee as no one is charged with oversight of NTTF. It was suggested that the GFC representative to the Diversity Committee raise this issue and ask that NTTF be included in future reports.

5. 12:30 **Administrative and Professional Faculty Update**

Beth Blanton-Kent reported on the last meeting of the administrative and professional faculty sub-committee. The sub-committee recommended that a permanent standing committee be created to deal with the issues specific to A&P faculty. The Council discussed the process for making this a standing committee and charged the Bylaws Committee with the task. The future of A&P faculty is uncertain given that most of those positions will become University staff as they are vacated. The chair and chair-elect of the GFC are scheduled to meet with the Employee Council Steering Committee to discuss the issue of representation for the executive and administrative

University staff positions. The next meeting of the A&P Faculty sub-committee is April 7 at 9:30a.m.in McKim Hall room G141.

Committees

6. 12:35

Committee Reports

- Bylaws (Wendy Sue Sewack) – No report.
- Communications (Barbara Millar/Terry Lockard) – The Communications Committee has not yet planned the spring professional development event. We discussed possible topics which included grant writing, how to do more with less, stress management, and work/personal life balance. The Committee agreed to meet just after the Council meeting to begin planning the spring event.
- Policy (Peter Norton) – No report.
- Data Management (David Glover) – No report.
- Elections (Ellen Ramsey) – We have a full slate of candidates with at least one person running for every vacant position. It would be better if we had more than one per vacant spot. There are 2 open positions in the Health Sciences area and at least one in every other category. On Monday, March 15, election will open and remain open through Friday, March 19. Results of the elections should be available Monday, March 22.
- Senate Council Joint Committee – Ricky Patterson is attending the Faculty Senate meetings on behalf of the GFC. Gweneth West is the chair-elect of the Faculty Senate. Barbara Millar, GFC chair-elect and Aaron Laushway are scheduling a meeting to touch base with Gweneth regarding GFC and Faculty Senate cooperation.

7. 12:50 **Other Business**

The Council discussed inviting the new University president to a meeting in the fall. It was suggested that we plan an event to include all general faculty to welcome her to the University. The task of planning this was given to the Communications Committee.

The GFC agreed to contact the Faculty Senate regarding a joint response to the Attorney General's letter. Ricky Patterson agreed to contact the Chair of the Faculty Senate regarding a joint statement.

8. 1:00 **Adjournment**

Next meeting: Wednesday, April 14, 2010, Newcomb 481 at noon.