

Minutes from the General Faculty Council Meeting
Wednesday, March 14, 2007

Present

Mary Abouzeid, (for Eleanor Wilson), Dawn Anderson, Kay Buchanan, Virginia Carter, Jean Collier, Dahlia French, Phil Gates, James Groves, Kevin King, Robin Kuzen, Aaron Laushway, Lotta Lofgren, Pam McIntyre, Jennie Moody, Peter Norton, Ellen Ramsey, John Wilson

Absent

Barbara Millar, Dawn Rigney

Visitors

Lynda White

1. Call to Order

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

2. Secretary's Report from February 2007

Members from the GFC approved the minutes.

3. Election Committee Report

- Robin discussed the March general election that will fill eight open positions. She circulated a document with the candidates for seven of these positions (see the end of the minutes for this document). Arts and Sciences has two open positions and only one nomination. Robin thanked several council members for their nominations. She expects to send ballots out via email by March 20. Their term begins April 1, 2007.

4. Chair's Report

- Summary from Executive Committee
 - No meeting in March.
- Recent communication with Leonard Sandridge:
 - Jennie reported that Leonard Sandridge's response was positive, and that a meeting has been scheduled between Colette Sheey and the Policy Committee on Friday, March 16, 2007.

5. New Business

- General Faculty and the Draft 10-year plan for the University (a copy of this plan was provided to each GFC member and attached in the call for agenda items sent out on March 13, 2007).
 - Jennie asked the GFC to discuss this plan and how the general faculty fit into this plan. Jennie highlighted the five initiatives in the plan and how crucial the general faculty are to these initiatives, and identify ways we contribute significantly to them. She encouraged the GFC to discuss each

initiative by breaking into groups. John Wilson asked the GFC to consider the larger picture on how general faculty underlay the plan and to approach a response based on this larger picture. Peter Norton suggested forming groups based on each initiative and developing a statement for each initiative via email, then bringing these statements to the April 2007 meeting for discussion. A further discussion ensued about this plan and its relation to the general faculty. James Groves observed that classified staff are also not mentioned in this plan. Jennie noted that the Employee Council is an organization that could address this concern, but we should not hinge our response on their involvement or response. Chairs of each groups: Group A—Jennie Moody, B—Lotta Lofgren, C—Kevin King, D—Ellen Ramsey, E—Robin Kuzen. Virginia and Dahlia will chair the larger administrative piece. Chairs will send statements to Peter and Jennie by April 4, 2007.

6. Old Business

- Status of Resolutions (see end of the minutes for this document)
 - Jennie reported that James Groves offered to be involved in the posting of demographic information of the nature of the general faculty from UVA Digest on the GFC website.

7. Additional Committee Reports

- No reports.

8. Next Executive Committee Meeting

- Jennie proposed that the next Executive Committee Meeting meet in April. No meeting date was established.

9. Meeting Adjournment

- GFC members thanked Jennie for her service as interim Chair of the GFC.
- Jennie adjourned meeting at 1:30 p.m. She reminded members that the next meeting is Wednesday, April 11, 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.

Candidates for General Faculty Council Elections, March 2007

(1) Arts & Sciences—

Ricky Patterson, Senior Research Scientist, Astronomy Department

(1) Administration—

Dahlia French, International Faculty Advisor, International Studies Office

David A. Wolcott, Asst. to Associate VP for Research and Graduate Studies

(1) At-Large—

Richard B. Tanson, Foreign Student Advisor, International Studies Office

Teresa W. Lockard, Director, Computing Support Services

(1) Libraries—

Christian Dupont, Director, Albert and Shirley Small Special Collections Library

Beth Blanton-Kent, Librarian for Physical Sciences, Brown Science & Engineering Library

(1) Health Professionals—

David Glover, Associate Professor, Department of Medicine

Health Professionals two-year vacancy

(1) Education Schools—

Otilie Austin, assistant professor, TEMPO Reading ProgramCurry School of Education

(1) Professional Schools—

James Marshall Pattie, Director, Student Affairs, Darden