

Minutes from the General Faculty Council Meeting
Wednesday, April 9, 2008
Newcomb 481

Present

Peter Norton, Dawn Anderson, Stephanie Conley (for Terry Lockard), Merta Herrera (for David Glover) Beth Blanton-Kent, James Groves, Kelly Jordan, Megan Davis, Phillip Balestrieri, Aaron Laushway, Robin Kuzen, Pam MacIntyre, Jean Collier, Ricky Patterson, Otilie Austin

Absent

Jennie Moody, Ellen Ramsey, Barbara Millar

Guests

Ellie Wilson, Mike Hill, Anne Ingram, Susan Carkeek, Judith Reagan

Preliminaries

Gathering of Members

Call to Order

- Greeted new members:
 - Administration – Megan C. Davis, Center for Politics
 - Arts & Sciences- Steven Lewis Warner, Drama Department
 - Athletics- Kelly Jordan
 - Health Professionals-Philip Balestrieri,
- Reviewed different committees that one can serve: Communications, Elections Committee, Policy Committee, Data Management, By-Laws (Will revisit committees in May)

Business

Full results of the Faculty Senate Faculty Survey

- The survey identifies areas of dissatisfaction that the GFC can address and solve, e.g., transparency of policies and procedures. Problems and issues have been identified, now we can work on solving them. Several deans are interested in working with Gen Faculty to address the problems. The new Curry dean (Bob Pianta) met w/ the Curry GF to open the lines of communication. Ellie Wilson reported that it was a very positive conversation. Peter is working to establish a committee in the School of Engineering. Purpose: Collect suggestions for positive reforms. Bill Keene has been very instrumental in opening doors of communication w/ Karen Ryan, Dean of A&S. Peter encouraged all of the GFC to connect w/ their deans to open lines of communication.
- Ellie mentioned that survey results have been disaggregated per school. Please look at it so we can begin to address problems.

Ricky reported on parking committee related to the Task-Force

There is talk about a new benefit: fixed-cash amount that could be designated toward parking, child care, etc, or can go to retirement. Susan Carkeek clarified on some of the details and noted that on the benefits side of the equation it is strictly quantitative. Other side views it qualitatively. Job of task force to prioritize recommendations. Task force didn't accept the suggestion to look at their recommendations differently.

Diversity Council has regular meetings that Jean Collier has been attending.

Jean can no longer attend. Dawn will take her place. This committee grew out of the diversity commission report. University-wide committee. Meetings: 3rd Thursday of Month, 9-11 at Newcomb Hall.

The Senate Task Force on Non-Tenure-Track Faculty

Two committees looking at promotion for non-tenure track: (1) Teaching and Research, (2) Administrative and Professional. The provost initiated the process for the Teaching and Research Task Force and the chair of the Faculty Senate (Ricardo Padron) appointed members. HR appointed members for the A&P Task Force (this group answers to HR). Appointments were made to both in consultation with Peter Norton.

(1) Teaching and Research: Peter Norton, and Lotta Lofgren (Teaching NTTF in the English Department), and Bill Keene (Research NTTF in the Environmental Sciences Department) are serving on the faculty senate task force charged w/ reviewing policies relevant to teaching and research faculty. This task force is looking for ways to improve transparency and improve participation in governance. As GFC members we should find out what our constituents think about these issues. Collect list of things that are an interest to non-tenure track fac. What needs to be done? Let Peter, Lotta, and Bill know the concerns of your constituency. The committee will issue a report in December.

(2) Administration and Professional: Robin Kuzen, Pam MacIntyre and Beth Blanton-Kent are serving on this task force, w/ Susan Carkeek. Mission: create career paths for admin and classified staff. A&P status won't change unless they desire to adopt new system (grandfathered under old).

- The task force and executive committee (described above) are making decisions regarding different segments of the General faculty. Three main areas of membership: (1)-Admin & Professional, (2) Teaching-Research (joint committee), (3) Professional Research Staff (600 members) –not faculty but are under big tent of GFC.
- Susan Carkeek reported that there will be a public comment period to allow all faculty members to respond to the reports made by the A&P task force. The comment period will run from May to June. Check HR website. There will be a fair amount of communications about the opportunity.

Other business

Peter suggested that we hear from the new GFC members.

- Kelly Jordan: In Athletics Dept; academic coordinator for 680 students; 25 teams. She works w/ student athletes to monitor eligibility. She also coordinates

tutors for student athletes (75 tutor/mentors). Kelly has been w/ UVA for 2 yrs. She wants to know more about what it means to be part of the GFC. She is a professional/administrative general faculty member.

- Megan Davis came to UVA as undergrad; worked as social worker w/ Region 10; earned degree at Curry and is now finishing her PhD. She is the director at Gov't Politics center. Ran for council for the opportunity to network more and find out what issues she has as a GF member. A bit isolated at the center saw this as an opportunity to learn more (250 non-tenure track members and classified staff at the center).
- Phillip Balestrieri is an anesthesiologist at the medical center. He has been a faculty member at UVA for 8yrs. Has a background in Philosophy and has an interest in the traditional academic world as well as in the medical professional. Wanted to join GFC because he is interested in non-tenure faculty members. Wants to have contact w/ people in non-medical disciplines as well as those in medicine.
- Steven Warner is new to UVA. He is the new technical director in the Drama department. Steven worked for Cirque du Soleil in Las Vegas and for Ringling Bros. His main reason for running for the GFC is because he has felt a bit isolated in his role—one of the only non-tenure track faculty in Drama. Steven wants to know what his GF position means for his future and career path. He saw the GFC as an opportunity to connect, learn more, and help others who come into the University.

6. 12:50 Transition in Council chairs: from Peter Norton to Dawn Anderson

- Peter shared his reason for joining GFC. He joined as a result of personal experience when his earned employment rights under the policy of expectation of continued employment were ignored. Peter came to the GFC for advice and support. Jean Collier and Bill Keene gave him practical support, which helped him gain recognition of his rights. As the GFC Chair, Peter had the opportunity to meet w/ the Provost and deans of all schools to address concerns of GFC. Peter noted that the chair position officially moves to Dawn Anderson.
- Dawn Anderson taking over as new chair. Dawn just finished second year w/ council. Dawn originally came to the GFC from the Women's Center but recently took a new faculty position overseeing internships. Dawn felt isolated in Women's Center—small unit and wanted to be more connected. Dawn saw the GFC as an opportunity to further relationships, seek mentoring, contribute and serve University. Lessons learned from Peter: Helped Dawn see larger picture, how to have political savvy, how to take things in a measured way. Issues that we work on are part of a process and they take time. It can take an entire year to achieve a goal. GFC has more recognition and visibility as a result of Peter's work. Dawn wants to know what goals we should work on for next year.
- In our May meeting we will vote on new positions for 08-09

Committees

7. 1:00 Committee reports

- **Policy Committee:** In process of writing letter requesting more information about new letters of appointment that have been used for non-tenure track faculty. Want to know if this is a new format for all researchers or just used in A & S.

- **PD Committee:** Nothing new.

Elections: Need to run an election to replace Dave Wolcott and fill the School of Engineering vacancy; Test run for new websites.

- **By-laws** and **Database Committees** need new people to serve. (Ricky is only data person.)

- Pam McIntyre: Reminder-Luncheon at Boar's Head on Weds, May 21st noon.

- *Guest:* Judith Reagan a member from Teaching Resource Center asked if the GFC has a way to greet and orient new hires. The TRC welcomes new faculty and invites them to the TRC to offer their services. Perhaps GFC should do this and be more proactive about introducing new GF to the group and explain our purpose. There used to be a brochure, postcard, letter that went out. We should put something in place for next year. Could include with new employee orientation program. In the fall there is an orientation meeting every Weds. Communications committee should look into this and address it in future. Nice to include w/ HR orientation.

Guests

Peter noted that we had several guests at our meeting. He gave each one the opportunity to let us know what prompted them to join us.

Mike Hu, from Math, was curious about the GFC and wanted to see what we do.

Anne Ingram – came to hear about the results of the faculty survey.

Closing Note: Ricky announced that Peter participated in the *Last Lecture series*. It is a downloadable podcast.

8. 1:30 Adjournment

Next meeting: Wednesday, May 14, 2008, in Newcomb Hall room 481.