

Minutes of the General Faculty Council meeting held April 12, 2005

Present: Robin Kuzen, chair, Jean Collier, chair-elect, Mary Beth Knight, Jennifer Bauerle, Greg Strickland, Bill Keene, Nancy Gansneder, Dawn Rigney, Virginia Carter, Pam MacIntyre, Camilla Curnow, John Wilson, Ellie Wilson, Lynda White (alternate for Phil Gates), Carol Hunter, Daisy Rodriguez, James Groves, and Prue Thorner.
Absent were: Elaine Attridge, Lotta Lofgren, Chris Milner, Robbie Greenlee.

Robin warmly welcomed **newly-elected GFC members**: Mary Beth Knight, development officer for the School of Nursing and doctoral student in the Curry School; James Groves, director of distance learning programs, School of Engineering; Daisy Rodriguez, assistant dean of students in the Student Affairs Office; Pam MacIntyre, faculty continuing medical education coordinator in the School of Medicine, and Virginia Carter, director of external communications in the Office of the Vice President for Student Affairs. Phil Gates was re-elected to the Council for another three-year term. She also welcomed **guests**: Chris Ruotolo, Alderman Library, Mark Ross, Department of Urology, and Elizabeth Friberg, School of Nursing. All regular meetings of the GFC are open and we encourage guests to attend.

Chair's Report:

In our elections last month, only 12 percent of general faculty voted, out of 1600 general faculty. Our operating budget stands at \$5572. Robin reminded everyone about the end of the year luncheon on Friday, May 6 at the Boar's Head Inn at 12 noon.

Proposed policies on access to health insurance and temporary disability leave for research general faculty (these are appended at the end of this document).

Bill and Prue met with Ariel Gomez and his staff on these two policy issues and he indicated his support for the need for these benefits for research faculty and classified staff whose salaries are entirely externally funded. Following this meeting, they developed draft policies on temporary disability leave and health insurance and submitted them to the chair of the Policy Committee, David Hudson. They researched the likely exposure to risk of additional costs to the University, and submitted this information together with the draft policies. The Policy Committee's response was that additional vice presidential support is needed before the policies can be considered. Bill and Prue will confer with Ariel Gomez about asking Provost Gene Block to support these two draft policies.

GFC Resolutions: Through the Faculty Senate-General Faculty Council Joint Committee, Bill also asked the Faculty Senate to endorse GFC resolutions (these are listed on the GFC website). Marcia Childress, Faculty Senate Chair, presented our request to the Faculty Senate's Executive Committee who considered the matter but felt that they had inadequate information to proceed with endorsement. The matter was deferred to the incoming chair of the Faculty Senate, Houston Wood. Bill will approach him again in this regard.

Brochures

Before the start of the new academic year, we will have our brochure professionally redesigned and labeled individually and distributed to all general faculty, both current and newly recruited.

Recruitment and retention

Lotta and Robin were invited by Vice Provost for Faculty Advancement Gertrude Fraser to meet visiting faculty from the University of Michigan who are doing an NEH funded study of tenure track and non-tenure track faculty appointments. Lynda is providing them with statistical information. They are looking at why the non-track faculty structure (known as general faculty here) was developed, and at the tenure system, including movements toward extending the tenure clock, and allowing faculty to move between these two categories. It was an excellent opportunity to explain our situation. Gertrude is also very interested in finding ways to offer professional development opportunities to general faculty.

Diversity

Camilla stated that Gertrude Fraser had invited her, Lotta, and Robin to attend a workshop on diversity. The workshop examined problems with the typical search process and discussed ways to break out of negative stereotyping and elitism which commonly plague faculty searches. Instead, she is promoting evidence-based searches. Joanne Moody led the workshop and has a website on diversity in hiring at www.diversityoncampus.com/index.html. Marva Barnett and Angela Davis have discussed unacceptable hiring practices with the General Counsel for the University. Gertrude Fraser is recommending development of a retention plan for all new minority hires. She is placing particular emphasis on “non-immigrant minorities”, which she defines as African-Americans, Mexican-Americans, and other immigrants from the Americas.

Differentials in Salary Increases

Carol Hunter reported on conversations with Anda Webb, Associate Provost for Management and Budget, about salary discrepancies between track and non-track faculty. Anda's position is that deans hold funds to distribute within their schools. Increases are based on merit. In the next year, 4 percent average increases will be given to administrative and professional staff, while academic teaching and research faculty, both tenure-track and non-tenure track, will receive 5 percent average increases. It was suggested to Carol that Susan Harris, assistant to Leonard Sandridge, might be a good person to approach about the inequity in the pay increases proposed.

BOV Representation

We discussed lobbying for representation on the BOV. In the next step in the restructuring process, the University will present a six-year management plan to the General Assembly, and we need to have some say in that. It will receive the Governor's signature. Robin will find out who will work on the management plan. Among Virginia Tech, the College of William and Mary and U.Va., only U.Va. does not have faculty representation on the BOV.

Robin distributed copies of history professor Jeffrey Rossman's analysis of differences between the original charter proposal and the final version. Many other universities include all categories of faculty in their Faculty Senates. Over the past decade, virtually all increases in numbers of positions at U.Va. have been general faculty. General Faculty now number 1,858, or about 60 percent of all faculty (track plus non-track) at the University.

Nominations

Jean Collier was formally nominated as chair and approved. Prue will remain as secretary. Camilla will be chair-elect.

Adjournment

The meeting was adjourned at 1:30pm.

The text of two draft policies submitted to the University Policy Committee follow.

Respectfully submitted,
Prue Thorner
Secretary

ELIGIBILITY FOR EMPLOYER CONTRIBUTIONS TO HEALTH INSURANCE

Date: February 14, 2005	Policy ID:	Status: in development
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Contact Office: Vice President for Research and Graduate Studies

Oversight Executive: Vice President and Provost

Applies to: University-wide

Reasons for Policy:

During lapses in external funding, general faculty and classified staff whose salaries are dependent on external funding may lose their eligibility for employer contributions to the University's health insurance plan.

Definitions: General Faculty refers to non-tenure track research and professional staff.

Classified staff refers to employees not in faculty positions.

External Funding refers to the source of salary and benefit support whether from federal, state or local sources, or from a corporation or foundation.

Policy Statement:

The University of Virginia shall continue to fund employer contributions to the University's health insurance plan for general faculty and staff whose external salary support has temporarily lapsed, for a period of up to six months.

Procedures:

- A bridge fund to support the employer's contribution to the cost of health insurance shall be created and will be drawn upon from the end of external funding for a maximum of 25 weeks.
 - After 25 weeks of termination of external funding, the employee shall have the option to invoke COBRA rights to pay the full cost of health insurance contributions at his or her own expense.
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**PAID LEAVE FUND FOR SPONSOR-SUPPORTED
GENERAL FACULTY AND STAFF
WHO SUFFER TEMPORARY DISABILITY**

Date: February 14, 2005	Policy ID:	Status: in development
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Contact Office: Vice President for Research and Graduate Studies

Oversight Executive: Vice President and Provost

Applies to: University-wide

Reasons for Policy: To retain high quality faculty and staff in research positions which suffer insecurity due to occasional external funding lapses, uniform access to sick leave and access to health insurance benefits is needed for staff and faculty whose salaries are supported by external funding.

Definitions:

General Faculty refers to non-tenure track research and professional staff.

Classified staff refers to employees not in faculty positions.

External Funding refers to the source of salary and benefit support whether from federal, state or local sources, or from a corporation or foundation.

Policy Statement:

The University of Virginia will create a central fund to cover the salary and benefits of all employees, whether general faculty or classified staff who are temporarily disabled and unable to work for a period of up to six months.

Procedure:

- A physician's certificate shall be required regarding temporary disablement in excess of ten working days in order to substantiate claims from this fund to support temporary disabled employees.
 - Support from this fund shall not be available for more than 25 consecutive weeks.
 - During the period of temporary disability, the employee shall continue to be covered under the University's health insurance plan.
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