**General Faculty Council**

**Agenda**  
Wednesday, April 12, 2017  
12:00 noon - 1:30 pm*Alderman Library Room 317, located on the 3rd floor Alderman Library*

*Council Members Present:* John Alexander, Ben Doherty, Posy Marzani, Julie May (for Ana Abad-Jorge), Ed Murphy, Esther Poveda, , Michael Slon, , Sarah Ware, Keith Weimer, Derek Williams

### Guests: Elizabeth Roberts, Yuri Urbanovich, Esperanza Gorriz Jarque, Karen James

1. Call to Order - John Alexander  
  
2. Round-robin introductions   
  
3. Approval of minutes-- No quorum at the time  
  
4. Open Discussion of Draft Report on Impact of New NTTF Policies--

John and Posy met with Kerry Abrams of the provost’s office on 3/17/17. John distributed notes from the meeting, as well as series of questions that might be start of conversation (see attached). He began by asking: “What is the GFC’s and General Faculty Policy Committee’s response to this meeting?”

Kerry Abrams had read the comments on the new policies compiled by Sarah Ware before she met with the group and found the comments “extremely helpful.” She wants us to continue to forward comments to her so that she can see if patterns are emerging. She will keep our narrative in mind as she reviews individual school policies. Although individual faculty have been told by their departmental chairs that they would request exceptions from the Provost’s Office (so that they could be reappointed for less than the required 3-year term, Ms. Abrams had not received requests for exceptions from the schools or units at the time of the meeting on 3/17/17. So affected faculty should consult with their chairs, deans or unit heads again because no requests have been advanced.

Sarah asked for clarification – the “exceptions” refer to people whose three one-year contracts have expired and who face termination. John said that the GFC Policy Committee has heard from 16 people, several of whom were not being reappointed because of this policy.

Posy reiterated that the new policies are intended to be supportive of faculty; if individual school policies or the general policy are injuring faculty, that isn’t what the Provost wants.

John reminded the group that each school must have a policy to implement the provost’s policy by June 1. After all the school policies are in place, GFC leadership should meet with Kerry to review the policies. The GFC Policy Committee needs to see the policies by May 1. John will draft a letter requesting deans to share their school policies. The letter will also request that if general faculty have not been represented on school policy committees to date, they should be included on such committees. The draft policy for the College of Arts and Sciences has already been released and is now being revised.

John will also email the entire GF roster again to let faculty know how we’ve responded to the Provost, as well as the Provost’s advice that faculty should work through their department chairs.

Kerry Abrams had expressed surprise that [Lead@U.Va](mailto:Lead@U.Va). was being used to evaluate faculty at Blandy Farm and elsewhere. Lead@ runs counter to the purposes of annual review. Annual review requires employees to demonstrate “Excellence,” yet Lead@ relies on a 5-point scale actively discourages a ratings above 3. Ratings of 4 or 5 are reserved for truly extraordinary performance—typically based on unusual workload due to unfilled positions.

It was acknowledged that the most vulnerable people are those just being hired. Can GFC create something for new hires that would direct general faculty to some of these resources, so at the moment when they might know the least about it (i.e., immediately upon hiring, when negotiating contracts) they’ll have the opportunity to learn more. There was discussion about creating a separate page for new hires on the GFC site. Another possibility would be a presentation at an orientation for new faculty (sometimes up to three months after the employee has begun to work at U.Va.) People may be most receptive to hearing the new information at this point. The presentation could involve an explanation of benefits and of the policies.

Previously, the GFC had been asked to submit feedback on new University policies governing all staff and faculty international travel. It was decided to submit the request for feedback to the entire gf roster. The policies may have significant impact upon people not on Council or closely represented on Council.

John asked what is the most effective way for the Council to connect over the summer, and it was decided that email is the most effective means of communication. We will elect new officers at our June meeting and reconvene in September.

5. GFC standing committees

• Elections - Ed Murphy – The message opening the election was sent April 10. Qualtrix is our software. Reminders will be sent April 17 and 20.

6. Discussion:

Presidential Search—listening sessions are taking place in some schools. We are encouraged to fill out the [University of Virginia Presidential Search Survey](https://virginia.ca1.qualtrics.com/jfe/form/SV_86BJBGN0aMAWwxn).

International travel—Some international faculty are having trouble with visas, especially in foreign language departments, and this needs to be addressed. Faculty are having trouble getting a contract to work because of visa issues.

Meeting adjourned.