

Meeting of the General Faculty Council  
April 13, 2004  
12:30-2:00  
Rodman Room, Engineering School

AGENDA

Present: Robbie Greenlee, Bill Keene, Lynda White, Prue Thorner, Robin Kuzen, Donal Day, Chris Milner, Phil Gates, Jennifer Bauerle, Lotta Lofgren, Jean Collier, Nancy Gansneder, Greg Strickland, Jann Balmer, Derry Wade, and Mary Abouzeid. New members: John Wilson, Ellie Wilson, Camilla Curnow. Not present: Elaine Attridge, George Hashisaki, and new member, Carol Hunter.

I. Chair's report and welcome of new members 12:30-12:50

The meeting was called to order at 12:35. Lotta asked current members to introduce themselves to the new members who were attending for the first time. She then announced the closing reception on May 11<sup>th</sup> at Pavilion One. She next asked Bill Keene to report on the new Faculty Senate/General Faculty Council Joint Committee. Bill will chair the committee and Robin Kuzen, next year's GFC chair, will be an ex-officio member of the committee. He handed out a printed report and told everyone to let him know if there were points to be discussed in the future. This is an academic committee that will help give us visibility at the university level.

Lotta thanked each departing GFC member individually for his or her service on the Council.

II. Update on the Forum 12:50-1:00

The Forum will take place on Friday April 23<sup>rd</sup>, from 3-5 p.m. Jann Balmer reported that a meeting was scheduled for the next week with Colette Sheehy to make sure that everything is in place. Lotta asked Jann to introduce the speakers at the event. We discussed the questions that the speakers would address. They have been apprised of the charter school issue and that it would probably come up as a question.

We are also looking for more publicity for the Forum in addition to the flyers. We talked about placing an ad in the Cavalier Daily and an announcement in Inside UVA, Top News, and the UVA calendar.

III. Report on the executive committee meeting 1:00-1:10

The executive committee met on March 22<sup>nd</sup>. The topic was our re-visioning project. Lotta summarized for the new members the process we went through to arrive at this place. Lotta began the re-visioning process for us several months ago by summarizing

the minutes from the past ten years; as a group we evaluated the “problems” we need to address. The problems are: the administration listens to us but nothing gets done, our goals have been too unrealistic, we have been overwhelmed by the policy document, and we have underestimated our own strength. At the last full council meeting, we had a visioning process to articulate our main concerns. After that meeting, the executive committee met to sift through the suggestions. We decided to focus on four issues (with some overlap): (1) all classifications of general faculty would benefit from a finalized policy document; (2) administrative and professional faculty are concerned about equitable salary increases; (3) research faculty are concerned about temporary leave and benefits; and (4) academic general faculty are concerned about professional development opportunities in their schools. Lotta asked for the consensus of the group. Phil moved to adopt these four issues as our main focus; Nancy seconded, and the motion passed unanimously.

Phil also suggested that we formally thank the legislature for the part-time health benefits legislation that they are voting on. It was decided that we would wait until after the bill is actually passed to do that.

#### IV. Visioning process, cont’d.

1:10-1:55

The next step might be to think about reconfiguring the committee structure of the Council to pursue these issues. However, there are things we need to do every year (elections, by-laws, etc). It was suggested that we spend some time at every meeting brainstorming ways to make our collective voice heard in a better way. A new member asked if there was an existing group we are patterning ourselves on. We decided what we want is to get better at working with and communicating between other University groups. Bill Keene explained that the concept of using resolutions on our website may be one way to make our voice heard.

Draft resolutions were circulated so we could discuss them at a future meeting.

The first draft resolution concerns **temporary disability leave** for general faculty. Bill reported that, while researching the background for this resolution, he found new language in our disability leave...language that has been inserted recently and is very different from what we have had applied to us. There are now TWO conflicting policies on the books (the one that is legally binding and the new one on the Provost's website). There are many problems with this...there are three different policies now. As chair of the Policy Committee, Bill requested that the council allow the committee to draft a statement immediately, to be approved by the chair, addressed to Gene Block, copied to Yoke San Reynolds, objecting to this new policy (the one that is posted on the Provost's website). This letter should be sent immediately and copied to the chair of the benefits committee as well as the faculty senate.

A resolution on the temporary disability leave should be adopted at the next meeting and posted on our website, with or without resolution from the Provost's office.

A second draft resolution concerns the General Faculty **Policy Document**, which has been under revision for seven years (it is an eight page document). Provost Gene Block has forwarded it to President Casteen, who then forwarded it to his Cabinet. The revised policy has a clause in it that we did not agree with about the expectation of continued employment (ECE). If and when the document comes back to us, we can then take a stand on the point/s on which we disagree. We are waiting for its return imminently. The new policy document is improved with regard to language (we eliminated a lot of the legalese). There is more explicit language for “expectation of continued employment” although it contains weaker wording for general faculty rights than the old policy. There is also some new language about grandfathering. Bill’s “resolution” asks for movement on the revised policy by the administration by the next academic year.

A third draft resolution deals with **temporary disability leave benefits for sponsor-supported general faculty and staff**. Because there is no policy, every time a faculty member has to take leave, there are many concerns about who funds the disability leave benefit. This is not an issue that a sick or disabled employee should have to worry about. We would like to suggest that the University consider spreading the funding risk like an insurance policy...across the University, by establishing a University-wide pool to fund temporary disability leave. This is a reasonable request and plan...one that every administrative speaker to our group has thought was rational. But no one has ever moved on it. So we will propose a resolution to this effect.

Finally, a resolution regarding professional development support for non-track faculty was drafted for the attention of the new Vice Provost for Faculty Development. We want to make her aware of our existence and propose that general faculty be provided with opportunities for personal growth, as a means improving faculty morale.

Lotta asked that members come next time having read these resolutions and be ready to discuss them.

V. New business 1:55-2:00

There is no business.

VI. Adjourn 2:00

Photos were taken of the new council members. The meeting was adjourned at 1:55.

Next meeting is May 11<sup>th</sup>, Newcomb Hall Room, 389.

Respectfully submitted,  
Mary Abouzeid  
Secretary