

**UNIVERSITY OF VIRGINIA****GENERAL FACULTY COUNCIL MINUTES****MAY 11, 1994****Members:**

John Alexander

\* Julia Martin

Beth Picknally Camden

Bernard Mayes

\* Mark Doherty

James McGowan

Wei Li Fang

Richard McGuire

\* Patricia Lampkin

Bill Randolph

Ann Loper

Richard Sealock

\* **indicates members absent**

The minutes of April 13, 1994 were approved.

Jim McGowan, the new Council representative for the Medical Center, was welcomed to his first meeting.

**OLD BUSINESS:****Bylaws:****Discussion of Open meeting/changes to the bylaws:**

John Alexander and Beth Picknally Camden reported that the open meeting of the Council to discuss the bylaws was only sparsely attended. One issue was raised requiring a change in the bylaws.

MOTION: John Alexander moved that section VIII. J. be rewritten as follows:

All Council meetings shall be open unless the majority of the Council members present vote to go into executive session. Representatives of absent members may remain during an executive session.

Motion was passed by the Council.

**Update of by-laws addendum:**

John Alexander distributed a revised version of the proposed Bylaws addenda, including: election procedures; administrative areas of representation; and terms of office. In the areas of representation, John has used the most current figures to revise the distribution of representatives on the Council. Libraries would be merged with Centers, Press, Publications, Museum and Papers, under one representative. The Medical School would have increased representation with 3 representatives. Under this new distribution, each Council member would represent on average 127 constituents.

The discussion of enlarging the Council was re-opened. The sense of the Council was that the bylaws should not be delayed to resolve this question, so we would wait and discuss in-depth over the coming year. The possibility of an at-large member for professional research staff was also discussed.

**Mailing to General Faculty:**

Beth Picknally Camden will coordinate the mailing. It will include a cover letter from Bill Randolph, the bylaws, a Council information sheet, and a ballot/survey form. General Faculty will be given two weeks to respond, so that we can have the results by the next meeting.

**Inequity in notice of termination:**

Richard Sealock distributed a handout with the pertinent sections from the policies covering the General Faculty and Professional Research Staff, including the "Policy on General Faculty", "Guidelines for General Faculty Staffing Due to Financial Stringency", and "Professional Research Staff Terms and Conditions of Employment". He has contacted Kathy Reed in the Provost's Office, and she has confirmed that these are all the relevant policies. He will follow-up with additional questions. The major concern is that Professional Research Staff have no written standard on length of notice, while General Faculty receive 3 to 12 months notice.

**General Faculty Handbook:**

Beth Picknally Camden reported that she met with Mair DeVoursney to discuss the need for a General Faculty Handbook. Ms. DeVoursney suggested that the Council should focus on the need to update the General Faculty policy first, and that an updated policy could be issued as a supplement to the Faculty Handbook. The Council agreed that a subcommittee should review the policy and draft a letter to the University Administration asking that a committee, including representatives from the Council, be established to update the policy.

**Domestic Partner Benefits:**

Bernard Mayes presented additional background information on the issue of domestic partner benefits. The Lesbian /Gay/Bi-sexual Faculty and Staff Association will be making a recommendation to the University that benefits be extended to domestic partners. The Student health plan may be extended to domestic partners. Bernard Mayes presented a motion in domestic partner benefits. The motion was amended by Bill Randolph, and the amendments accepted by B. Mayes. The motion was seconded by R. Sealock.

**MOTION ON DOMESTIC PARTNERSHIPS**

The bona fide status of domestic partnerships has already been formally recognized at a number of major four year educational institutions in the U.S.; and it has been shown that, with contractual safeguards and phased introduction, the offering of health benefits and service privileges to bona fide domestic partners is economically feasible; Therefore, the General Faculty Council of the University of Virginia, requests that the University administration explore the feasibility of providing such health benefits and service privileges to bona fide domestic partners as are currently offered to marital partners viz. health services, usage of libraries, gymnasiums and any other facilities.

Motion was passed by the Council. Letters will be sent to the executive council.

**NEW BUSINESS****Compensation and equity study:**

Li Fang reported that some of her constituents were concerned with the report from the Council's meeting with Mr. Sandridge which mentioned that Compensation equity plan has been dropped. There is concern with gender equity in General Faculty salaries and with equity between schools. She also presented some background information received from Carol Pfeiffer, former chair of the Committee on Women's Concerns: equity studies were done for the teaching faculty, but not for the General Faculty. Bill Randolph mentioned that there are currently salary ranges for classified staff and for Professional Research Staff, and each school has a starting salary for teaching faculty. So, the University tried to develop a plan with salaries ranges for General Faculty,

but since it sounded like a "classification" plan, many faculty objected. It is a very difficult issue to sort out, involving issues of "comparable worth", state and private funds, and varying lengths of contract.

**Next meeting:**

Wednesday June 8, 1994 1:00-3:00 Vice President's Conference Rm., McKim Hall, Rm. 3001

Send agenda items to Beth Picknally Camden by June 1, 1994