GFC Minutes, May 11, 2016

**GFC Leadership Forum: Joanne Hoagland, Health and Welfare Benefits Program Manager**

* Joanne thanked everyone for the excellent participation in the Spring Hoos Well Challenge. 8,000 people participated, logging over 4 billion steps!
* A question was asked about the cost-effectiveness of the program. A $100 reward for 8,000 people = an $800K outlay for the program. Has it really had measurable impacts (ex., fewer work days lost)? Yes, after five years, we can see improvements. These incentive programs also take us out of the “Cadillac health plan” category, because we are being proactive in trying to reduce health insurance claims. It also saves us on taxes.

**Faculty Senate, Nina Solenski, Chair**

* The Board of Visitors want faculty (perhaps 40-50) to participate in a retreat with the Board in August. More details will be forthcoming.
* The GFC should think about succession planning in terms of President Sullivan’s eventual departure. What kind of representation do we want on search committees? What values are important to faculty? What criteria would we want to advance for a University President selection?
* Faculty Senate held elections recently. Mimi Riley advocated for a town hall meeting to discuss equitable faculty representation in the Senate. What does shared governance really look like?
* A discussion ensued about getting voting representation for faculty on the BOV. Nina pointed out that the idea of non-voting faculty representation has been written into the BOV Bylaws, and any change to the BOV’s structure requires legislative change at the state level. Michigan State does have voting faculty on its Board of Visitors, but no Va. institution.
* The Provost is pulling together a very large group of stakeholders, including students, members of the Charlottesville City Council, and University staff, to have a half-day Charrette to discuss all aspects of culture at the University. Actionable items will emerge from this session, most likely related to increasing a culture of respect and responsibility.
* Joe Garofalo is stepping down from the Faculty Senate.
* Greg Saathoff observed that the idea of the Chair of the Faculty Senate reporting to the GFC is a relatively new development. This is a great model of shared governance, and Nina is to be commended for making her reports to the GFC a priority.

**Policy Committee, Kathryn Reid**

* The GFC Policy Committee and the Faculty Senate Policy Committee issued a joint statement in response to the Provost’s recommendations—especially addressing concerns about treating the A&P faculty separately. The Provost’s recommendations aren’t policy set in stone. He has bene moving on this. Summer is usually a time for policy review.

**Bylaws Committee, Sarah Ware**

Waiting for results of the elections to see if changes should be made to the Bylaws. She and Mike Murphy will develop a more formal policy for email lists. They issued a call for anyone who wants to help develop the policy.

**Elections Committee, Ed Murphy and Sarah Ware**

Election will close Friday evening. 289 votes were submitted by May 12.

**Librarian as Faculty, Keith Weimer**

* Librarians were the main group of A&P faculty to respond to Keith’s call for comments on the Provost’s Recommendations about Non-Tenure Track Faculty. The Recommendations included an option for librarians to be hired as professional faculty.
* Librarians had several questions about the recommendations. (See attached document.) As a group, they support a switch to the Evergreen contact, with appropriate protections for academic freedom and restrictions on ending employment without good cause.
* There was discussion about the Dean of Libraries’ 2013 decision to end faculty status for incoming library hires. This decision did not reflect library consensus, and should be revisited by the new Dean of Libraries given the academic nature of librarianship.
* There was consensus among the GFC that the GFC should have been consulted on a decision with such ramifications for general faculty. The Law Library, though separate administratively from the University Library, has not been allowed to hire new positions as faculty, and the University Library decision has been cited as a justification.
* There was also a feeling that it is an issue of academic freedom for the Dean to have acted without the consent of the library faculty. The U.Va. chapter of the Association of University Professors had expressed concerns to the Dean in 2013, and is willing to do so again.
* Keith was urged to survey library staff to “take the temperature” of the University Library on this issue. Do a majority of librarians still support the idea of librarians as faculty? What are their main reasons for doing so or not doing so?