

Minutes from the General Faculty Council Meeting
Wednesday, May 12, 2010
12:00 noon – 1:30 pm
Newcomb Hall - Board Room

Present:

Casandra Blassingame, Penny Bowles, Addeane Calleigh, Anne Ingram, Barbara Kessler, Aaron Lauschny, Terry Lockhard, Pam MacIntyre, Bethany Nowviski, Ricky Patterson, Jeff Sitler, Colleen Smith, Steven Warner

Absent: Otilie Austin, Richard Floyd, Denise Kavoli, Catherine Leslie, Barbara Millar, Peter Norton, Kathryn Reid, Michael Smith

Guests: Ladi Carr

Preliminaries

1. 12:00 **Gathering of Members**
2. 12:10 **Call to Order**

The General Faculty Council extended heartfelt thanks to Ricky Patterson, outgoing President of the Council. He was presented with a gift certificate from the Downtown Grille.

Business

3. 12:10 Ricky Patterson led the discussion regarding "Professor of Practice" rank that is currently under consideration by the Faculty Senate Policy Committee. The Faculty Senate has some concerns about the rank, but agreed that this would be an acceptable from their perspective. The "Professor of Practice" rank is described as a limited term, with someone without academic credentials. This rank is held by about 50% of our peer AAU positions, so it gives competitive disadvantage not to take it. An immediate use of such a rank would be to get special faculty to come to the Batten School. The position trumps lecturer. Bill Keene of the Faculty Senate has been active in making sure that the appropriate grievance processes are in place. It was noted that the person who holds this rank is called professor and yet they do not have the academic credentials that many of the GFC have and the GFC does not qualify for this. Many hold advanced and terminal degrees that are lecturers, but are not permitted to hold any position higher than that. It marginalizes the lecturer rank. Questions asked were, what about the Visiting Scholar rank? Ricky Patterson stated that at the first Faculty Senate meeting raised this as a question as well. He gave an example of a professor who only holds an undergraduate degree. Terry Lockhard asked if people have refused to come here because the Professor of Practice rank was not available. Are we creating an issue

that isn't really there? This was unclear. An important question was raised, about the tenure of the Professor of Practice. How long would one want to stay? Annually up to three years with a possible fourth year. Ideally, someone would be coming to UVA as almost a sabbatical from the real world and planning to resume their real career. The Professor of Practice rank is used widely at Harvard. Batten School wants to be competitive with Harvard.

Anne Ingram noted her concern that there would be a limit on the number of times a Professor of Practice could be re-appointed.

A guest at the council stated that they were aware of a general faculty member at UVA who was being courted by a different university. They had no PhD or advance degrees, but they are being promised a Professor of Practice position.

Opinions were split about the rank. One council member was concerned about the way individuals were being brought in to UVA. They are carving out a new area of general faculty. It was requested that the GFC should send their comments on this topic this week to Peter Norton.

Ricky Patterson noted that he knew of one specific individuals that would not be a Professor of Practice because UVA want to keep him long-term. It was also noticed that if this rank is offered to people coming into UVA from outside, then it radically changes the possibilities to those already here. It might not be offered to those already here. It is a lot like an honorary degree.

Terry Lockhard again requested that GFC send comments to Peter Norton.

4. 12:30 Annual General Faculty Council Lunch

Terry Lockard announced that the annual GFC lunch would be Wednesday, June 9 at the Abbott Center at The Darden School. Cost would be \$6 per person. We would be welcoming new members and celebrating those leaving the GFC. Please RSVP to Barbara Millar.

5. 12:35 Diversity Council Update

Ricky Patterson stated that the Diversity Council met the day after the last meeting. Mostly student groups presented. Barbara Millar needs to be placed on their mailing list. The next meeting is schedule for next Thursday.

5. 12:45 Update from the A&P faculty working group

Susan Carkeek was unavailable in to meet with the group in April. The group will meet in June on the 1st Wednesday of the month. The meeting is scheduled for 3:30 p.m. in McKim Hall. Pam MacIntyre explained that when UVA staff and professional managers were created, a number of AP faculty would no longer be maintaining their status, leaving a small group of people that the GFC felt would be on their own "island" without anyone looking out for them. Who would be their advocate to handle grievances? Would it be the Employee Council or the

General Faculty Council? Who is representing those who have gone over to University Staff?

Barbara Kessler wondered which were going to stay AP after other converted to University staff? You can carry your title with you. Others have been asked to voluntarily give up their position in order to get the job. It is very implied. We want to ask Human Resources to make sure that the discussion takes place.

Ricky Patterson stated that someone who was academic non-tenure track faculty who found out that the rule only applied to AP faculty and they could not keep their rank contacted Ellen Ramsey. Terry Lockhard stated that this point needs clarification. They did not point out that they were being exclusive.

Ricky Patterson and Terry Lockhard met with the Employee Council, along with Anne Hamric of the Faculty Senate. All are struggling with where they fit as University Staff. They were still faculty, even though they chose to switch. It seems clear that the Employee Council is not certain. So who are we as we move forward? Should we embrace those who have become University Staff? Should we invite the new chair of the Employee Council to come to one of our meetings along with Gweneth West, chair-elect of the Faculty Senate?

Being on Employee Council with those supervised and supervisors together is difficult. There are four Employee Councils. (Medical Center, Health Sciences, Provost areas and academic areas that report to Leonard Sandridge. Changes in administration will make some of Leonard Sandridge's power go to the Provost. All four groups have a different idea of what they should and should not do. They asked us (GFC) why we thought we were empowered. Their department elects them. When they speak, they are speaking on behalf of their department. It was a good meeting and we hope to have an ongoing dialogue with them.

6. 12:55 Faculty Senate position statement on Attorney General's investigation of Dr. Michael Mann

Ricky Patterson mentioned that the Faculty Senate stated that they wanted the General Faculty Council to endorse their statement that speaks to academic freedom. The Faculty Council acted very quickly on this issue brought forward by Attorney General Ken Cuccinelli. It is their hope that the GFC would put it on its website. Ricky Patterson motioned that this be done. Pam MacIntyre seconded the motion. The motion carried. The General Faculty Council endorses the Faculty Senates position statement on Attorney General Ken Cuccinelli's investigation of Dr. Michael Mann unanimously.

Terry Lockhard stated that the GFC should let the Faculty Senate know that the GFC has endorsed their statement.

Committees

7. 1:15 **Committee reports:**
- Bylaws – Wendy Sewack, Chair - no report
 - Communications – Steve Warner Chair, Aaron Laushway, Co-Chair – The group was reminded of the next professional development event at Darden on June 3rd from 12 to 1:30 led by Alec Horniman. Please RSVP directly to Barbara Millar. Parking will be free. The title of the presentation is “Leadership in Times of Change.”
 - Policy – Peter Norton, Chair. Peter was not in attendance by Ricky Patterson stated that the Professor of Practice is a current issues. Bill Keene was stepping down as the chair of the Policy committee and Bob Bloodgood will replace him. Ricky also stated that there would be a working group that will look at revising and creating new policies that are consistent and useful. Updating current policy is only a stopgap.
 - Data Management – Ricky Patterson, Chair. Ricky has updated the mailing lists. There was discussion about whether or not former members of the GFC are on the GenFac list. In policy, they are all policy committee members. It could be useful to have them on the GenFac list, but perhaps we should create a 3rd list. Note also that the Collab site for the GFC is where some documents get posted, along with the membership list.
 - Elections –Jeff Sitler, Chair – no report
8. 1:25 Other Business – no new business
9. 1:30 Adjournment – 1:15 adjourned

Next meeting: Annual Luncheon, Wednesday, June 9, 2010, Abbott Center at the Darden School