

**Minutes from the General Faculty Council Meeting**  
**Wednesday, May 14, 2008**  
**Newcomb 481**

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**Present**

Dawn Anderson, Otilie Austin, Beth Blanton-Kent, Jean Collier, David Glover, Robin Kuzen, Teresa Lockard, Pam MacIntyre, Jennie Moody, Peter Norton, Ricky Patterson, Ellen Ramsey, Michael Smith, Steven Warner

**Absent**

Philip Baliesteri, Megan Davis, Kelly Jordan, Aaron Laushway, Barbara Millar, Marshall Pattie

**Guests**

Marva Barnett, Gina Donato, Bill Keene, Simonette Liuti, H. Caitlin McLeod, Lynda White

***Preliminaries***

1. 12:00 **Gathering of Members**

2. 12:15 **Call to Order**

- Dawn Anderson called the meeting to order and welcomed guests.

***Business***

3. 12:15 **The Senate Task Force on Academic General Faculty**

Peter Norton had little to report about the Faculty Senate Task Force on Academic General Faculty as they recently had their second meeting. This Task Force is responsible for identifying issues of interest to non-tenure track academic faculty. Bill Keene, Ellie Wilson, and Lotta Lufgren, all former GFC chairs, are also on the Task Force. The GFC is well represented. Academic faculty with concerns should forward them to one of the GFC representatives on the Task Force as there is still time to shape the discussion. The committee will explore four basic categories of issues: governance, promotion and faculty development, employment protection, and hierarchy of policies.

4. 12:25 **Diversity Council April 2008 Meeting**

Dawn Anderson reported on the April meeting of the Diversity Council. Two items were on the agenda. The first was a change in residence hall assignments. Beginning this summer, first year students will no longer have the option of choosing between the McCormick Road and Alderman Road dorms. The second item was a report from Mr. Bill Harvey on diversity in administrative and managerial positions at the University. A recent study compared U.Va. to 45 of our American Association of Universities (AAU) peers in terms of diversity in the executive/administrative/managerial positions. U.Va. ranked about midway among those peers. Recently there were eight senior level administrative open positions with active search committees. As a result of active recruiting, there have been far more women and minorities applying for these positions. The University has identified 20 recommendations to improve diversity in the senior administration. Three of the 20 were identified as priorities. They are to enhance support to search committee; to increase expectations and accountability with regard to diversity hires; and to create an institute for faculty advancement to improve leadership opportunities.

5. 12:35 **Elections of GFC Officers (Chair Elect, Secretary, and Webmaster)**

The incumbent officers described the duties of each position. Ellen Ramsey described the duties of the Webmaster which are to upload the agenda and minutes of each meeting to the website and to update the GFC membership on-line as needed. This is a good role for someone interested in learning how to develop and maintain web pages. Terry Lockard reported that the duties of the Secretary are to take attendance and the minutes at each meeting. This is a great role for a new member as it is an opportunity to learn a great deal about the Council. Dawn Anderson described the position of Chair Elect. S/he spends the year working with the current Chair to learn the ropes in preparation for taking on the role of Chair the following year. Beth Blanton-Kent was elected as the Webmaster. She will serve in this role for the fall 2008 semester. She will be working with Semester-at-Sea during the spring 2009 semester, so Ellen Ramsey agreed to take on the webmaster duties for the spring. Otilie Austin was nominated for and elected to the position of Chair Elect. Terry Lockard agreed to stay on as Secretary if none of the new members (who were not present) were interested. The slate of officers was unanimously approved.

6. 12:50 **Human Resources Restructuring**

Bill Keene reported that the draft HR restructuring plan will impact the administrative and professional (A&P) general faculty in several important respects:

- As of 1 July 2006, individuals hired into A&P positions will be incorporated into the new University Staff system.
- Those hired prior to 1 July 2006 will be grandfathered and have the option to remain in the current system or opt into the new system.
- Under the new system, University Staff positions previously classified as A&P General Faculty will not carry faculty titles.
- However, individuals hired into some University Staff positions may also be appointed to the faculty and carry faculty titles. In other words, appointment to the faculty would be specific to the incumbent in a University Staff position but not an intrinsic characteristic of the position itself.

The net effect is that, over time, A&P faculty will cease to exist as a subset of the University's faculty. This change has potentially important implications for recruitment and retention involving some positions such as senior professional faculty in the library system. The draft restructuring plan was recently posted for review and comment. As the representative organization for A&P faculty at the University, the GFC should carefully review and respond to the plan.

7. 1:00 **Other Business**

Dawn Anderson asked for suggested guests for next year. The Council agreed to ask Susan Carkeek to come in September to discuss the restructuring initiative. We will invite the new dean of the College to join us in January and will invite the new Chair of the Faculty Senate in November.

Peter Norton announced that general faculty the School of Engineering created a school general faculty committee. It was formed April 8, 2008 and has already brought issues forward to their dean. Peter encouraged other schools to create their own general faculty committees. Since so many issues are school-based these committees have the potential to really make a difference.

The GFC luncheon is scheduled for Wednesday, May 21, 2008 at the Boar's Head Inn.

### *Committees*

#### 8. 1:15 **Committee Reports**

- Policy Committee: Otilie Austin presented a recent reappointment letter sent to a research faculty member in the College. It is significantly different from previous years. She presented a draft letter to the Provost seeking clarification about this change. The Council agreed to review the letter and send comments to Otilie.
- Elections Committee: Robin Kuzen reported that 2 elections are currently underway to fill a vacant administrative position and one representing the School of Engineering.
- There were no other committee reports.
- The Chair asked that all committees meet once more before the end of the academic year.

#### 9. 1:40 **Adjournment**

*Next Council Meeting:* Wednesday, June 11, 2008, 12:00 noon – 1:30 pm, Room 481, Newcomb Hall