

Minutes from the General Faculty Council Meeting
Wednesday, June 11, 2008
Newcomb 481

Attendance

Representatives present

Mary Abouzeid (proxy for Otilie Austin), Dawn Anderson, Jim Baker, Beth Blanton-Kent, Megan Davis, Kelly Jordan, Robin Kuzen, Aaron Laushway, Terry Lockard, Pam MacIntyre, Barbara Millar, Jennie Moody, Peter Norton, Ricky Patterson, James Marsh Pattie, Ellen Ramsey, Richard Tanson, Michael Smith, Steven Warner

Representatives absent

Jean Collier, David Glover, Phillip Balestrieri

Guests

Jim Baker, Gina Donato, Anne Ingram, Bill Keene, Donna Klepper, Robert Kolker, Rebecca Leonard, Lee Llewellyn, Cliff Maxwell, Susan Karkeek, Sherry Morris, Esther Onega, Ophelia Payne, John Payne, Judith Reagan, Cindy Reed, Doug Tammen, Lynda White, Joe Wynne

Preliminaries

1. 12:00 **Gathering of Members**
2. 12:10 **Call to Order**
Dawn Anderson called the meeting to order and welcomed guests.

Business

3. 12:15 **The School of Engineering General Faculty Committee (Peter Norton)**
 - Dynamic new committee has been formed in the E-School (has bylaws, elected chair, working at the E-school level); eight members (think # is correct); Peter encouraged other schools to form such committees to help represent needs of faculty in their individual schools (have a mix of faculty types); with such, he thinks they could get much more done, as Deans of school may be more likely to take committees within schools more seriously than the larger GFC, as they are school-specific.
 - Library Sciences has similar committee for faculty.
 - M. Smith asked about Dean's response – does E-school formally recognize this committee? Peter said that not as of yet, but such is the plan.
4. 12:19 **Diversity Council May Meeting (Dawn Anderson)**
 - 1) Deborah McDowell – Director of the Carter G. Woodson Institute – provided background and overview of this Institute. Bill Harvey discussed role Woodson Institute plays in hiring faculty and recruiting and retaining African-American faculty (general and tenured).
 - 2) Bill Harvey's office – 2/24 and 2/25 – Annual Symposium on Race and Society at Darden; Erika James discussed theme of symposium: Avenues of Equality.
5. 12:21 **Budget Update (Robin Kuzen)**
Robin reported that the current balance is \$1,682; and expects \$2,500 for FY 2009.
6. 12:22 **Update on New Reappointment Letters for Academic Non-Tenure-Track Faculty (Dawn Anderson)**

Dawn hand-delivered letter to Provost Tim Garson, and received immediate response from Mr. Justin Thompson, Assistant Provost for Academic Planning and Development; Mr. Thompson advised that GFC send letter to new College Dean Meredith Woo – process should start at Dean's level. Peter asked if language that we were questioning was at college or university-level (general council's office)? Need this clarified. Are all schools using the same language? If so, why or why not? Curry and CLAS are using the same language for reappointment. Dawn will follow up with Mr. Thompson.

7. 12:29 **Fall 2008 Speaker Update (Dawn Anderson)**

- Ms. Susan Carkeek (HR restructuring – September meeting)
- Mr. Ed Kitch (new chair of Faculty Senate – November meeting)
- Ms. Meredith Woo (new CLAS Dean – haven't heard back yet as to when she can attend)

8. 12:30 **HR Restructuring Initiative (Pam MacIntyre, Robin Kuzen, Beth Blanton-Kent)**

Susan Carkeek, Vice President and Chief Human Resource Officer, was present to answer many question and address concerns expressed by those present. She reminded all present that the comment period ends June 30, 2008. Website, created by development and public affairs, was set up around different task forces. These comments are not yet open for public viewing. On June 10th and 11th Career Expos were held (700 folks attended). HR is still gaining a sense of whether they are on the right track with the career paths. Their wish is to replace the state classified system (with is considered rather rigid) with something more fluid. The goal is to keep what is best (e.g., progressive discipline and due process), and to replace or augment with other best practices (e.g., career tracks, advancement procedures). Reminder: A&P faculty members do not have to switch to University staff, but HR will still address their concerns (e.g., market-based pay).

Currently, there are so many different kinds of posts/duties under the A&P category, and about half of those positions are obvious candidates for change (e.g., HR, finance, development – no natural affiliation with university faculty model, therefore it makes sense for them to move out and follow more of a business model). For the others, what is the best answer? What would be the impact on this group (would it remain hybrid or become a more academic group)?

Pam McIntyre reported that the Task Force submitted their HR policy recommendation on April 11, 2008. They recommended that A&P faculty be transferred to University staff. They will know by September whether this will be the case, but feel it is very likely. However, those that currently hold A&P faculty posts will not be forced to change to University staff – they may remain faculty if they choose to do so.

Robin Kuzen explained that they are trying to maintain flexibility of options that A&P faculty currently possess have. They feel that the Task Force did good job in helping to define A&P faculty, as well as non-tenure track faculty.

Beth Blanton-Kent reported that Susan Carkeek spoke to library faculty about these recommendations, how it will affect them, and how it will support librarians and students.

• **The unknown**

Many present expressed anxiety over the lack of clarity as of now regarding the pros and cons of switching from faculty to University staff. It is difficult to comment on such when not much is known. How can informed choices be made?

• **Perceptions**

There exists concern over perception (status, symbolic and practical) internally and externally. If posts are changed from faculty to staff, how will this change the perception of the post and its duties? How might it affect recruitment of new hires? How might it affect competition with other higher education institutions?

For those that currently hold faculty posts, but change to University staff, what will then be the difference between them and other staff?

There is a task force meeting right now regarding this issue. Meeting between task forces may be a good option. Maintain faculty title to keep competitive edge/esteem/status. How would this be structured? What do these faculty look like? Do they make up a somewhat cohesive group among schools, departments and centers? Some feel that librarians were large enough group to have leverage and accomplish this, but what about the rest of us (“We meet and talk about it, but then what happens?”)?

- **Current variance in A&P faculty - within group and compared to other UVa faculty**

Duties - Many A&P faculty do not teach classes, but are educators. Why can't these faculty posts be moved to the academic side, instead of being absorbed under staff title? Current faculty system at UVa is complex - instructional (teaching and research), academic, administrative, and professional.

Pay and promotion - Researchers who work on contractually funded projects –where does money come from for a raise? Currently, there exist huge pay disparities in the A&P world. No common market range. Some who have never had an evaluation the whole time they worked at UVa. Regarding career opportunities, promotional/advancement do not exist for many A&P at the moment, and they are deadlocked where they are.

Susan Carkeek discussed the two complications and extremes in the grants/contracts world (e.g., classified staff – can't get more than what state allows, but with faculty you can give them more). Reverse situation, where grants don't provide for any salary increase. When UVa accepts grants, pay practices have to be the same. She reported that we will see ranges for different performance evaluations.

Job insecurity – currently, there does not exist the expectation of long-term employment with only a yearly contract for most A&P.

Policies and procedures – Currently, there do not exist strong policies and procedures to protect A&P faculty. Becoming University staff will allow for due process and progressive discipline.

- **Increasing complexity for supervisors**

Supervisors of A&P could now have a mixture of faculty and University staff if some change, while others do not. Role of the supervisor becomes quite complex, as they could then manage classified staff, University staff, and faculty. HR will have orientations and training for such supervisors, as starting Jan 2009, there will be different policies and pay raises.

- **Need for better evaluation tools**

There exists a need to improve and streamline evaluation tools. Susan Carkeek reported that it will be complex for the next five to ten years while this transition occurs. She stated that currently about 90% supervisors want to give merit pay; however, we have a lousy performance evaluation system; task force has done a lot of research on this that will help us do this better. There are better evaluation tools/programs that will lessen the variance and increase transparency, even with the subjective nature of evaluations. For example, what does “meet,” “exceeds,” and “outstanding” really mean? Another piece is the concept of “calibration,” a technique they may borrow from the corporate world/private sector, whereby more than one person makes the decision about evaluation tools/effects. For example, a department chair and Dean's office can look across to see trends and then normalize standards and have open conversations with their peers about the process and outcomes. Ms. Carkeek states that we may expect to see better evaluation tools at UVa within three to five years.

- **Role of GFC**

Where does the GFC go from here as a group? Should the GFC write a position statement?

9. 1:56 **Committee reports next meeting.**
 Adjournment

Next meeting: Wednesday, September 10, 2008, Newcomb Hall Room 481