

University of Virginia General Faculty Council (GFC)**Minutes: July 10, 2001 12:30-2:00 PM, Room 389 Newcomb****Hall**

Members Present: Mary Abouzeid, Jann Balmer, Frank Butros, Chuck Callaghan, Rosie Dunn, James Freeman, Joe Gieck, Carol Hunter, Bill Keene, Aaron Laushway, Maurice Lipper, Barbara Millar, Jan Redick, Max Salinas, Lynda White

Members Absent: Donal Day, Lotta Lofgren, Ellie Wilson

Guests Present: Anda Webb, Associate VP, Office of the Provost

The meeting was chaired by Frank Butros

1. Minutes of the June 12, 2001 meeting were approved as corrected.
2. Chair's Report:

General Faculty Rewards and Recognition Policy—A committee (consisting of Frank Butros, Anda Webb, and Tom Gausvik) will meet on July 13, 2001 to begin discussions on the prospects/feasibility etc. of creating a Rewards and Recognition Policy for the General Faculty. Frank Butros presented council members with a copy of the New Classified Staff Rewards and Recognition Policy which became effective July 1, 2001. He commented that, in his opinion, this is a positive policy. (Note: This subject was addressed by Anda Webb in her comments to the council. See below for more on this.)

Frank Butros also reported that he had been contacted by a general faculty member who, after six years of continuous employment, had been given a one-year notice of termination. Apparently this individual had been given no annual reviews and had no anticipation that termination was a possibility. This case underscores the potential importance of the annual review; a process which would likely identify any employment issues before they become problematic and result in termination.

3. Comments from Anda Webb, Associate Vice-President, Office of the Provost

Ms. Webb introduced herself to the council and gave a brief summary of her years of extensive service to the University. Included in her opening comments was the offer to be a resource for the General Faculty Council in interactions with the Provost's Office.

Ms. Webb then responded to questions from council members regarding general faculty positions. 1) When asked whether it was possible to obtain an accurate and current list of general faculty members at the University, she indicated that, owing to differences in the way departments and divisions listed positions, it is virtually impossible to come up with a completely accurate list. Hopefully with the advent of ORACLE, these kinds of data acquisitions will be improved. 2) In response to a query of whether there was a movement afoot to reduce the number of general faculty positions at the University, Ms. Webb said that no such effort is either underway or foreseen. In addition, she said that general faculty positions are established through her office, in accord with State of Virginia Human Resources regulations.

General Faculty Rewards and Recognition Policy. Ms. Webb made the following comments about this proposed policy:

1) Such a policy would be difficult to implement for general faculty. It is somewhat easier to have such a policy for classified staff, since there is the general assumption that all classified staff with a certain title perform exactly the same functions. While this generalization is certainly not accurate, it is a fact that the general faculty is even more diverse and tailoring a rewards system would be difficult.

2) Deans are supposed to develop their own plans for rewards and recognitions, each school much participate, and funding for the program has to come from each school(ie, there is no State funding).

3) The emphasis is to make the rewards immediate to the event. The rewards can be team-based or individual, and can vary from theatre tickets to special leave.

4) The Provost's office is looking at the whole picture and trying to make equitable decisions about the rewards and recognition policy. Ms. Webb stated that she thinks a dedicated Rewards and Recognition policy for the general faculty would never work.

. General discussion among council members ensued in which several points regarding such a policy for general faculty were identified: 1) as discussed by Ms. Webb, the diversity of job responsibilities and definitions among general faculty members (as opposed to classified staff) makes it extremely difficult to establish a meaningful rewards system; 2) general faculty members might prefer not to be party to such a policy but rather see an effort on the part of the University (and the State) to "level the playing field" with academic faculty, especially in terms of salary equity, leave for research purposes, etc.

4. Other reports and new business:

Jan Redick reported that she had worked with two programmers from Student Techies to touch up the website. In addition, photos of council members taken today will be matched with council members' names and put on the website in the near future by these same individuals.

Frank Butros asked for ideas about future goals for the council. Following some general discussion, one specific goal was identified: to make an effort to "level the playing field" between academic and general faculty, especially in the area of salary equity. Council members were encouraged to read the guidelines handed out at the last meeting by Frank Butros and be prepared for action at the next council meeting.

A discussion about future meetings resulted in the decision to skip August and meet again in September. Further, it was decided that future council meetings will begin at noon and run until 1:30, as opposed to the traditional time of 12:30 to 2:00.

The meeting was adjourned at 2:00.

NEXT MEETING: September 11, 2001 12:00 noon, Room 389, Newcomb Hall

Submitted by: Jan Redick