

Minutes of the General Faculty Council meeting held on July 13, 2004 in Clark Hall.

Present were: Robin Kuzen, chair, Derry Wade, Jean Collier, Camilla Curnow, Carol Hunter, Phil Gates, Nancy Gansneder, Lotta Löfgren, Robbie Greenlee, Jennifer Bauerle, Greg Strickland, John Wilson, and Prue Thorner. Guests: Lynda White, Pam MacIntyre, Alan Cohn, Emily Bardeen. Absent were: Elaine Attridge, Bill Keene, Chris Milner, Dawn Rigney, and Ellie Wilson.

1. **Elections:** Robin opened the meeting with the announcement that Dawn Rigney assistant professor in the School of Nursing won the special election for a one-year term to represent health professionals. Due to a family matter, Dawn was unable to attend her first meeting.
2. **Career Services presentation:** Robin introduced Emily Bardeen, director of Faculty & Staff Career Services. Emily explained her role as a promoter of educational benefits such as the tuition waiver and reimbursement programs, and as coordinator of career services for faculty, staff and postdoctoral students. She stated that \$500M has been used in these benefit programs in the past year. She conducts workshops to improve self-awareness, career planning strategies and tactical skills, and she also does individual career counseling by appointment. All services of her office are free and are confidential.
3. Nancy asked if ITC course offerings could be supported by University funding at no charge to employees; Emily will investigate the possibility. She said technological proficiency could be viewed as general knowledge enhancement. Lotta said academic general faculty who teach are often made to feel like second class citizens within their departments. Emily responded that she would endeavor to find ways to help them enrich their careers and gain more control of their situation.
4. **Parking Lot Issues:** Before calling for a final vote on the six General Faculty resolutions and moving ahead with working groups, Robin asked Lotta to outline Bill Keene's concern about "parking lot issues." Lotta explained that in November, 1997, former Provost Peter Low asked that several major issues we were advocating be held in abeyance until the revised policy document governing general faculty was finalized. Parking lot issues identified and agreed upon are as follows:

A. Policy-Related Issues Specific to Research Faculty:

The requirement that there be extramural support as a condition of contract renewal; direct charging sponsors for extended temporary disability leave; termination of benefit eligibility during and after temporary breaks in sponsored support.

B. Distinct and unequal grievance procedures for Academic Faculty (including both tenured/tenure-track and General) and Administrative/Professional General Faculty.

C. Details concerning the **abolition of positions due to financial stringency** for General Faculty who serve with the expectation of continued employment.

D. Procedures for **promotion in rank** of General Faculty.

Other outstanding issues of concern include:

- I. Equity in salary and in percentage pay increases between tenured/tenure-track faculty and General Faculty.
- II. Bridging salary support for Research Faculty during temporary breaks in sponsored support.
- III. Provisions for professional development including sabbaticals for General Faculty.

The General Faculty Policy document revision process has gone on for more than seven years. Nevertheless, the General Faculty Council needs a consensus to move forward and actively pursue these issues apart from a finalized policy document, including posting the six resolutions on its website. A resolution to that effect was requested. In addition, Lotta and Prue stressed the need for the chair of the GFC to meet with Provost Gene Block and discuss the GFC's impending course of action with him as soon as possible.

5. Phil Gates submitted the following resolution which was passed unanimously:

“Inasmuch as it has been at least seven years since the Provost’s Office initiated the process of revising the General Faculty Policy and Procedure Manual and since at that time the then Provost requested and the General Faculty Council agreed to hold in abeyance the pursuit of a series of concerns and issues until the new Manual is completed; in view of the length of time that has elapsed and the uncertainty of the date for completion of the Policy Manual, the GFC hereby resolves to lift the embargo on consideration of these topics.”

6. A motion was made, seconded and passed unanimously to authorize the chair of the GFC to draft a letter to the Provost informing him that we will reinstate the so-called “parking lot issues” as matters of immediate consideration. Robin and Jean, who is chair-elect, will meet with Gene Block to prepare him for this action.
7. **Working Groups:** Lotta Lofgren, as chair of the **working group on professional development** said her group's goal was well defined in the resolution on professional development. She talked about the need for the working groups to develop both short-term and long-term strategies for accomplishing their goal. She added that strategic plans should be reviewed and evaluated at least once a year. As part of the strategic plan for the professional development work group, Gertrude Fraser, vice provost for faculty advancement, will be invited to speak at the **October 12** GFC Meeting. Carol Hunter, chair of the **working group on salary increase equity for general faculty**, reported that her group's session was mainly an educational one in which they exchanged a lot of information and data on past salary and wage increases. John Wilson reported on his **workgroup on bridge funding for faculty** whose research is awaiting funding support. He intends to survey the list of UVA's 25 peer institutions to determine if they offer this type of bridge funding support.
8. Alan Cohn, a guest and director of Employee Relations said that administrative divisions of the University are currently formulating their best practices for

critical functions to develop measures to define success and values. This is expected to result in a “balanced score card” model for management functions.

9. Final Vote on Six General Faculty Resolutions:

A motion was made and seconded to vote to approve the six General Faculty resolutions on long-standing issues of concern to the General Faculty. During discussion, however, concerns about the wording on at least one resolution were expressed. The importance of a unanimous vote on these resolutions resulted in the motion being withdrawn.

10. There will be no meeting of the GFC in August. The next meeting date will be Tuesday, September 14 at noon in Room 389, Newcomb Hall.

Respectfully submitted,

Prue Thorne
Secretary, GFC