

**UNIVERSITY OF VIRGINIA****GENERAL FACULTY COUNCIL MINUTES****September 9, 1997****Members Present:**

Ronald Berube  
Donal Day  
Dennis DeSilvey  
Tom Dowd  
Elizabeth Fortune  
Rob Walker Freer  
Karen Grandage  
Joyce Green-Pastors  
Douglas Hurd  
Claire Kaplan  
Jennie Moody  
Mary Smith  
Wayne Smith

**Members Absent:**

Graham Grove  
Martin Hoard  
Gail McDaniel  
Danny Wilmer

**Also Present:** Bob Devoursney

Doug Hurd chaired the meeting.

**1. Topic: Faculty and Employee Assistance Program**

Mary Sherman, Employee Assistance Counselor for the University's Employee Assistance Program (EAP), and Cole McGee, an intern in the EAP, briefed the Council on the EAP, and what it can do for faculty. EAP is a 24-hour counseling service which can be contacted by dialing 1-800-847-9355. The voice mail of individual counselors Alan Cohn, Rebecca Mason, and Mary Sherman can be reached at the following numbers respectively 924-9296, 924-0048, and 924-1727.

EAP staff includes counselors with credentials that can assist with such problems as: alcohol and drug abuse; marital, family or other relationship problems; adolescent/child problems; financial stress; job-related stress; retirement and disability adjustment issues; stress associated with acute or chronic pain; and others. When you meet with an EAP counselor she/he will evaluate the nature and depth of your problem and work with you to develop a plan of action. When additional counseling is recommended, EAP staff will work with your insurance company to assure the best quality service and most appropriate referral.

Employees, both faculty and staff, and their family members are eligible to use EAP services. Confidentiality will be maintained at all times. EAP services are provided at no cost to you. If you are referred to additional community resources, you are responsible for any fees, many of which will be covered by your medical insurance plan.

EAP is a non-profit entity associated with the University of Virginia Health Services Foundation.

## **2. Topic: Reports from the Task Force on the Revision of the "Policy on the**

### **General Faculty"**

Mary shared a document that a member of the Engineering School had developed called, "General Faculty and Professional Research Staff: Facts & Comments" that pertains to an earlier discussion by the Council about professional research staff. The goal of that document had been an attempt to clarify policies for general faculty in the School of Engineering, especially as they pertain to research faculty. Human Resources has two categories basically - tenure and non-tenure. Professional research staff are included with other general faculty in the non-tenure group. Within the non-tenure group there are three categories: FA for administrative faculty, F for academic faculty and FP for research professional faculty. The "Comments" section of this document illustrates the current difficulties in applying policy consistently across the general faculty as it is currently defined.

Each Task Force made a report on their progress and shared preliminary working drafts of analyses of certain sections.

There were also some general recommendations made:

- Regarding definition of general faculty - is it necessary to have the subcategories administrative and academic? What about just using the division tenured faculty and non-tenured faculty; this may avoid the confusion about who is teaching faculty and who is general faculty.
- Do include these policies in written form as a part of the Faculty Handbook; have two separate sections - one section for teaching or tenured faculty and one section for general or non-tenured faculty.
- Include information in the Faculty Handbook about the General Faculty Council; the existing handbook only includes information about the Faculty Senate.
- Do other schools and/or departments have Faculty Handbooks such as the School of Medicine? Perhaps these should be reviewed for consistency of information, etc.

The three working groups agreed to continue to meet before the next meeting in October.

### **3. Next Meeting: October 14, 1997, in Newcomb Hall South Meeting Room, 12:30 -2:00 P.M.**

Submitted by Karen Grandage, GFC Secretary.