

Minutes from the General Faculty Council Meeting

Wednesday, September 9, 2009

12:00 noon – 1:30 pm
Newcomb Hall Room 481

Representatives Present – Otilie Austin, Penny Bowles, Ryan Carter, Anne Ingram, Barbara Kessler, Aaron Laushway, Catherine Leslie, Terry Lockard, Pam MacIntyre, Barbara Millar, Peter Norton, Ricky Patterson (Chair), Marshall Pattie, Ellen Ramsey, Wendy Sue Sewack, Colleen Smith, Jeff Sitler, Steve Warner

Representatives Absent – Beth Blanton-Kent, David Glover, Michael Smith

Guests – Susan Carkeek, Diddy Morris, Lynda White (proxy for Beth Blanton-Kent)

Preliminaries

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

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

Ricky Patterson, Chair, welcomed the members and guests and everyone introduced themselves.

Presentation

3. 12:30 Susan Carkeek, Director of Human Resources, presented a 20 minute overview of “Take 5 for 5”. This is a presentation of the 5 big things happening from the employee experience.

1. Online time and leave reporting system conversion. HR is moving from paper to electronic reporting. Payrolls are being reduced from 86 to 38 per year due to the implementation of biweekly payrolls for non-faculty positions. Other initiatives include new online tools, 1 on 1 credit counseling to help with the payroll transition. The timekeeper feature is still available but not encouraged. Opens on September 14.

2. University Staff Election Period – Oct 1 to Oct 30. Classified staff and certain AP faculty positions are offered the option to switch over. New leave plan is getting a lot of interest. We should read the materials to determine if it works for us.

3. LEAD @ UVA – Performance Management System - Oct 26 to Dec 18. Nursing is doing an academic pilot, Parking and Transportation is doing one as well. All senior administration across the organizational chart, as well as HR and DPA are also piloting the new program. It is user friendly. It focuses on goals and competencies.

4. Benefits Open Enrollment – Health insurance options. Nov 2 to Nov 20. UVA doesn't buy health insurance, UVA self-insures, and so it buys health care. Premiums are collected to meet the needs of health care. Medical utilization is up. Increase comes from high dollar claims. There are three times as many large claims last year than in years previous. Investment returns also factor into costs. Anticipated increases are \$5 for

single employee, \$20 for employee and spouse, and \$37-40 for family plans. UVA encourages people to consider the low premium plan. It is the right plan for many people. UVA is a risk adverse community. UVA's low option plan has better benefits than the Commonwealth's high option plan, and they do it for less money. Changes in plans can be made during the month of November. Flexible Spending Accounts (FSA) is free money. If you have \$1,000 in FSA, you save yourself \$300 (since it is pre-tax). When you re-enroll, your Benny card is reloaded. Balance is not refundable. FSA can be used for childcare as well as health care expenses.

5. New Leave Plan goes into effect Dec 21. This affects classified staff. New Short Term Disability Benefit also begins Dec 21. A company has been retained to help manage short-term disability claims.

Business

4. 1:10 **Other Business**

- Diversity Council Meetings – Ricky Patterson (July and September)
 - They are setting priorities for the future. The structure of the Diversity Council is going to change. The Diversity Council will exist, but there will be a board that will take the recommendations of the Council. Bill Harvey, Vice President for Diversity just left to take a new position so that job will be open until filled. Sherwood Frye, from the Darden School, spoke at the meeting. Their number 1 priority is to establish fundraising so many of their ideas could be implemented. This was the focus of the meeting.
- Lunches – Discussion ensued about the cost of former GFC lunches. This expense utilized \$1,200 of an annual \$2,500 budget. Funding can be better spent on professional development. Lunches may have created an inconvenience for the person appointed to arrange them.
 - General faculty recognition, in lieu of GFC lunches was explored. Among the ideas were an end-of-year cocktail party in the gardens that could include other General Faculty who are not recognized in other ways, (years of service, extraordinary accomplishments, helping our own community) or through event scholarships.
 - The idea of identifying a subcommittee to research ways to best utilize the additional funding available through GFC was raised. For now, Terry Lockard, Barbara Millar and Aaron Laushway of the Communications Committee are looking into this.
- Advocacy of the UVA Education Benefit – The \$2,000 annual education benefit was discussed, and how the GFC might encourage faculty to utilize those funds. It can be used for continuing education or towards a degree program.
- Events for General Faculty will be continued, with an eye toward getting the biggest “bang for its buck”. (Example – determine if food should be part of the event.) This falls under the auspices of the Communication Committee and it is their intention to continue these events.

Committees

5. 1:15 **Committee Reports**

- Bylaws ()– Nothing to report
- Communications (Terry Lockhard/Barbara Millar) – Barbara Millar will be chair for at least the fall semester, relieving Terry Lockhard temporarily.
- Policy (Peter Norton/Barbara Millar) – The Policy committee will verify that the committee is communicating with each other.
- Data management (David Glover) – Ricky Patterson will be passing on the mailing list management to David.
- Elections (Ellen Ramsey) - Nothing at this time.
- Senate Council Joint Committee – (Peter Norton and Barbara Millar) Ann Hamric (of the Faculty Senate) knows that the group should exist. Ann discussed the report of the task force on non-tenure track faculty with Ricky – she met with Tim Garson a few weeks ago to discuss this but Ricky has not talked to her since then. We are inviting her to the next GFC meeting to update the group.

Ricky Patterson announced that he would coordinate an “Observatory Night” for GFC members and families. This will be a free event. There seems to be interest.

6. 1:30 **Adjournment**

Next meeting: Wednesday, October 14, 2009, Newcomb 481 at noon.