

GENERAL FACULTY COUNCIL

MINUTES

Wednesday, September 12, 2012

12:00 - 1:30pm

Kaleidoscope – Newcomb Hall

Present: B. Kessler, S. Stewart, R. Patterson, J. Sitler, G. Saathoff, M. Slon, V. Gist, B. Jefferson, P. MacIntyre; J. Lannigan; K. Reid; C. Smith; J. Lannigan; E. Johnson (for B. Nowviskie), J. Alexander (for A. Ingram), W. Stuart

1. The meeting was called to order by Barbara Kessler. A quorum was established.
2. Minutes from the June 6, 2012 meeting and June 22, 2012 special meeting were approved.

Business:

3. Chris Holstege, Chair Elect of the Faculty Senate, spoke about ongoing efforts stemming from the June resignation and reappointment of University President Teresa Sullivan.
 - a. Representatives of the Faculty Senate will attend an open Board of Visitors meeting scheduled for Wednesday, September 12.
 - b. State Delegate David Toscano and State Senator Creigh Deeds are holding a town hall meeting on September 27, 2012, in the Law School's Caplin Auditorium to discuss University leadership.
 - c. Committees and Task Forces are doing great work on a variety of issues:
 - i. Created a substantial report on the University's existing online education programs.
 - ii. Working with the AAUP on its investigation of the President's dismissal and reinstatement.
 - iii. Working on the Board of Visitor's composition and appointments process, to better secure representation for academic concerns.
 - iv. Working with the administration to release the results of the faculty survey. GFC meeting included discussion of who received the survey. For example, it appears Professional Researchers were not included unless individuals had a lecturer role at the time the survey list was assembled.
 - d. Discussed re-establishing a Joint Standing Committee to bridge the GFC and the Faculty Senate. Also discussed having GFC members formally and permanently part of some Faculty Senate committees. The Research, Teaching, and

Scholarship committee, which gives out annual awards, was presented as an example of a committee that used to have and should have a GFC representative. Bylaws committee will work with Faculty Senate to consider these and other changes that might formalize lines of communication between the two groups.

2. Susan Carkeek, Vice President and Chief Human Resources Officer, speaks about the three percent salary bonus announced by the Governor.
 - a. The bonus is a non-discretionary flat-rate bonus of three percent of salary. It is awarded on a “pass-fail” basis: an employee meets the criteria and receives the full bonus or does not meet the criteria and receives no bonus.
 - b. The language of the appropriations act is open to interpretation, so Human Resources is working to understand what is required.
 - c. The University and departments will pay for bonus funds not covered by the appropriation to ensure that all eligible employees receive the full bonus. For example, many employee salaries are paid for only in part using state funds. The appropriation will fall short of three percent of salary for those employees. The difference will be made up from University funds and Department budgets.
 - d. Initial checks will go out based on employment as of October 25, 2012. Salaries will be checked on November 24, 2012, and retroactive adjustments made as necessary by issuing new checks.
 - e. Anne Broccoli may be able to attend the October meeting to discuss open enrollment. One piece of good news: our health care costs have increased at a slower rate than the national average.
3. Discussion of the meeting with the Provost cancelled last spring. Agreed that we should approach the Provost to schedule a new meeting, perhaps with the GFC rather than as a campus-wide event.
4. Discussion of the school’s policy on Adjunct Faculty. Agreed that GFC should take an active role.
5. Butch Jefferson will represent the GFC on the Diversity Council.
6. Pam MacIntyre will look into serving on the benefits committee to replace Barbara Millar who had been representing the GFC.
7. Barbara Kessler will pursue opportunities to submit a formal GFC comment to the COO search committee.
8. Business held over for next meeting:
 - a. Possible goals for the coming year, including a mentoring program for graduate students and a sustainability initiative

- b. Representation of executive level faculty/staff
- c. Creation of FAQ and Contact Us features on the GFC website

Committee Reports:

9. Elections:

- a. We have a space to fill representing Education schools. Committee will set up the election.

10. Bylaws:

- a. As discussed with Chris Holstege (above), the committee will work with the Faculty Senate to formalize ties between the GFC and the Faculty Senate.

11. Policy:

- a. This summer, the GFC Policy Committee reviewed draft policies on matters ranging from conflicts of interest in research projects, the definition of an academic credit hour, faculty leaves of absence, and the use of fire and open flames on Grounds. Our pattern is to pass comments on to Peter Norton, who chairs the Faculty Senate's policy committee (on which several of us serve). Peter then shares a single report with the Provost's office on behalf of both the Senate and GFC.

12. Data Management:

- a. Committee will work with Human Resources to improve system for acquiring updated membership lists on a routine basis.
- b. Committee is working to transition matters currently handled by Ricky Patterson, including website management, email management, and roster maintenance.

13. Communications:

- a. Proposed speakers for the coming year: Provost John Simon, Walt Heinecky who is starting an AAUP chapter on campus, and Ann Broccoli who will discuss benefits and open enrollment.

Adjournment

Next Meeting: **October 10, 2012** Kaleidoscope – Newcomb Hall