

Minutes from the General Faculty Council Meeting
Wednesday, October 8, 2008
12:00 noon – 1:30 pm
Newcomb Hall
Room 389

Representatives Present – Dawn Anderson, Beth Blanton-Kent, Jean Collier, Megan Davis, David Glover, Robin Kuzen, Aaron Laushway, Jennie Moody, Peter Norton, Ricky Patterson, Ellen Ramsey, Steve Warner

Representatives Absent – Otilie Austin, Jim Baker, Philip Balestrieri, Terry Lockard, Pam McIntyre, Barbara Millar, James Marsh Pattie, Michael Smith, Richard Tanson

Guests – Cecily Craighill, Sean Jenkins (for Nancy Rivers), Samantha Keen, John Portman, Jenna Reibi, Marge Sidebottom, Doug Tammen, Lynda White, Dean Meredith Woo

Preliminaries

1. 12:00 **Gathering of Members**
2. 12:05 **Call to Order**

Business

3. 12:05 **Introduction and Overview of Hoos Ready** (Jenna Reibi)

Ms. Reibi is a second year student in the College of Arts and Sciences. The Hoos Ready organization was founded last year to increase emergency-preparedness within the community and involve faculty and students. Those members of the U.Va. community who join will receive an email on the 11th of every month with a safety tip. Marge Sidebottom, Director of Emergency Preparedness, advises this group.

4. 12:10 **GFC and the College of Arts and Sciences (CLAS) (Dean Meredith Woo)**

First, those present reviewed a handout created by Ricky Patterson, which reflects the current representation of general faculty within U.Va. as a whole, as well as how GFC council members, in turn, reflect this representation. This representation will likely change with enrollment of general faculty into University Staff through HR restructuring.

Dawn Anderson introduced Dean Woo with the overall purpose of her visit to the GFC: How can Dean Woo work with GFC toward our respective goals? Dean Woo spoke for some time. She was grateful for the invitation by GFC. Discussed the current issues faced by U.Va. and the College with the budget cuts and many related concerns. She hopes to work closely to get through upcoming rough times.

Dean Woo arrived to U.Va. this summer from Northwestern and Michigan. She is used to a large research university, with a larger budget. U.Va. and Michigan are both public universities, but there are differences in programmatic emphases. The bedrock of U.Va.'s CLAS is the undergraduate

college (she finds it to be a very nurturing environment; virtue is part of the educational process; emphasis on undergraduate advising). During her time here she plans to: 1) dedicate herself to **undergraduate advising**; 2) **improve the research goals of college** – not through increasing funds necessarily, but through culture and governance (increasing voice, rewards and communication); and 3) **internationalize the college** (U.Va. was born cosmopolitan due to Jefferson's personal experiences and cultural sophistication; increase exposure to outside world through short-term internships or trips with professors, in addition to semesters or year abroad through exchange programs).

Q&A (Dean Woo answered questions posed by GFC representatives and guests)

1. Budget cuts – she is not sure how it will affect General Faculty; college and university do not support lay-offs as a way to deal with budget shortfalls. She has invited all departments within CLAS to come up with their individual plans; submit to her and other admin. She believes that we will get through next few tough years and come out on top.

2. Faculty appointments and expectations of continuing employment (research faculty paid by soft money) – asked if there is any chance that certain positions could exist even when funding expires or runs out? Which would allow for more support to be explored and obtained? Dean Woo stated that she does not currently have an answer, but is one of the core issues that she will be dealing with when improving the research goals of CLAS.

Also, member asked about ECE (expectation of continued employment) and voting, ranking members. This is a problematic area if there isn't consistency within the CLAS and among other schools.

3. Dean Woo was asked by a member to expand on her comments about fostering climate that encourages research. Dean Woo asked for time to find out what needs to be done and the best way to do it. GFC members offered that the group would like to be a source of input on the issues and how to tackle.

4. Faculty Senate's recent survey – responses by General Faculty (non-tenure track academic or A&P) exposed distinct differences from tenure-track faculty: transparency and governance. Task Force formed to explore and address. Most responses were from General Faculty in CLAS. Not necessarily problems with written policy, but rather informal practices vary quite a bit among departments. Some differences in informal practices could be addressed or made formal by policy. And other practices could be discontinued through formal written policy, especially if they are inconsistent with U.Va. policy. Dean Woo responded that some departments are without by-laws. Also, she is not yet familiar with some of these practices and inconsistencies and asked for examples.

Example: White paper in a department asked for contributions that general faculty were making (monetarily, student advising, etc.). Results showed there was parity with tenure track. This encouraged greater involvement by non-tenured faculty in faculty meetings, hiring, etc. However, there are contradictory stories from other department where non-tenured faculty are shut out from the process. Members do think that discussions of virtue and climate are very importance pieces of the solution. GFC has helped in this process by encouraging greater sharing of information with non-tenured faculty, but there is still much to be done. Also, current chairs have open-door policies; but

since this is informal practice, a new chair could change that practice. One proposed solution – respecting associate professor regardless of tenure or non-tenure track; and if a distinction is necessary, then chair could make this formal by written policy.

5. Tenure track process and women – Dean Woo doesn't have that data on U.Va. yet, so it is difficult to say what problems are and what solutions might exist. Also, there is usually data on retention rates, but not good longitudinal data. GFC members offered that the diversity council could provide that data.

5. 12:55 **Diversity Council September Meeting** (Dawn Anderson)

Draft minutes shared. Data presented on undergraduate and graduate enrollment. Highlight African-American applications and offers were down compared to last year.

6. 1:00 **General Faculty Performance Evaluations in Anesthesiology**
(Philip Balestrieri)

Philip is not present today, so this will be moved to next meeting.

7. 1:00 **Other Business**

Peter Norton recommends that CLAS academic general faculty create a committee to assist Dean Woo in raising awareness of issues of importance to the General Faculty.

Question posed: What is the future of the GFC due to HR Restructuring?

Some faculty do not have the option will remain, but others may change will may leave vacancies in leadership and on committees. Any way for GFC to advocate for general faculty who are not allowed to change from faculty to University Staff?

Kelly Jordan is no longer member of GFC as she was automatically moved to University Staff by Athletics Department. Megan Davis is leaving UVA effective 11/3; her role as Secretary will be taken over by Terry Lockard.

8. 1:10 **Committee Reports**

- Policy (next meeting)
- Communications – discussed ideas for two professional development workshops, sponsored events. First event likely held on Dec 4th at Helms Theater on networking within the workplace, and attendees can attend Oklahoma! following workshop. Spring event TBD. Creating a publicity bookmark with description and mission of GFC.
- Data Management – creating list for bookmark distribution.
- Bylaws – Kelly and Megan are no longer on committee; only Jean Collier at the moment. Reminds that any member of the bylaws committee can submit a change to GFC bylaws. Review bylaws every four years; last change in 2003 so up for review. Beth Blanton-Kent, Robin Kuzen, Steve Warner and Peter Norton offered to help with this review.
- Elections - Kelly Jordan is no longer member of GFC as she was automatically moved to University Staff because of her hire date. Megan Davis is leaving U.Va. effective 11/3; her role as Secretary will be taken over

by Terry Lockard. Robin Kuzen will coordinate special elections to fill these positions. She is also working to improve elections process and obtaining names and emails of general faculty from Oracle.

- Senate Council Joint Committee (will report next meeting)

10. 1:30 **Adjournment**

Next meeting: Wednesday, November 12, 2008, Newcomb Hall Room 168 A&B (Note room change)