

Minutes from the General Faculty Council Meeting
Wednesday, October 11, 2006

Present:

Dawn Anderson, Kay Buchanan, Phil Gates, Kevin King, Bill Keene (for Jennie Moody), Robin Kuzen, Aaron Laushway, Lotta Lofgren, Breyette Lorntz, Peter Norton, Dawn Rigney, Mark Ross, Lynda White (for Jean Collier), Eleanor Wilson, John Wilson

Absent:

Virginia Carter, Jean Collier, Barbara Millar, Jennie Moody

Visitors:

Robbie Greenlee from the Office of Equal Opportunity

1. Call to Order:

Ellie Wilson called the meeting to order at 12:07 p.m.

2. Welcome to members and visitors:

Ellie welcomed committee members and visitors.

3. Secretary's Report:

The minutes were approved and have been posted on the website. Ellie noted that we include absent members in the minutes.

4. Chair's Report:

- a. Ellie noted the positive response to the call for the general faculty to attend and moderate sessions at the Symposium on Race and Society.
- b. Matt Althoff submitted his resignation leaving an administration slot is open. A special election must occur within sixty days to fill this position.
- c. Bill Keene discussed a recently implement process for policy review that provides a 30-day period for comment prior to final action by the University's Policy Review Committee. He noted that Ken Schwartz, Chair of the Faculty Senate, has invited GFC participation in the review process. Bill mentioned that several policies are currently under review that contain provisions of concern and urged the GFC to participate in the process.
- d. Faculty Senate Visions: Ellie discussed and shared the "Faculty Senate Visions" (see handout) and noted that they have received much attention. She primarily offered these resolutions for consideration.
 - o She asked how the GFC advertises its own vision and asked to review it for the November meeting.
 - o Phil proposed that we strengthen our collaboration with the Faculty Senate in order to help the GFC reach its goals.
 - o Kevin asked for clarification on the GFC and Faculty Senate organizations.

- Bill proposed that we review and update the GFC resolutions; some (e.g., requesting implementation of the revised Policy on the General Faculty) are no longer relevant..
- Kay inquired about the GFC's involvement in the Capital Campaign.

5. Old Business:

• Committee Reports

- Ellie noted that the policy revisions have been posted on the website.
- *Policy*: Lotta Lofgren reported on the following issues:
 - Two main priorities are pay equity and PD resolutions.
 - She also addressed the new grievance policy whereby a griever who is a general faculty is not allowed to have representation.
 - Lotta will draft a letter to Ed Ayers about the Arts & Sciences policy document requesting more input.
 - She noted that many general faculty are not receiving annual performance reviews.
 - Kevin asked about the process of how General Faculty receive pay raises.
 - Lotta reported on title issues.
 - Lotta welcomed others to let the policy committee know about additional concerns.
 - She asked Ellie to draft a letter to Bill Harvey about the equity issues around General Faculty.
 - Ellie asked the committee to update the two resolutions and formulate the strategies to address the top two priorities.
 - John drew a Venn diagram to help illustrate the FS & GFC organizations.
- *Elections*: Robin Kuzen will address two new open positions.
- *Communications*- Dawn distributed a handout that contained the following information).
 - We have new Council members on the committee (or returning members) who are not clear about what the communications committee is charged to do. Jean recommended we go out on the website and read past annual reports and our committee's charge.
 - We will be requesting funds to print the 2005-06 GFC annual report and mail it to all University general faculty members. This, along with posting on the website, will help inform/educate our constituencies of our work. The annual report will include (as it typically does): mission, members, committee structure, 2005-06 goals and accomplishments; 2006-07 goals and objectives. If we have a date/theme for item #3 below, we will include this information in the cover letter that accompanies the annual report. We saw the report as being a brochure type layout, nothing cumbersome or lengthy.
 - We will present an idea to the GFC membership in September 2007 to move forward on developing and delivering a Professional Development activity,

sponsored by the GFC, for the general faculty of the university. We brainstormed ideas about what this might look like and came up with the following: managing change; work/life balance; talent development; conflict resolution; leadership development; strategic planning; grant writing. This event would be offered at the noon-hour and would include lunch. Funding would come from the GFC.

- We plan to conduct telephone interviews (with randomly selected members of the general faculty) asking them a) what they know about the GFC; b) their reactions/interest in a professional development activity, etc. We will be developing a short list of telephone questions and asking each member of the GFC to volunteer to call 10 general faculty members and conduct the interview. Interviews will be written up and shared with the GFC. This project will be completed by December 2006.

- *Data Management:*

- Mark Ross reported on the updating of the GFC email list. He noted that this list had decreased from last year and followed up and found out that the research assistant professor and the research associate professors had been left off. They are now included on the list.
- Faculty on leave should be included on the list.
- The goal is to update the list by November meeting.
- Mark will parse out the master list by departments to get it updated.

- Ellie requested that each committee prepare action statements for the November meeting.

- Joint Faculty Senate General Faculty Council Committee

- Lotta and Bill briefed Council on the Joint Committee meeting on 4 October.
- The committee discussed the GFC resolutions on salary equity and professional development. Ken Schwartz planned to ask the Faculty Senate's Executive Council to review the resolution on salary equity and consider writing a letter of support. He also offered to bring the resolution on salary equity to the attention of the Senate's new standing committee on Faculty Recruitment, Retention, and Welfare.
- The committee discussed how best to integrate GFC comments on proposed policies (see new preview process mentioned above) with those of the Senate. Schwartz agreed to join Ellie Wilson in writing a joint letter to Gene Block soliciting his input on how best to broaden the review process and incorporate GFC input.
- The committee also discussed participation of non-track academic faculty in Senate elections. Although the Senate represents all academic faculty (both track and non-track teaching and research), many units currently prohibit non-track faculty from participating in the election of representative. Schwartz offered to write letters to the deans of each school encouraging them to allow all academic faculty to participate in the election process.
- Virginia Carter was elected to chair the committee during 2006-07.

- Three additional committee meetings were scheduled for the current academic year.

6. New Business:

- Robbie Greenlee from the Office of Equal Opportunity Programs discussed the role and function of the OEOP. It is directed by Darlene Scott-Scurry. Robbie noted three arms of this office:
 - i. Employment Equity and Access
 - ii. Outreach and education
 - iii. Policy and Legal Compliance
- She noted the faculty who head each arm:
 - i. Robbie Greenlee
 - ii. Melvin Mallory
 - iii. Search going on for this officer.
- The University ombudsman in this office is working on several initiatives that include one related to the American Disabilities Act.
- She noted that all faculty who sit in on any faculty search committee must be EOP trained and the system is now in place.
- The Provost's Office launched an online tutorial for those who serve on a tenure track committee.
- Bill raised the issue of an existing age discrimination policy. He read the policy which is under the Provost's Office retirement policy. Robbie stated she would take this back to the EOP.
- She noted that a new website is under construction, and passed around brochures and the first annual report.

7. Meeting Adjourned

Ellie adjourned meeting at 1:35 p.m

Respectfully submitted by Dawn Anderson, Secretary, General Faculty Council.