

## **Minutes of the General Faculty Council Meeting held on October 12, 2004.**

Present; Robin Kuzen, (chair), Jennifer Bauerle, Camilla Curnow, Phil Gates, Chris Milner, Ellie Wilson, Lotta Lofgren, John Wilson, Nancy Gansneder, Elaine Attridge, Robbie Greenlee, Donal Day (proxy for Bill Keene). Allan Cohn, and Prue Thorner. Guests: Leah Puryear, Lynda White, Kathleen Whitten, Suzanne Louis, and two general faculty members from the Law School who did not sign in. Absent: Jean Collier, Carol Hunter, Dawn Rigney, Greg Strickland, and Derry Wade.

1. Robin introduced our guest speaker, Gertrude Fraser, Vice Provost for Faculty Advancement. Gertrude outlined her focus on the teaching and research faculty and stated that academic faculty sometimes view general faculty as being in a more favorable position since they are not subject to the pressure to become tenured within six years of their appointment. She said that the general faculty category allows the University to be more flexible in how it handles issues on an individual basis to meet personal needs of faculty. She is examining whether a disproportionately large number of women and minorities have been channeled into general faculty positions.

Lotta commented that often general faculty members do not receive an evaluation, nor do they have the benefit of career counseling advice to help them achieve success in their professions. Gertrude responded that because there are no timelines for promotion, and indeed no structure for progression up the career ladder, general faculty may feel that they are temporary and not part of the University community. Gertrude agreed that the message needs to be conveyed to deans and all department chairs that annual evaluations including detailed goal-setting need to be conducted with all general faculty.

Leah Puryear commented that due to the lack of funding for general faculty to attend professional development conferences and to support their research, they feel devalued. She said that a published plan to achieve racial diversity and equality of treatment of all general faculty across the University is necessary.

Camilla asked if Gertrude would extend her review to professional and administrative general faculty, and Gertrude responded that Anda Webb is responsible for this. John Wilson said that in order for us to have a productive dialogue with the administration, general faculty in these categories need an advocate, similar to the role that Gertrude is now filling. He stated that because the policies governing general faculty have not been revised and adopted for so many years, general faculty fall into a void.

Donal Day asked if the administration is moving toward contractual end points for general faculty as some other universities have done, in light of the charter status now pending. Gertrude was not able to comment on this, but said she wants to heighten awareness of the importance of mentoring junior faculty, and helping to develop good support networks among junior faculty. She would like to meet with us next year to review her thoughts as she has time to develop a plan for action.

1. Robin asked for a vote on whether the November 12 Forum on the University's move to chartered status should be restricted to Council members, as requested by Leonard's office. After discussion, it was felt that a more in-depth and productive discussion might be forthcoming in a closed session, and a vote to approve this proposal was passed.
  2. Prue Thorner reported that she and Bill Keene met with Dr. Ariel Gomez, David Hudson and Jeff Blank on October 6 to discuss the resolutions that we intend to promote with the administration on professional development and funding for disability and health insurance for teaching and research faculty following a lapse in external funding. Bill has undertaken to provide information on how the Universities of Miami, Maryland and New Hampshire have developed funding for such situations, and an estimate of how many times these situations arise. Prue and Bill offered to provide Ariel with data on numbers of general faculty in teaching, research, administration and professional roles in each school and department. They agreed to meet again next month to present this information to him.
3. Lotta presented a revised version of the Resolution on General Faculty Professional Development. After some discussion, it was decided that in view of our meeting with Gertrude Fraser, additional revisions were needed. The revised resolution will be circulated by the Chair for a final vote by e-mail.

The next meeting of the GFC will be held at noon on Tuesday, November 9, in Newcomb Hall, Room 389.

Respectfully submitted,

Prue Thorner  
Secretary