
General Faculty Council

Minutes

Wednesday, October 12, 2011

12:00 noon – 1:30 pm

Newcomb Hall, Room 481

Present: P. Bowles, A. Ingram, B. Jefferson, D. Karaoli, B. Kessler, A. Lauschway, C. Leslie, T. Lockard, P. MacIntyre (guest), B. Millar, P. Norton, B. Nowviskie, R. Patterson, K. Reid, G. Saathoff, M. Slon, C. Smith, C. Vallas, C. Xu

1. The meeting was called to order.

Business

2. The minutes of the September meeting were approved as distributed.
3. Diversity Council Meeting: (Aaron Laushway) The Diversity Committee established the LGBT subcommittee, which met last week to begin work.

Committees

4. Committee reports
 - Policy: (Peter Norton)
 - The policy committee received several policies from the Faculty Senate for review. Bethany represented the GFC policy committee in a senate meeting, although with advanced notice from the Senate, was not allowed to attend the session.
 - There is no additional policy business for the GFC at this time.
 - FYI: In 2006, the Faculty Senate earned the right to be able to review administrative policies 30 days in advance, Bill Keene, along with other members of the Faculty Senate, subsequently arranged for GFC participation in the process. The GFC is now copied on invitations for comment. Any member of the GFC can opt in to the email list and participate, however, the emails are to be handled as confidential and not broadcast widely. The policies can be discussed with key others as appropriate to the content.
 - Communications: (Barbara Millar)
 - The communications committee met prior to the GFC meeting and the communications committee charge was reviewed.
 - A webmaster needs to be named. The communications committee feels this responsibility should be changed to the data management committee. Additional discussion led to no change in the current charge, and the communications will continue to appointment the webmaster. Ricky Patterson was asked if he would serve as webmaster, and he agreed to do so.
 - Program planning for a GFC sponsored event includes

- Financial management and retirement planning and raising awareness regarding University benefits. An additional component includes best practices for money management in an electronic milieu. Additional discussion centered on breaking this into separate sessions based on unique age-related needs, with emphasis on the unique benefits for members of the general faculty.
 - A moderated panel with University leaders fostering dialogue regarding how the various missions of the university are met through the contributions of the general faculty.
 - Significant discussion was held regarding human resources information regarding University Staff positions and reasons to move from general faculty into these. Discussion points included the following:
 - What does it all mean and how does it affect ones trajectory at UVA? Last year, colleagues who moved were asked to share information, but they did not want to share personal reasons for why they choose to move. Susan Carkeek states that the website provides the reasons and additional information to answer these questions. How are benefits affected? Are there other information sources?
 - This is a topic of great interest in the Library in terms of new hiring, since once the position is moved to a University Staff line, it cannot be moved back to the administrative and professional faculty line. All positions move to University Staff lines with attrition, except in the Library. University Staff is administrative and professional staff, and this designation could potentially affect the job search process. However, this is likely not the case, as people also state the job title (i.e. assistant dean....) on the CV. The issue centers more on hiring when the two kinds of positions exist and you are hiring someone new. In many university libraries, positions are tenured, but this is changing here at UVA.
 - Faculty may not appreciate hearing HR talk about switching due to perceived bias, and may need to find other individuals who did make the switch.
 - Is there a need to talk about this now, since open enrollment just closed, and the opportunity to switch may not occur again for 2 more years?
 - For grant applications, you must be faculty, so this also causes some consternation for moving to University Staff positions.
 - Perhaps we need to foster a large general benefits information session. Millar will arrange the speaker date and time for a general info session during the open enrollment session, and Teresa will arrange the space.
- Data Management: (Ricky Patterson)
 - All the data is in order.
 - Bylaws from other areas have been posted on the collab site, and all others should contribute their bylaws for their schools or departments. Peter recalled a conversation with Gertrude Frasier re; bylaws. How are the various sets of

bylaws in synchrony with the Faculty Senate and provost? The faculty senate recently completed a survey, and the results are available on the website.

- GFC Bylaws: (Colleen Smith)
 - Discussion centered on reviewing GFC bylaws prior to the Nov. meeting and bring suggestions or recommendations for changes.
- Elections: (Butch Jefferson) No report

New Business

Ricky Patterson is a member of a working group regarding professional research staff. The group is examining more junior positions. Research assistant positions may be going away and will become staff positions. Most are hired via grants, but fringe rates with this change may be affected by as much as 9%. For research professional staff, 3 categories exist at present: principal scientists, senior scientists, and research scientists. HR may combine all into one title category of professional research staff. Could senior research staff become university research staff? Additional questions re: the instructor category questions arose. The main issue is that there are a large number of different categories of jobs classifications, and the PRS benefit structure does not fit faculty or staff categories. There are no decisions at this time, but the conversation is ongoing.

The meeting was adjourned.

Submitted by: Kathryn Reid, secretary

Next meeting: Wednesday, November 9, 2011