

Minutes from the General Faculty Council Meeting
Wednesday, October 14, 2009
12:00 noon – 1:30 pm
Newcomb Hall Room 481

Representatives Present – Otilie Austin, Beth Blanton-Kent, Penny Bowles, Ryan Carter, Anne Ingram, Aaron Laushway, Catherine Leslie, Pam MacIntyre, Peter Norton, Ricky Patterson (Chair), Ellen Ramsey, Colleen Smith, Jeff Sitler

Representatives Absent – David Glover, Terry Lockard, Barbara Millar, Marshall Pattie, Wendy Sue Sewack, Michael Smith, Steve Warner

Guests – Mirta Herrera (proxy for David Glover) Jennifer Oppenheimer (proxy for Barbara Kessler) Judith Reagan, Lynda White

Preliminaries

1. 12:00 **Gathering of Members**

2. 12:15 **Call to Order**

Ricky Patterson, Chair, welcomed the members and guests and everyone introduced themselves.

Business

3. 12:30

- **Faculty Senate Task Force Report on Non-Tenure Track Faculty (NTTF):** Peter Norton, outlined the NTTF report released this summer. He noted that is not binding policy, but that should not lead anybody to dismiss it because it is known to be the stated position of the Provost that the practices be followed. It is the position of the Provost that the practices outlined in the document be followed. If abided by, it can prevent problems. The GFC should make sure that everyone is aware of the report through proper dissemination. It is important that GFC members let their constituents know about the document, and that we work toward having similar task forces at the school level. This report is a powerful tool. Peter Norton stated that the Engineering School formed a “non-demanding committee” which raised administration’s awareness regarding NTTF issues.

Recommended Practices of the Employment of Academic Non-Tenure Track Faculty (NTTF) are documents from the report below, and are also included as a link on the GFC website.

Recommended Practices

The Faculty Senate Task Force on Academic NTTF believes that

adherence to the following “recommended practices” would go far toward remedying the problems the survey revealed and thereby enhance the contributions of NTTF to the University’s achievements in research and instruction.

3.1 Governance and Transparency

3.1.a For transparency, departments and schools should put any distinctions they make between their NTTF and their tenure-eligible faculty in writing.

3.1.b Department policies governing NTTF should not limit the application of school policies; school policies should not limit the application of University policies. For example, a University-level policy applying to a qualified NTTF member should not be abridged at the school or departmental levels.

3.1.c As full members of their schools’ and departments’ faculties, NTTF should be allowed and indeed encouraged to participate actively in all school and departmental faculty meetings. NTTF should have voices in applicable matters of school and department governance.

3.1.d NTTF should be allowed to vote in relevant matters of school and department governance, including policy formulation, recruitment, and hiring. However, NTTF may be excluded from voting on issues unrelated to their professional duties. For example, full-time NTT research faculty who neither teach nor advise graduate students might be excluded from voting in matters pertaining specifically to the curriculum, whereas full-time NTT teaching faculty should be allowed to vote in such matters.

3.1.e NTTF should be allowed to serve on and chair appropriate school and department committees. However, NTTF would normally not serve on promotion and tenure committees for tenure-eligible faculty, NTTF who do not teach would normally not serve on curriculum committees, and NTTF who conduct no research would normally not serve on research committees.

3.1.f Under the Constitution and Bylaws of the Faculty Senate, all University faculty members holding “a full-time position as either academic faculty or academic general faculty” at or above the rank of Assistant Professor “shall be eligible for election to the Faculty Senate” (http://www.virginia.edu/facultysenate/c_blaws.html). Consistent with this article, all qualified NTTF should be invited to nominate and vote for candidates for the Faculty Senate, and to seek nomination and run for seats on the Faculty Senate. Nomination and election processes should be open and inclusive of all eligible faculty members.

3.1.g A departmental faculty e-mail list should include all faculty members in the department.

3.2 Employment (Hiring, Reviews, Promotions, and Employment Protections)

3.2.a Qualified NTTF should be invited to apply for tenure-track positions in their department or school; due consideration should be given to such candidates’ credentials and experience.

3.2.b NTTF should be reviewed annually. The results of department and

school-level reviews should be reported to the faculty member reviewed.

3.2.c NTTF should have regular opportunities for promotion in rank comparable to those of their tenure-eligible counterparts. Departments and schools should have written criteria for promotion of NTTF.

3.2.d Though NTTF often have formal obligations to contribute to only one or two of the three major categories of faculty responsibilities (teaching, research, and service), substantive contributions in other categories of responsibilities should be recognized and considered in performance evaluations and promotion reviews. For example, in the case of a NTTF member whose primary duties are in teaching and research, but who also advises undergraduates, such advising should be recognized.

3.2.e Departments and schools should not replace experienced NTTF with new hires merely to prevent them from earning Expectation of Continued Employment (ECE, defined in the Provost's Policy on the Employment of Non-Tenure-Track Faculty

<<https://etg07.itc.virginia.edu/policy/policydisplay?id='HRM-003'>>).

Departments and schools should meet their long-term needs with long-term faculty members.

3.2.f When Academic NTTF are hired by the University without eligibility to be considered for the ECE, the term of employment should not exceed six years. If the term of said employment extends beyond six years, the position should be reconsidered with regard to eligibility for the ECE.

3.3 Allocation of Classes, Resources and Student Advisees

3.3.a Tenure eligibility should not normally be a criterion in the assignment of classes to teaching faculty.

3.3.b Discretionary resources (e.g. support for travel to professional meetings) should be allocated to all faculty equitably and transparently.

3.3.c Infrastructure (e.g., allocation of laboratory space) should be allocated to all faculty on the basis of need and expected results.

3.3.d NTTF should be encouraged to advise graduate students and should be allowed to recruit graduate students on the same terms as their track-eligible counterparts.

3.3.e Graduate students advised by NTTF should have access to financial resources (TA's, fellowships, travel, etc.) on the same terms as those advised by tenure-eligible faculty.

- The point was reinforced that if the deans are expected to distribute this, and they neglect to do so, then it is appropriate for the GFC to act. It was stated that the report has yet to trickle down, and that the Faculty Senate only deals with academic and tenure-track faculty. It was suggested that the document be emailed to the General Faculty roster or the link could be sent in the email.
- Discussion ensued regarding eligibility of A&P faculty to switch to University Staff, and what happens to those eligible who do not want to switch. The policy is on the provost's website.

- Peter Norton stated that the same process that got the academic side rolling could be used on the A&P side. *This resulted in the formation of a subcommittee that included: Pam McIntyre, Beth Blanton-Kent, Jeff Sitler.* It was also noted that less than 100 university employees converted to University staff.
- Concerns of A&P Faculty - Peter Norton Ricky Patterson, others
The GFC addressed a question “what percentage of teaching is done by General Faculty?” GFC members asked, what is the title lecturer, when you don’t teach? Ricky Patterson is trying to get a better listing of General Faculty. He recommended that we do not over-send messages to the gf-roster mailing list that do not apply to the majority of people just to make sure everyone gets the information. Departments who have A&P faculty teaching for them should send out announcements to them on teaching issues.
- Ann Hamrick, chair of the Faculty Senate, is scheduled to present at the November GFC meeting. Ricky Patterson noted that we do not know how their committee process is developing (particular the ones with some GFC membership, such as the Joint Committee). To avoid confusion, let’s wait until she visits in November. It would also be important to know what issues they deal with. The question was asked “who attends these meetings”.
- Letter to Presidential Search Committee - Judith Reagan asked if GFC has been asked to submit anything to the presidential search committee? Ricky Patterson stated that the forums were held at Zehmer Hall, but now the forum portion of the process is over, but they still welcome comments, but they are not responding to anything.
 - The GFC intends to write a letter to the presidential search committee, laying out member’s issues and concerns. It will also make the GFC more visible and would be a step forward as a way to let the administration know that GFC has an opinion on this topic.. The Communications Committee will manage this process. Judith Reagan suggested that we look to the Arts and Sciences model for the letter. She noted that the GFC tends to wait to be asked to do such things. It would be better to seek forgiveness rather than permission. It was suggested that the letter focus on a couple of issues, citing and endorsing the report. Perhaps something about A&P faculty as well.

Committees

4. 1:00 **Committee Reports**

- Bylaws – Nothing to report

- Communications – (Terry Lockhart/Barbara Millar) – Nothing to report since last meeting but is taking on the project of drafting the letter to the presidential search committee.
- Policy – (Peter Norton) – The Policy committee intends to meet in November discuss A&P policy issues, because some A&P faculty have expressed uncertainty about where they stand. One long-term possibility would be to work toward a report for A&P faculty like recent Faculty Senate report on academic non-tenure-track faculty. This might begin with a letter from the Council to the provost about A&P policy issues, with a suggestion for such a report. Any GFC member who has specific policy issues is encouraged to get them to Peter Norton so they can be considered in the committee meeting.
- Data Management – (David Glover) – Ricky Patterson has written to Stovall to get the annual list of general faculty names. Should get by end of month.
- Elections – (Ellen Ramsey) Nothing to report
- Faculty Senate Joint Committee – Awaiting Ann Hamric visit.

Other Business

5. 1:10 **Future Speakers**

- Jeff Sitler is willing to speak on the implementation of the Environmental Management System at UVa.
- Budget topic – Everyone is having someone talk about budgets and their impact. Some lecturers with limited contracts may not be renewed. In humanities, the number of graduate students may be cut by 10%. Adjunct faculty could be hugely impacted. We should ask Leonard Sandridge to come to speak, or ask his office to recommend someone who can.
- John Casteen has not been to speak to GFC for a number of years, and since the council was formed under his leadership, it may be appropriate to have him speak one last time.

6. 1:30 **Adjournment**

Next meeting: Wednesday, November 11, 2009, Newcomb 481 at noon.