

Minutes from the General Faculty Council Meeting
Wednesday, November 9, 2011
12:00 noon – 1:30 pm
Newcomb Hall, Room 481

Present: Addeane Caelleigh, Patricia Froggett, Anne Ingram, Barbara Kessler, Aaron Laushway, Catherine Leslie, Terry Lockard, Peter Norton, Bethany Nowviskie, Gregory Saathoff, Jeff Sitler, Michael Slon, Colleen Smith

September minutes were approved unanimously.

Diversity Committee – Aaron Laushway - no report.

Committee Reports

Policy – Peter Norton, Chair

Peter Norton (at large) and Bill Keene (formerly of the General Faculty Council, now on the Faculty Senate) met with John Simon (the new provost) on November 8 to discuss the 2009 Report of the Senate Task Force on NTTF. They discussed NTTF issues and reviewed the report point by point. The provost was interested in the misperceptions and unwarranted assumptions about NTTF that underlie many of the distinct challenges we face. He agreed that if departments or schools want to treat NTTF differently they need to spell out the distinctions in writing, and that NTTF should be fully included in department and school governance, including chairing department and school committees (with appropriate exceptions: e.g. research faculty not on curriculum committees, NTTF don't serve on department P&T committees deliberating on a tenure decision, etc). He agreed that accomplishments outside the prescribed areas (e.g. research accomplishments by an instructional NTTF) should be recognized if they came at no cost to the faculty member's accomplishments within their assigned areas--and on this point he recommended the Commerce School's performance review process as a model. He agreed that evasions of the expectation of continued employment rule (especially clauses in contracts that purportedly exempt faculty from qualifying for ECE) are very dubious (consistent with paragraphs 3.2.e and 3.2.f in the Senate NTTF report). The provost had already taken steps to address apparent exclusion of NTTF from some schema for merit raises, and he expressed concern about inconsistencies between schools in the ways in which they handled merit raises. He agreed that allocation of resources for faculty (research resources, travel, etc) should be made equitably, without distinctions on the basis of tenure eligibility. They discussed how NTTF research faculty in effect subsidize tenure-eligible faculty. The provost endorsed the suggestion of a limited "bridge" for research faculty to cover temporary funding gaps (especially if attributable to illness or other extraordinary factors), but added that he did not see this as a feasible proposition in the short term. Bill gave the provost a draft bridge policy for his consideration. The provost was interested in hearing about disparities between

the schools' NTTF policies and practices, and in some clauses inequitable to NTTF in one school's P&T Guidelines. He said that in general he'd like to see more consistency between bylaws and P&T guidelines across grounds, and he said he's trying to get deans to learn from each other. Finally, he agreed (1) to raise NTTF issues at an upcoming retreat with deans, and (2) to send the Senate NTTF report to all deans again, to bring it again to their attention, with his endorsement.

Bylaws – Colleen Smith, Chair

Colleen Smith gave a quick review of points in the bylaws that might need to be modified. The full GFC will review the bylaws at length during the coming months. We were open to having the December meeting be a time to revise the Bylaws.

Communications – Barbara Millar, Chair

Barbara gave a review of the recent Benefits Session, featuring Anne Broccoli at Newcomb Hall. Forty-three attended the event. The general faculty raved about how effective and helpful she was during this presentation. There was a high attendance and it should be considered that this be a standing event. Slides will be placed on the GFC website.

The spring professional development event will be the following:

- 1) Information session with Michael Strine and John Simon. Aaron Laushway will organize it. It will either include lunch or be a late afternoon event.
- 2) Approaches to positive tools for Mind/Body balance. IT will include mindfulness meditation and be experiential. Speakers for the event will help with titling the program but it will be and applied approach to managing positive stress in the workplace.

Elections – Jeff Sitler, former Chair

Jeff reviewed the election process, and noted some discrepancies between the current process and what was written in the Bylaws. Examples include allowing two weeks to run elections, when we have been only allowing one week. Also, the Chair is supposed to contact those individuals who did not win election to the GFC.

We need to identify the areas that will need to be filled in the election and identify potential candidates. This should happen in January. The deadline for identifying nominees is the 4th week in February. It was noted that the Provost event will be a great recruiting opportunity.

December meeting – can we have list of areas that will need to be filled?

New Business

The *UVA Health Services Foundation* is now the *UVA Physicians Group*. Terry Lockard received an email from HSF employee concerned about the name change and asked what that meant to his relationship to the university. Terry asked if anyone had any information about this name change if it impacted HSF employees. The purpose of this name change is only to provide clarity to the group. There is no change to any relationship as a result.

Meeting adjourned at 1:10 p.m.

Next meeting on Wednesday, December 14, 2011, Room 481, Newcomb Hall.