

## **Minutes from the General Faculty Council Meeting**

**Wednesday, November 12, 2008**

12:00 noon – 1:30 pm

Newcomb Hall, Room 168 A&B

**Representatives Present** – Dawn Anderson (Chair), Phil Balestrieri, Beth Blanton-Kent, Mirta Herrera (proxy for David Glover), Kelly Jordan, Robin Kuzen, Aaron Laushway, Pam MacIntyre, Barbara Millar, Peter Norton, Ricky Patterson, James Pattie, Ellen Ramsey, Richard Tanson

**Representatives Absent** – Otilie Austin, Jim Baker, Jean Collier, Terry Lockard, Jennie Moody, Michael Smith, Steve Warner

**Guests** – Dorothea Bach, Jim Fitzgerald (UVA Community Relations, speaker), Ed Kitch (Chair, Faculty Senate, speaker), Lotta Lofgren, Ellie Wilson,

### *Preliminaries*

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

2. 12:05 **Call to Order**

### *Business*

3. 12:05 **Commonwealth of Virginia Campaign (CVC) - Jim Fitzgerald- Associate Director, U.Va. Community Relations**

The CVC Campaign is an employee-giving campaign, in which state employees can donate to designated charities. There are no overhead or administrative fees; 100% of the employee donation goes to the designated charity. The University receives no direct benefit from CVC. In these uncertain economic times, it is hard to give but the need is greater than ever. An online video is available at [www.virginia.edu/cvc](http://www.virginia.edu/cvc). Total giving last year was \$888,888. This year's campaign isn't about matching the amount from last year, it means supporting a designated cause, which most employees probably do anyway.

4. 12:10 **Faculty Senate Update - Ed Kitch, Chair, Faculty Senate**

The primary task on the Faculty Senate agenda this year has been to review policies related to general faculty. There will be another meeting this year. Members of the General Faculty serving on the joint task force who were present at GFC meeting include Ellie Wilson, Peter Norton, and Lotta Lofgren. According to Peter Norton, the full version of the task force report will soon be delivered to the Provost from the Task Force Chair, Larry Phillips.

Mr. Kitch said that as chair of the Faculty Senate, he attends many meetings. These meetings inform him of what is going on at the University. He is currently trying to follow the transition of General Faculty to University Staff. The long-term goal, as he understands it, is that 10 years from now significant numbers of employees will hold University Staff status. The numbers of General Faculty will be greatly reduced, regardless of whether individuals in current positions elect to remain as GF, because with the passage of time new positions will be filled with University Staff. How this takes shape will be quite important, as it will become more rigid over time and mistakes will be harder to correct.

Regarding the current budget situation, there are five revenue streams at the University, all of which are under threat. The Governor will announce FY 2009-10 numbers in December; additional significant cuts to the University budget are anticipated. Losses to the endowment will not have a short-term effect, but looking forward over the next 2-3 years, less income will be available. There is not much political support for ramping up federal grant expenditures at universities, so there will be pressure on the grant funding stream. The student tuition stream will be reduced since there are decreased commercial opportunities for financial assistance. As the University attempts to offset that with internal assistance, the effective net tuition income will be reduced as a result. All of these changes will result in greater challenges to the University. There will be more position vacancies, duties will be increased, and pay increases will be delayed.

Regarding layoffs, Mr. Kitch has been told, in many venues, that “the University of Virginia does not do layoffs.” President Casteen also has written this in an email to all University employees. The last time the University faced this kind of financial stringency in the early 90’s, tuition was raised. Now, tuition numbers are closer to market values of other institutions, so it is less clear that tuition increases would have same effect.

Mr. Kitch was asked if there are ways the University can cut expenses and be more green? Paper is a significant expense as are lighting costs. What can be done to invest now so that costs can be saved and environmental impact lessened? Mr. Kitch said that the University staff is diverse, dispersed, and sophisticated and that a grass-roots commitment to cost savings and green initiatives is just what we need. Last year, the proposal on sustainability from Bill Keene, et al was passed and Leonard Sandridge is in support of it. However, changing behavior doesn’t necessarily take a University commission on sustainability. Darden’s program is based on a “how we live, how we learn” approach that integrates personal and academic environmental responsibility.

Thoughts on the internationalization of the University: Richard Tanson noted that UVA is a top 20 institution in a national survey for “internationalization” (IIE.org’s census reports). However, among research institutions the University is not in the top 40 in terms of numbers of international students attending. Since international students pay out-of-state tuition, further internationalization might aid the University in furthering several goals including how we educate and how we do business. The new Vice Provost for International Affairs, Gohert Rizby, has arrived and will be a great asset for increasing the University’s internationalization.

Mr. Kitch asked if the GFC has a sense of how the HR restructuring initiative and transition is proceeding. The general consensus is that most staff are concerned about the unresolved leave segment of the University Staff plan. Many staff members are taking a wait-and-see attitude. Other concerns include the future of General Faculty policies and future hiring decisions.

Several members of the General Faculty have been invited to participate in a focus group hosted by a researcher from another higher-education institution. A report from that group will be included in the December agenda.

**5. 12:40 Diversity Council October Meeting - Ricky Patterson**

Tabled until next meeting.

**6. 12:45 General Faculty Performance Evaluations in Anesthesiology - Philip Balestrieri**

The nature of faculty evaluations has been of concern to him over the past several months. After his faculty evaluation, he was prompted to do some research into the process. During this time, two research papers in anesthesiology were published on faculty evaluations. He believes that at a minimum the basic principles of fairness, accuracy, recognition of sources of error, honesty, and clarity should be applied to every evaluation since evaluations determine annual pay increases, merit pay, promotion and tenure. The current process of faculty evaluations does not meet the criteria of statistical validity and meaning. In Anesthesiology, faculty are scored by various constituencies but no background is provided on how these data are obtained nor has the instrument ever been analyzed. Anesthesiologists would not consider submitting a research paper without a methodology section on how statistics are derived, but these same people are making faculty evaluation decisions based on data that cannot be verified. He recommends that the GFC establish a task force to examine this issue across University departments.

**7. 12:55 Update on Faculty Senate Task Force on Non-Tenure-Track Faculty - Peter Norton**

Covered in the discussion with Mr. Kitch.

**8. 1:00 Equity in annual performance reviews for instructional and research general faculty - Peter Norton**

According to policy, academic General Faculty should receive a face-to-face annual evaluation by their chairs.

Question for Peter: Is there a difference between the tenured and tenure-track and NTT instructional and research faculty evaluation process? Officially, according to Peter, the differences are small. In practice,

differences are very significant. Departments vary greatly in applying the same standards to tenure- and non-tenure-track faculty. NTT faculty serve on committees, teach, write books, and more, and there are cases where they do not get credit for these activities in their annual reviews. Differences between departments are not well known but sharing this information will lead to positive changes. Peter and Dawn met with the Deans and revealed the problems that have been uncovered, but so far the response to GFC has been that the Deans don't want to tell departments how to conduct their business. Pressure from higher up the hierarchy is necessary to make annual performance review practices more visible and consistent.

9. 1:05 **Promoting information exchange about general faculty practices across department boundaries - Peter Norton**

All NTT instructional and research faculty attending the meeting were requested to email Peter Norton with a description of their department's evaluation process.

10. 1:10 **Other Business**

*Committees*

9. 1:15 **Committee Reports**

- Policy - no report
- Communications - professional development activity on networking will be held on December 4<sup>th</sup>, 4-6pm, in the Helms Theater. The email invitation will be issued to all General Faculty next week.
- Data Management – no report
- Bylaws – no report
- Elections – a special election for an administrative representative is open until Friday. Eight (8) slots are available in the March, 2009, GFC elections.
  - Administration – 2
  - Arts & Sciences – 1
  - At-large – 3
  - Professional Schools – 1
  - Student Affairs – 1

Current members whose terms are ending in 2009 but are eligible for re-election are Richard Tanson (Administration), Jennie Moody (Arts & Sciences), Dawn Anderson (At-large), Peter Norton (At-large), Barbara Millar (Professional Schools), Aaron Laushway (Student Affairs).

- Senate Council Joint Committee – no report

10. 1:30 **Adjournment**

**Next meeting:** Wednesday, December 10, 2008, Newcomb Hall Room 481 (back to standard meeting room)