

**Minutes from the General Faculty Council Meeting**  
**Wednesday, November 14, 2007**  
**Newcomb 481**

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**Present**

Dawn Anderson, Otilie Austin, Virginia Carter, Jean Collier, Phil Gates, David Glover, James Groves, Beth Blanton-Kent, Kevin King, Robin Kuzen, Aaron Laushway, Teresa Lockard, Pam MacIntyre, Barbara Millar (also representing Marsh Pattie), Peter Norton, Ricky Patterson, Ellen Ramsey, Lynda White, David Wolcott

**Absent**

Jennie Moody, Marshall Pattie

**Visitors**

Ricardo Padrón

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

2. 12:10 **Call to Order**

- Peter Norton called the meeting to order and welcomed our special guest, Ricardo Padrón, Associate Professor of Spanish and the Chair of the Faculty Senate.

**Business**

3. 12:10 **New Business related to Ricardo Padrón's visit to our monthly meeting.**

- **Meeting of the Faculty Senate-General Faculty Council Joint Committee:** The Faculty Senate-General Faculty Council Joint Committee met on October 18, 2007. Most of the discussion centered on general faculty participation in governance. The degree of participation by general faculty in governance varies greatly across departments, although under University and school-level policies non-tenure-track faculty at or above the rank of assistant professor are full citizens. At the meeting, Ricardo Padrón suggested that he and Peter meet with Tim Garson to talk about this issue.
- **Meeting of Tim Garson, Ricardo Padrón, and Peter Norton:** On November 7, 2007, the three met. They discussed general faculty participation in Faculty Senate elections. They learned from Tim Garson that the University would like to move to electronic voting. Right now, ballots are handed out through the department chairs and do not always reach general faculty, though they should. However an electronic submission would include all faculty eligible to vote. Ricardo added that he had been working with Nancy Tramontin to update their webpage and create an electronic voting mechanism. Ellen Ramsey informed the group that the General Faculty Council is currently working with ITC to get an estimate of what is needed to modify the Student Council on-line election system to meet our needs. She suggested that we work jointly with the Faculty Senate.

The issue of titling was also discussed. According to Tim Garson, the issue is very likely to come up again. So, he suggested that we look at the top 20 universities as ranked by U.S. News and World Report to see what they are doing with respect to the titling of academic non-tenure-track faculty. David Glover volunteered to do this.

4. 12:20

**Welcome to our Guest: Ricardo Padrón, Chair, the Faculty Senate.**

- Ricardo described the priorities of the Faculty Senate for this year. To date, most of their effort has been on the Batten School of Public Policy and the survey by the Recruitment, Retention and Welfare Committee. Two priorities include planning and graduate students. Tim Garson is likely to create an office of University planning to provide oversight of planning efforts. Making sure faculty are included in the planning process is a top priority of the Faculty Senate. Graduate students are critical to the University, yet that isn't always apparent to donors and the administration. The Faculty Senate plans to increase awareness about the importance of graduate students and keep this issue in the forefront of discussions. Other possibilities include: There is talk about creating other new schools. The Faculty Senate wants faculty discussion of these ideas before it is too late to have an impact. The Commission on the Future of the University report includes recommendations around public service and improving the sciences and technology. The Faculty Senate is considering starting larger conversations on these topics.
- We provided Ricardo with some information about the general faculty at the University. The General Faculty Council has 1,801 constituents – 775 are administrative and professional faculty, 879 are teaching and research and 138 are research scientists. There was confusion about research scientists. Notes from an earlier meeting referred to these positions as recently demoted. No one was really certain what that meant or how they had changed. Research Scientists include junior research staff – usually post-docs – and senior research scientists. They have their own policies. Ricardo commented that every discussion about general faculty includes confusion about their status. He asked whether we desired clarification and more transparency. Phil Gates stated that every time we have gotten clarity on an issue, it resulted in a loss to general faculty. Peter pointed out that transparency has been crucial in his own case – having clear policies on the Provost website was critical. Dawn Anderson recently attended a dinner for new women faculty (both tenure track and non-tenure track) co-sponsored by the Women's Center and Gertrude Frazier, the Vice Provost for Faculty Advancement. A theme emerged at the dinner – as general faculty, the women feel marginalized and don't know where to go or who to ask for assistance. Some administrative faculty feel less marginalized than academic general faculty. Where you work is an important factor in how you are treated and how you feel about your faculty status. In practice, departments have autonomy in how they include general faculty.
- Ricardo asked what binds the General Faculty Council together. It includes very different constituents, so what are the issues that we have in common? The General Faculty Council began as a committee of the Women's Faculty and Professional Association in response to inequitable application of policies. The primary issue that brings general faculty together is the lack of transparency in policies and procedures. The gray area and the inconsistencies in how the policies are implemented are common issues. These inconsistencies are both good and bad and vary by department. One example of inconsistency is the expectation of continued employment. Athletics is exempt from that policy although the Provost Office website says all faculty are covered by this policy. Also general faculty contracts can be written to exempt the person from the expectation of continued employment. There was discussion as to whether the University is abiding by the AAUP policies as stated in the faculty handbook. Also discussed was the possibility

that administrative and professional faculty status might be eliminated as part of restructuring. Ricardo expressed concern that Faculty Senate support for academic general faculty might inadvertently increase the distinctions between them and professional and administrative general faculty, perhaps tending to make these two categories of general faculty into more distinct groups.

- What do Faculty Senate issues look like to the general faculty? Barbara Millar stated they don't really look different. All faculty share a similar vision for the University. In fact, many general faculty have both administrative and teaching/research duties, so the lines between the two are blurred.
- What are GFC issues for this year? Titling is one of the issues the General Faculty Council identified for this year. Nothing is happening on it, now. If the issue comes up again, the Faculty Senate and the General Faculty Council will form a joint committee to address it. Ricardo asked how important the titling issue for general faculty is. It is extremely important to academic general faculty and the libraries, but less so for administrative and professional faculty.
- Ricardo mentioned that Milton Adams and Gertrude Frazier are interested in tenure reform, particularly equity issues.
- President Casteen serves as the President of the Faculty Senate and thus he attends all meetings. The Faculty Senate has non-voting members on the Board of Visitor's Educational Policy, External Affairs and Diversity Committees. This representation – although non-voting – has been very good. It provides direct access to members of the Board and provides a faculty perspective on issues.
- Peter thanked Ricardo Padrón for joining us.

5. 1:20

#### **Other New Business**

- Watch for the full report on the Faculty Survey of the Faculty Senate's Recruitment, Retention and Welfare Committee; it's expected by about Nov 20.
- We have a new Collab site: <<https://collab.itc.virginia.edu>>
- Let's be prepared for Provost Garson's visit to our December monthly meeting (Dec 12)

#### **Committees**

6. 1:20

#### **Scheduling of Executive Committee Meeting**

- Peter will be in touch with committee chairs to schedule an Executive Committee meeting soon.

7. 1:20

#### **Ricky Patterson on the Parking Committee**

- The Parking Committee is not an official Provost Employee Council committee, but rather an ad-hoc committee.
- The parking survey will now be done with Parking and Transportation. The committee will have a chance to review the questions. They are looking for ways to publicize the survey.

8. 1:25

#### **Other Committee Reports**

- The Communications Committee announced the next professional development opportunity, an Effective Communication Workshop with Mary Sherman. Mary Sherman is with U.Va.'s Employee Assistance Program. The workshop is Tuesday, November 27<sup>th</sup>, 12:00-2:00 p.m. at the Harrison-Small Auditorium.

9. 1:30 **Adjournment**

*Next Council Meeting:* Wednesday, December 12, 12:00 noon – 1:30 pm, room 481 Newcomb Hall