

GENERAL FACULTY COUNCIL

MINUTES

Wednesday, November 14, 2012

12:00 - 1:30pm

Kaleidoscope – Newcomb Hall

Present

Council Members: B. Kessler, B. Nowviskie, S. Stewart, J. Sitler, G. Saathoff, M. Slon, V. Gist, J. Lannigan, K. Reid, C. Smith, A. Ingram, D. Karaoli, D. Williams, T. Lockard

General Faculty: B. Diamond, J. Stertzler, E. Robinson, N. McLaren, J. Chance, W. Heinecke, J. Beard, E. Lengel

1. The meeting was called to order by Barbara Kessler. A quorum was established.
2. Minutes from the October 10, 2012 meeting were approved.

Business:

1. Ida Lee Wooten, Director, Office of Community Relations, spoke about the Commonwealth of Virginia Campaign.
 - a. The Commonwealth Campaign is an easy way for employees to support a variety of charities.
 - b. UVA has led the state in CVC giving for years.
 - c. One hundred percent of donations go directly to the designated organization. There is no deduction for administrative overhead.
 - d. President Sullivan is co-chairing this year's Holiday Hoops Classic fundraiser for Virginia food banks. As an incentive for donations, two donors will be chosen for dinner with President Sullivan.
2. Walt Heinecke, Associate Professor at the Curry School of Education, spoke about a new chapter at UVA of the American Association of University Professors (AAUP).
 - a. The AAUP represents faculty (tenured and non-tenure-track), professional researchers, and graduate students.
 - b. UVA has not had a chapter for some time. Heinecke (chair) and Peter Norton (vice chair) are working to establish a new chapter.
 - c. The main issues addressed by the AAUP are academic freedom and shared governance.

- d. The new chapter could help groups like the Faculty Senate and General Faculty Council magnify issues of concern to faculty members.
 - e. The AAUP also helps individuals with grievances or legal disputes.
 - f. The new AAUP chapter would like to hear from the GFC if it can assist in addressing any issues or concerns.
 - g. Individuals can become AAUP members by visiting the Association's website: www.aaup.org. New member information will be forwarded to the executive committee of the UVA Chapter.
3. Faculty Senate Committee Reports
- a. The Board of Visitors Composition Committee made recommendations that were distributed and are attached here.

Committee Reports:

4. Elections:
- a. Derick Williams was elected to represent the Education Schools.
 - b. Troy Buer resigned. An election will be held for a new At Large member of the Council.
5. Policy:
- a. The University's non-tenure faculty policy was up for review as of February 2012. The policy committee will pursue this.
6. Bylaws:
- a. Bylaws will be updated as appropriate after the non-tenure faculty policy review.
7. Communications:
- a. A meeting with the Provost and new COO will occur early in 2013. Date to be determined.

New Business:

8. Council members and constituents from different departments across the University have raised concerns with general faculty terms of employment and administration of the expectation of continued employment (ECE).

- a. Department Chairs in the College of Arts and Sciences received a memo from the Dean's office suggesting general faculty will be subject to three-year reviews even after ECE is awarded.
 - b. Student Health Services has been informed that new physicians, psychologists, and other providers can no longer be hired as general faculty. They must be hired as university staff. This is a significant change—Student Health providers have been hired as general faculty since 1938, when Student Health was separated from the Medical School faculty. The change will make recruiting significantly more difficult, particularly because other institutions do hire student health providers as faculty.
 - c. Signals also received that the College of Arts and Sciences will move away from ladder-rank titles for all general faculty. Promotion from Assistant to Associate to full Professor would no longer be available. Again, this raises significant concerns for recruiting and retaining talented general faculty.
 - d. The Provost and Chief Human Resources Officer held a session concerning faculty hiring in the future, which was attended by deans, department chairs, human resources representatives and others.
<http://news.virginia.edu/content/workshop-focuses-making-uva-dream-factory-faculty>
9. Decision made to gather more information about these trends by canvassing general faculty across grounds.

Next Meeting: **December 12, 2012** Kaleidoscope – Newcomb Hall