

GENERAL FACULTY COUNCIL

MINUTES

Wednesday, December 12, 2012

12:00 - 1:30pm

Kaleidoscope – Newcomb Hall

Present

Council Members: B. Kessler, B. Nowviskie, S. Stewart, R. Patterson, J. Sitler, G. Saathoff, M. Slon, P. MacIntyre, J. Lannigan, K. Reid, C. Smith, A. Ingram, D. Williams, T. Lockard
General Faculty: D. Lieb, B. Diamon, K. McClurken, E. Gilligan, P. Walsh, D. Sewell, W. Ferraro

1. The meeting was called to order by Barbara Kessler. A quorum was established.
2. Minutes from the November 14, 2012 meeting were approved.

Business:

1. Barbara Kessler and Bethany Nowviskie attended OneUVA committee meetings. The group is examining the various committees and councils that represent faculty, staff, and students at UVA. Information will be posted online.
2. Reminder that open meetings for the University's Strategic Planning Committees are ongoing. Upcoming meetings are listed at: <http://strategicplanning.virginia.edu/>

Committee Reports:

3. Elections:
 - a. An election is in progress to fill the vacant At-Large position on the Council. Results will be in on Friday, December 14.
 - b. Penny Bowles has submitted her resignation. Her position will be filled in the upcoming general election.
 - c. The Election Committee will discuss how best to handle mid-term vacancies, with a possible change to the bylaws to ease administration.
4. Policy:
 - a. Two policies are currently open for comment until late December:
 - i. Appointment and reappointment of Deans

- ii. Establishing academic centers and institutes
- b. The Provost's Policy Development meeting will take place February 1, 2013.
 - i. The meeting will include the Provost, COO, and representatives from the Faculty Senate, the General Faculty Council, and the Employee Communications Councils.
 - ii. This initiative grew out of a concern that Faculty Senate and General Faculty Council policy committees are primarily reactive; goal is to take a more proactive approach to University policy development.

New Business—Discussion of General Faculty Status at the University

- 5. Following up on the November meeting, Barbara Kessler solicited comments about General Faculty experiences across grounds. She received more than 30 responses, some positive, but most expressing concerns about how General Faculty employment is handled.
- 6. Concerns included:
 - a. Inability to obtain clear and correct information about terms of employment, including the Expectation of Continued Employment (ECE).
 - b. Concerns about the reclassification of General Faculty as University Staff.
 - c. Problems with positions being eliminated or employment terminated. No apparent resources or advocates for General Faculty facing such problems.
 - d. Inconsistency in handling of ECE for individuals, e.g. commitments made at hiring about ECE process are abandoned when leadership in the department changes.
 - e. Inconsistency in handling ECE within departments and across grounds. No clear set of rules governs ECE, and different people seem to have very different experiences.
 - f. Suggested changes to promotion and rank titles for General Faculty, or possibility of eliminating rank titles for General Faculty.
 - g. Suggestion at the College of Arts and Sciences that those granted ECE will nonetheless continue to have rigorous three-year performance reviews.
 - h. Lack of information about who is driving these policies and what the ultimate goal or vision is.
 - i. Widespread fear that asking questions, seeking guidance, or raising concerns will lead to adverse employment consequences.

- j. Dissatisfaction with communication, transparency, trust, and respect for the role and contributions of General Faculty.
7. The GFC will pursue the following actions:
- a. Barbara Kessler will contact the Dean of the College of Arts and Sciences to discuss the proposed post-ECE review process (with input from several GFC members).
 - b. The Policy Committee will review the Policy on Employment of Non-Tenure-Track Faculty, which was officially scheduled for review in February 2012.
 - c. A committee may be formed to review General Faculty status more generally. Activities of the committee might include:
 - i. Assembling a report of General Faculty status including:
 - 1. History and value of ECE
 - 2. Promotion and Rank policies across the University
 - 3. Data from the Faculty Survey
 - 4. Sources of policies and processes (Provost's Office, Human Resources, etc.)
 - 5. Best practices from departments where General Faculty hiring, promotion, and ECE are working well
 - ii. Engaging the Faculty Senate in these concerns
 - iii. Seeking information from the AAUP
 - d. Barbara Kessler will provide an update to General Faculty and solicit continued communication on these matters.

Adjournment

Next Meeting: **January 9, 2013** Newcomb Hall