

**Minutes from the General Faculty Council Meeting**  
**Wednesday, December 12, 2007**  
**Newcomb 481**

---

**Present**

Dawn Anderson, Otilie Austin, Virginia Carter, Phil Gates, Beth Blanton-Kent, Robin Kuzen, Teresa Lockard, Pam MacIntyre, Barbara Millar, Peter Norton, Ricky Patterson, Ellen Ramsey, Lynda White for Jean Collier, David Wolcott

**Absent**

Jean Collier, David Glover, James Groves, Kevin King, Aaron Laushway, Jennie Moody, Marshall Pattie

**Guests**

Reid Bailey, Susan Carkeek, Joan Gore, Mary Hackett, Jill Hartz, Brad Holland, Tim Garson, Jude Reagan, Michael Smith

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

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

- Peter Norton called the meeting to order. Our special guest, Tim Garson will be arriving at 12:15.
- On November 7, 2007, Peter and Ricardo Padron met with Tim Garson to discuss general faculty participation in University governance. As a follow-up Dawn Anderson and Peter met with Gertrude Fraser to discuss the level of transparency in departmental and school level governance. She suggested that the General Faculty Council ask the Provost to write a letter asking deans to make the process more transparent and more equitable.
- Tim Garson arrived and was welcomed by Peter.

**Business**

3. 12:15 **Welcome to our Guest Arthur Garson, Executive Vice President and Provost.**

- Tim Garson indicated he was willing to write a letter as suggested by Gertrude, but thought it would be better if Peter and Dawn came to a Dean's meeting and the presented the issue themselves. He further suggested that we take the opportunity to raise any issue we'd like at that meeting.
- **Dean Searches:** There are eight active searches in process: 5 dean replacements (the College, School of Nursing, Law School, School of Medicine and the School of Continuing and Professional Studies); a dean for the new Batten School of Public Policy; the Vice President for Research; and the Vice President for International Programs. All of the searches are just starting. The Law School Dean search is identifying finalists. The searches in the College, School of Nursing and the School of medicine are just now looking at CVs and hope to begin interviews in January. The search for a Dean for Continuing and Professional Studies is further behind. A retreat is being planned to discuss the new Batten School and the search for the dean will commence after the retreat. The VP for Research search committee is meeting for the first time December 18. The search will begin with internal candidates. If an internal search is unsuccessful, they will look externally. The VP for International Programs search will begin externally with the hopes of finding good minority candidates.

- **Top challenges:** Filling the eight positions with exceptional candidates is one of the top challenges facing the Provost this year. The second top challenge is addressing the Commission on the Future of the University report. Other challenges include:
  1. Increasing federal relations efforts. The university is seeking a full-time person in Washington to represent the University.
  2. Technology transfer. Tim wants to go from lab to lab looking for opportunities to patent work being developed at the University. He wants to make the process of getting a patent faculty-friendly.
  3. He would like to dispel the top-down, impenetrable reputation of Madison Hall.
- Tim Garson indicated that the University is looking at how to include collaboration in the tenure process. Typical tenure-track faculty are evaluated based on their efforts specific to their own work. General faculty on the other hand are evaluated by different criteria including collaborative work.
- Peter asked a question regarding health benefits for sponsor-funded research that was sent to him by a constituent. The question concerned a discrepancy between the Provost's Office web site and Human Resources regarding the leave with partial pay benefits available to general faculty. Susan Carkeek agreed to take this question and get the discrepancy resolved.
- Barbara Millar pointed out that general faculty is a diverse mix. The term includes people with administrative responsibilities, faculty who look just like tenure-track faculty and those with both teaching and administrative duties. The differences in the treatment and in the role of general faculty vary depending on the department/school. Tim Garson stated that as far as he was concerned faculty are faculty. He has never made a distinction between the two and he sees no reason to treat them differently. One example of how they are treated differently is that there are means for promotion. For teaching faculty in the School of Continuing Studies, there is no promotion. Susan Carkeek suggested that this would be a good topic for the Dean's meeting.
- The following question was raised: Do the candidates for positions (such as the eight on-going searches) know or understand general faculty and are they asked questions related to GF? Are there general faculty representatives on search committees? There is no requirement for search committee membership, so there may or may not be general faculty representation. Tim Garson asked us to develop 1-3 questions that we'd like to ask candidates and he agreed to pass these along to the search committees. David Wolcott agreed to put together the list of questions.
- The following question was raised: Is there a plan to review general faculty as a whole as part of restructuring? The new human resources system will be very developmental-oriented with career paths. There will be no clear distinctions between staff and general faculty. The new system could make it attractive enough to draw folks to it. There are no plans to change the existing AP faculty system. Human Resources is creating task forces as part of restructuring and is looking for people to volunteer to serve on the task forces. Susan is recruiting for volunteers from the Employee Communication Councils, deans, management/administrative groups and the General Faculty Council. A list of the task forces was distributed.
- Phil Gates stated that the voice of general faculty is not listened to nor sought out. General faculty input should be invited.

- Tim Garson ended his visit by saying: “Shame on us if things are pointed out and we ignore them. If you catch us doing that, let us know. If I do it, call me on it. Flood my e-mail and your dean’s e-mail with your concerns.”

4. 1:20 **Report by Barbara Millar on the Professional Development session held November 27.**

- The second professional development session held on November 27, 2007 had 53 attendees. A survey of attendees indicated that the content was well received, but the greatest benefit was the opportunity to network with other general faculty. Thanks to Susan Carkeek for her financial and emotional support!

5. 1:25 **Committee Reports**

- There were no committee reports.

6. 1:30 **Adjournment**

*Next Council Meeting:* Wednesday, January 9, 2008, 12:00 noon – 1:30 pm, room 481 Newcomb Hall