

GENERAL FACULTY COUNCIL

MINUTES

Wednesday, December 11 2013

12:00 - 1:30pm

Alderman Library, Scholars' Lab

Present

Council Members: B. Nowviskie, S. Warner, S. Ware, A. Ingram, M. Slon, D. Williams, D. Gioeli, J. Lannigan, J. Stertz, G. Saathoff, K. Reid, P. Walsh, B. Kessler, P. MacIntyre, C. Smith, A. Harraway, J. Sitler

General Faculty and Guests: G. Cohen

1. The meeting was called to order by Bethany Nowviskie. A quorum was established.
2. Minutes from the November 13, 2013 meeting were approved.

Reports:

3. Diversity Council (Barbara Kessler)
 - a. The Council will be collecting data on initiatives around the University.
4. One UVA (Bethany Nowviskie and Barbara Kessler)
 - a. Pat Hogan and Milton Adams attended the meeting to talk about the strategic planning process. Hogan discussed his approach to “organizational excellence” (Pillar 5 of the Strategic Plan), which involves a focus on efficiency, removing redundancy, and managing performance.
 - b. President Sullivan will attend the next meeting on December 19. Nowviskie invited comments/questions to pass on.
5. Benefits Committee (Joanne Lannigan)
 - a. Ann Broccoli was at the meeting answering questions about benefits changes. We have a new provider in place for the 457 retirement plan. Savings from vendors cannot be used to reduce premiums; instead savings will be used for things like webinars and retirement planning counseling.
 - b. During open enrollment, about 26 percent of employees made plan changes, which was slightly below expectations. Many changes resulted from the change to spousal coverage.

The driving force for the spousal coverage change was the recommendation of a consulting company. Human Resources does not have information on savings from the change at this time.

- c. The committee also discussed the education benefit. On the academic side, about \$1.5 million went to 1310 employees; on the medical side, \$1.6 million went to about 1558 employees. The committee discussed the difficulty of getting advanced training through the education benefit. For example, pharmacists ended up setting up a training program through VCU because of difficulties in securing benefits-eligible training at UVa. The education benefit will be discussed further at a future meeting.

Committee Reports:

6. Bylaws (Colleen Smith)

- a. Colleen Smith followed up on questions about Senior Professional Research Staff representation on GFC. Nothing in the Bylaws explicitly guarantees SPRS (or any other category of employee, such as Teaching and Research faculty or Administrative and Professional faculty) will be represented on the GFC. However, the Bylaws do allow regular review of the makeup of the GFC, ahead of recruitment for elections. Agreed that this flexible review process is a good solution and should be left in place.
- b. Patrick Walsh will gather data on the number of Teaching and Research, Administrative and Professional, and Senior Professional Research Staff currently on the GFC.

7. Data Management (Greg Saathoff)

- a. The committee was not able to obtain data about general faculty with the Expectation of Continued Employment (ECE). Representatives from the Provost's Office explained that ECE data is incomplete. Much of the information is lodged in individual school systems and data is not routinely kept up to date. Further, policies and leadership have changed over time, leading to inconsistent recording of status. An effort is underway to assess and improve on this data.
- b. Representatives from the Provost's office also did not provide demographic data on tenured and tenure-eligible faculty for comparative purposes. The administration was hesitant to hand over this data, because it concerns faculty who are not constituents of the GFC. The Data Management committee will follow up.
- c. Agreed that the data prepared by the committee and presented at this meeting is ready to be posted to the website. Additional data may be added as it becomes available (e.g. ECE data, data that allows comparisons to be drawn with tenured/tenure-track faculty).
- d. A question was raised about the different career paths that exist for general faculty at the School of Medicine. Proposed that gathering information about those tracks, with an eye toward representation on the GFC would be helpful. Tracks include clinician, educator, etc.

As an initial step, Patrick Walsh will gather data on titles (lecturer, professor, etc.) to see if those reflect useful groups.

8. Policy Committee (Barbara Kessler)

- a. The faculty wage policy, which defines wage policy for short-term (adjunct) faculty, is percolating through the system and will come before the Faculty Senate and GFC policy committees in the near future.

9. Elections (Jeff Sitler)

- a. The University is looking at changing our elections software. The elections process starts again in January. It appears eight people will be leaving the council as a result of term limits.
- b. Proposed discussion for a future meeting: Providing GFC members representing particular schools with contact information for constituents at those schools to help with recruiting candidates and encouraging voting.

Business:

10. Report from the Task Force on the Non-Tenure-Track Faculty (Bethany Nowviskie):

- a. Lois Shepherd, Committee Chair, met with John Simon to follow up and shared GFC concerns about inclusion of other categories of general faculty in the charge of the task force. Origin of Teaching & Research focus lies in recommendations of previous task force and communication recently of concerns that focused on those faculty.
- b. Simon proposed a sub-group to focus on A&P faculty and plans to bring in a few new members to make sure A&P faculty concerns are well-represented in the sub-group. Nowviskie invites GFC discussion on categories of individuals to serve on the A&P subcommittee and solicits individual nominations via email.
- c. Group discussion recommended that at least one member of the subgroup be someone who was hired as A&P faculty and retained that designation after switching to a position typically designated as staff. Also recommended that at least one member be an A&P faculty member who also teaches.
- d. The Task Force had a fruitful meeting with members from the previous, 2009 Faculty Senate task force and subsequently developed a plan to meet with each of the school Deans to acquaint them with the charge of the task force and assess the implementation of the 2009 task force recommendations. The Task Force will send members to meet with each Dean who are not part of that Dean's school. The goal is to engage Deans as partners in the Task Force's work.

- e. Question is raised about requesting progress reports from the Task Force to the GFC. Nowvskie proposes that inviting sub-committees to visit, once those are formed, will be the most productive.

11. Faculty Senate Report (George Cohen):

- a. The SACS warning status has been lifted from the University.
- b. The Faculty Senate has approved:
 - i. A new M.S. degree in Data Science.
 - ii. A terminal masters degree in European Studies.
 - iii. A statement of academic freedom from the AAUP.
- c. The Senate discussed the new financial model; a full meeting will be held on this subject on February 3rd (3-5pm in Harrison-Small). GFC members are invited and encouraged to attend.

Adjournment

*Next Meeting: **January 8, 2013 - Alderman Library, Scholars' Lab***