

GENERAL FACULTY COUNCIL

MINUTES

Wednesday, February 13, 2013

12:00 - 1:30pm

Kaleidoscope - Newcomb Hall

Present

Council Members: B. Kessler, R. Patterson, J. Sitler, G. Saathoff, A. Ingram, K. Reid, C. Smith; A. Rice (for T. Lockard), S. Stewart, G. Chausée, M. Slon, D. Williams, B. Jefferson, D. Giobli (for J. Lannigan), P. MacIntyre

General Faculty: D. Edwards, E. Murphy, D. Tullmann, E. Gilligan, J. Stertz, J. Reagan, D. Ghamandi

Guests: P. Walsh, D. Fontaine, A. Holmes

1. The meeting was called to order by Barbara Kessler. A quorum was established.
2. Minutes from the January 9, 2013 meeting were approved.

Business:

3. Guest Speakers were Dorrie Fontaine and Archie Holmes, members of the President's Strategic Planning Working Group for Faculty Recruitment, Retention, and Development.
 - a. Dean Fontaine, the chair of the working group, reported that much useful information was gathered at an open forum held on January 14.
 - b. Three big ideas emerged, which will shape the next steps for the working group:
 - Declare excellence, diversity, honor and respect, and engagement with students and community as values that will define the next generation of faculty and advance U.Va.
 - Change our institutional practice from "episodic hiring" to "continual recruitment."
 - Group will explore some centralized functions for recruiting to improve everything from booking airlines to better exploring joint appointment opportunities.
 - Foster a University culture that encourages our faculty's career-long development.

- Problematic example given of a researcher who loves to teach but has sought opportunities elsewhere because U.Va. has not offered him teaching opportunities.
 - Positive example given of a school that raised funds to create a general faculty sabbatical program.
- c. Dean Fontaine emphasized that while the statistics about faculty departures cited at the meeting included only tenured and tenure-track faculty, the working group is focused on all faculty. It is eager to hear ideas and concerns from the GFC.
- d. The working group has a preliminary report on its website. A final report will be completed in August. <http://strategicplanning.virginia.edu/faculty-recruitment-and-retention>
- e. GFC reports major concerns of its constituents related to values, recruitment, and career development:
 - The Expectation of Continued Employment is a major concern. It is handled inconsistently and appears to be eroding.
 - Shift of some general faculty to university staff. Decisions have been made without consultation with those most impacted. This leads to a sense of not being valued and has a real, practical impact on ability to recruit talented individuals.
 - Role of performance reviews. They appear to be handled inconsistently and criteria are not clearly defined.
- 4. Barbara Kessler and Bethany Nowviskie met with George Cohen, Chair of the Faculty Senate, to discuss general faculty concerns raised at the GFC December meeting. GFC and Faculty Senate will continue to look for ways to work together. One idea raised was joint review of the faculty handbook.
- 5. Dean Meredith Woo shared with Barbara Kessler a summary of the performance review process in place in the College of Arts and Sciences. Barbara Kessler provided feedback based on the GFC December meeting.

Committee Reports:

- 6. Elections:
 - a. The committee is gathering nominees for our upcoming general election.
 - b. Elections will be held during the second week of March. Results will be available during the third week of March.
- 7. Bylaws:

- c. Section 4 has been revised to clarify how the GFC communicates with the school administration and other representative groups (e.g. the Faculty Senate).
- d. Agreed that no change is needed in connection to the revision of the Policy on Employment of Non-Tenure-Track Faculty.
- e. Committee will draft revised election procedures to better handle GFC member departures during the year.
 - i. If six months or fewer remain in the year, the vacancy will be filled during the next general election.
 - ii. If more than six months remain in the year, a special mid-term election will be held to fill any vacancies.

8. Policy:

- a. The GFC and Faculty Senate offered feedback on the Policy on Employment of Non-Tenure-Track Faculty, as part of this policy's regular review. Most suggestions centered around ECE (often highlighting uneven application of the existing policy). We also suggested reconsideration of the "review waiver" policy, and clarifications around performance expectations and ECE reviews. Bethany will provide updates to the GFC as the policy review process continues.
- b. The Provost has proposed establishing a working group, meeting quarterly, consisting of the leadership of the GFC, Faculty Senate, PECC and other stakeholders, to examine policy development and review procedures at the University. Barbara and Bethany participated in the first meeting of this group in early February.

9. Communications:

- a. The Provost and COO will meet with the GFC in April. The date and time are being negotiated.

Adjournment

Next Meeting: **March 6, 2013** Room 389 – Newcomb Hall