

# GENERAL FACULTY COUNCIL

## MINUTES

Wednesday, January 8, 2014

12:00 - 1:30pm

Alderman Library, Scholars' Lab

### Present

*Council Members:* B. Nowviskie, J. Sitler, B. Kessler, C. Smith, D. Williams, S. Warner, J. Lannigan, M. Slon, A. Ingram, G. Saathoff, P. Walsh, C. Holstege. V. Gist, K. Reid,  
*General Faculty and Guests:* J. Reagan, E. Poveda, P. Sprague, K. Weimer

1. The meeting was called to order by Bethany Nowviskie. A quorum was established.
2. Minutes from the December 11, 2013 meeting were approved with amendments.

### *Reports:*

3. Faculty Senate Report (Chris Holstege)
  - a. The next meeting of the full Faculty Senate will be held February 3, 3-5pm at the Special Collections Library. President Sullivan will address the University's strategic direction at the meeting. Chip German will lead a full discussion regarding the new financial model at the meeting.
  - b. Patrick Walsh described the work of the Faculty Senate Planning Committee, which met in late December and developed a short list of possible faculty names for working groups on each of the 5 pillars, to be submitted to the Provost's office. Working groups for each of the 15 strategies would have been unwieldy, so groups for each of the 5 pillars are being formed instead. GFC members are encouraged to seek opportunities for input to these committees.
  - c. Bethany Nowviskie described feedback she offered to the Faculty Senate's Academic Affairs Committee ("AAC"). The AAC is formulating strategies to evaluate collaborative degree programs, such as the new Data Sciences MA, which do not necessarily reside within one single department or school. One concern is that, if an academic program does not have a departmental home, it becomes harder to recognize the point at which the level of teaching, research, and service done by adjunct faculty suggest that fulltime, tenure-track positions should be created, or to decide where they should be housed. The AAC took this suggestion on board and will include reliance on contingent faculty labor in their 3-year evaluations of programs.
4. Task Force on the Non-Tenure-Track Faculty (Bethany Nowviskie)

- a. Members of the task force are meeting with each of UVa's deans to discuss follow-up on the 2009 recommendations, emerging trends, and the overall climate and labor conditions for non-tenure-track faculty in their schools. Some deans have arranged private meetings and others have invited members of their senior staff or general faculty members to attend.
5. One UVA (Steve Warner, Barbara Kessler, Bethany Nowviskie)
    - a. One UVA met on December 19 with President Sullivan. The conversation was largely focused on staff issues and particularly how we can create opportunities for staff to participate in governance, but there was some discussion of graduate education reform, particularly in the humanities. The group also discussed ways One UVA can collaborate with the administration and ensure two-way communication.
    - b. One UVA is beginning to be recognized as a good place for the administration to reach all sectors of the staff and faculty. President Sullivan has agreed to meet with the group annually.
    - c. The group also discussed Access UVa and financial aid generally. Since 2004, Access UVa has met 100 percent of demonstrated financial need for our undergraduates without requiring loans. Going forward, it will continue to meet needs through grants, loans, and work-study, with a cap of \$28,000 on the amount of need-based loans that an undergraduate student may accumulate during a four-year period. The Financial Aid office estimates that the amount of loan debt that a low-income, in-state undergraduate will accumulate over four years will not exceed \$14,000. Debate is ongoing about this change.

*Committee Reports:*

6. Data Committee (Greg Saathoff)
  - i. Following up on data assembled for presentation on the GFC website: the committee will have updates by February as to the numbers for spring 2014.
  - ii. GFC discussion noted that there appear to be fewer career groups and employee types than expected. As with all data – it will be interesting to look longitudinally to identify trends over time.
  - iii. Agreed that the data posted on the website will include a list of definitions or links to where terms are defined. Abbreviations will be spelled out.
  - iv. The GFC discussed several issues related to data collection and analysis. The Committee is still working on questions about different tracks in the School of Medicine, but recognizes an opportunity in looking at rank career groups to

understand trends in how individuals have been promoted in rank. How do career paths differ amongst schools – in terms of retention and how people changes positions within the general faculty? Handling of rank and promotions for general faculty appears to vary widely across schools and departments, and, anecdotally, ECE-ineligibility seems to be growing and hurting new faculty recruitment.

7. Policy Committee (Barbara Kessler)

- i. No news yet on the Faculty Wage policy. UVA does not formally use the term “adjunct faculty,” so the policy on Wage Faculty will cover faculty in this category. One issue to watch is healthcare coverage under the terms of the Affordable Care Act.

8. Elections Committee (Jeff Sitler)

- i. The committee will set up a spreadsheet that lists every GFC member, when elected, and how many terms served, to help manage its work. Bylaws committee will confirm whether someone elected mid-term will be deemed to have served a full term.
- ii. We currently have six open positions to fill through the next election. An email seeking nominees will be sent by the second week of February.
- iii. As agreed in past meetings, we will use the nominations process to help ensure a diverse and representative candidate pool.

*Business*

9. GFC Budget and annual spending (Bethany Nowviskie)

- a) GFC has an annual allocation of \$2,500. A few years ago a decision was made to stop serving lunches at these meetings, and our planned major event was repeatedly postponed and then cancelled, which has let money accrue.
- b) We have requested to have funding roll over and now have in the bank \$7,720.00. Past spending has largely been on open events to engage and serve the general faculty community. Some discussion of possibilities was had (including open events, preparation of orientation materials for new faculty, and using some funding for a small strategic planning retreat), and Steve Warner and the Communications Committee agreed to return with concrete proposals.

10. Website refresh and GFC communications/outreach to constituents (Steve Warner)

- a. The Communications Committee solicited nominations for a proposed revival of the General Faculty Spotlight on our website, and ideas were shared for social networking features on our website.
- b. The group agreed that the website should have a place where faculty can submit requests and ideas, either an optionally-anonymous web form or a general email address that will be monitored by GFC leadership. Patrick Walsh to help implement.