

# GENERAL FACULTY COUNCIL

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## MINUTES

**Wednesday, January 9, 2013**

12:00 - 1:30pm

Newcomb Hall, Room 481

### Present

*Council Members:* B. Kessler, B. Nowviskie, R. Patterson, J. Sitler, G. Saathoff, D. Karaoli, A. Ingram, K. Reid, C. Smith; A. Rice (for T. Lockard), V. Gist, S. Stewart

*General Faculty:* P. Walsh, E. Wilson, D. Edwards, D. Lieb, L. Goff, W. Ferraro, B. Huggins, E. Socolovsky, L. White

1. The meeting was called to order by Barbara Kessler. A quorum was established.
2. Minutes from the December 12, 2012 meeting were approved. December Minutes will be sent to the Provost and the Chair and Vice Chair of the Faculty Senate.

### *Business:*

3. Discussion of Non-Tenure Track Faculty (NTTF) and Expectation of Continued Employment (ECE) includes three issues:
  - a. Who constitutes NTTF and who is now University Staff
  - b. ECE policy for NTTF
  - c. Promotion, rank, and titles for University Staff
2. These issues will be addressed by the Policy Committee, the Bylaws Committee, and an information gathering work group. Kathryn Reid agrees to lead the information gathering work group.
3. Meeting broke into these three groups for discussion.
4. The information gathering work group will attempt to gather both formal policies and actual practices (which anecdotal evidence suggests may not match):
  - a. Discussed conducting an anonymous needs assessment to gather information from non-tenure-track faculty. The assessment would include Senior Research Staff, who were excluded from the recent Faculty Survey.
  - b. Will seek information from the AAUP, the Faculty Survey, UVA websites, and accreditation documents.
  - c. All info will be uploaded to a new UVA Collab site created for the work group.

*Committee Reports:*

4. Elections:

- d. Preparing for upcoming elections. In January open seats will be identified and nominations gathered. Elections will be organized in February. The election will be held the first week of March.

5. Bylaws:

- e. Will revise the election procedure to better handle mid-year vacancies.

6. Policy:

- f. Formal review was initiated the week of January 7 for the Policy on Employment of Non-Tenure-Track Faculty. This opens a thirty-day comment period.
- g. The policy committee will review the policy and propose changes.

7. Data Management:

- h. Conducted research on Expectation of Continued Employment (ECE) among non-tenure-track faculty at UVA. Findings include:
  - i. Of full-time teaching and research general faculty, approximately 21 percent have ECE, 24 percent appear to have the possibility of ECE, and 55 percent have no possibility of ECE.
  - ii. Of part-time teaching and research general faculty, approximately 10 percent have ECE, 25 percent have the possibility, and 65 percent have no possibility of ECE.
  - iii. Of full-time administrative and professional general faculty, approximately 45 percent have ECE, 35 percent have the possibility, and 20 percent have no possibility of ECE.
  - iv. 68 percent of the teaching and research faculty without possibility of ECE are assistant, associate, or full professors.
  - v. Among Athletics non-tenure track faculty (71 A&P, 2 T&R), which in the past has been highlighted as an area where ECE exceptions are needed, approximately 66 percent have ECE, 25 percent have the possibility, and only 9 percent have no possibility.

*Adjournment*

*Next Meeting:* **February 13, 2013 Kaleidoscope** – Newcomb Hall