

GENERAL FACULTY COUNCIL

MINUTES

Wednesday, May 8, 2013

12:00 - 1:30pm

Kaleidoscope - Newcomb Hall

Present

Council Members: B. Kessler, B. Nowviskie, R. Patterson, P. Walsh (for G. Saathoff), A. Ingram, K. Reid, C. Smith; T. Lockard, S. Stewart, M. Slon, D. Williams, B. Jefferson, P. MacIntyre, D. Gioeli (for J. Lannigan), D. Karaoli, T. Leonard (for J. Sitler), G. Chaussee
General Faculty and Guests: W. Heinecke, E. Murphy, G. Cohen, B. Ackerson, K. Weimer, L. White, S. Blackford, J. Stertzer, D. Ghamandi

1. The meeting was called to order by Barbara Kessler. A quorum was established.
2. Minutes from the April 10, 2013 meeting were approved.

Business:

3. Recap of this year:
 - a. The GFC now has an excellent line of communication with the Provost.
 - b. The GFC has strengthened its working relationship with the Faculty Senate. The GFC chair now sits ex-officio on the Faculty Senate executive committee.
 - c. The One UVA initiative is bringing together employee and student councils as well as GFC and Faculty Senate from across the university to work together on community-building and future policy concerns.
4. The GFC's open house with the Provost and COO has been postponed to the fall, but this change comes with some good news: The Provost is convening a task force to examine non-tenure-track faculty issues.
 - a. The Provost is seeking nominations for the task force and has contacted the GFC, Faculty Senate, and deans.
 - b. The task force was in part inspired by a report out of the University of Maryland and will build on the findings and methodology used there.
 - c. The GFC's December meeting minutes, summarizing many general faculty concerns and issues, along with other issues discussed by GFC will be presented to the task force.

- d. The GFC will send to the Provost a letter praising the creation of the task force and requesting that no further changes to policies and procedures related to general faculty status and employment be made until the task force has completed its work. Anne Ingram and Kathryn Reid agree to start work on this statement.
5. Update on the change to Library hiring practices: future librarian positions are being posted as University Staff.
 - a. Our local AAUP chapter sent a letter to the Provost about the national AAUP's stance on the faculty status of librarians. The letter stated that librarians should be faculty and that the process for making the change away from faculty status at UVA was flawed.
 - b. The Library Faculty Assembly has not sought formal input or assistance from the GFC.
 - c. The Library's place in faculty self-governance is also a concern going forward, as fewer and fewer librarians will have faculty status.
 - d. GFC suggests that we can usefully collaborate with our local AAUP on representation in governance and on the matter of academic freedom for librarians.
6. The Provost's office is conducting a salary equity survey, but the initial mandate did not include surveying any general faculty. GFC constituents and members suggest that at least academic non-tenure-track faculty be included. Communications on this issue are ongoing.
7. The College of Arts and Sciences has ceased hiring general faculty with professorial ranks (Assistant, Associate, etc.). This action appears to have been taken without knowledge of the general faculty. Michael Slon volunteered to investigate.
8. Strategic Planning Update:
 - a. The Board of Visitors will be presented with a document at its May meeting, offering strategic priorities for its consideration. This will be a short document meant to foster discussion.
 - b. The full strategic plan is scheduled for completion by mid-July, in time for the BoV August retreat.
 - c. Feedback on the document will be invited this summer.
 - d. The GFC is invited to submit a letter of concerns prior to the final drafting of the strategic plan.

9. GFC Goals for the future:

- a. Seek ways to improve the role of the GFC as a resource for general faculty, and consider our role as advocates. Email is not a great pathway—as more emails are sent, more faculty ask to be removed from the list. The website may be a better option.
- b. Consider joint event with AAUP or coordinate visit from AAUP's faculty governance group.

Committee Reports:

10. Bylaws:

- a. GFC votes to include a Faculty Senate representative as an ex-officio member of the GFC. Bylaws will be changed accordingly.
- b. Proposal to codify the role of the immediate past chair of the GFC.
- c. Proposal to provide for short-term working groups in the bylaws.

11. Policy:

- a. Two recent policies were reviewed by the committee: an electronic funds policy and an online licensing policy. Both are moving forward without comment.
- b. One policy update appears to have occurred without review: a change of date has been noted on the copyright policy/intellectual property policy. The Policy committee will explore.

12. Data Management:

- a. Committee is working to transition matters currently handled by Ricky Patterson, including website management, email management, and roster maintenance.
- b. Patrick Walsh will assist in future with data requests and website management.
- c. Two data requests concerning gender and salaries will be forwarded to the Provost's upcoming task force on non-tenure-track faculty.

Adjournment

Next Meeting: **June 12, 2013** Year-End Luncheon at Darden