

# GENERAL FACULTY COUNCIL

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## MINUTES

**Wednesday, November 13, 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. Stertzer, G. Saathoff, C. Holstege, K. Reid, P. Walsh, B. Kessler, P. MacIntyre, C. Smith, A. Harraway

*General Faculty and Guests:* G. Cohen, A. Webb, L. Shepherd, L. Goff, D. Hurd

1. The meeting was called to order by Bethany Nowviskie. A quorum was established.
2. Minutes from the October 9, 2013 meeting were approved.
3. Welcome to Adrien Harraway, who has joined the General Faculty Council representing Athletics.

### *Committee Reports:*

4. Bylaws/Elections
  - a. Bylaws changes approved by the GFC at our September 11, 2013 meeting will be included in the regular spring election for general faculty ratification vote.
5. Data Management
  - a. The Committee has been working to present data about General Faculty at UVA in a graphic format for our website.
  - b. Data presented at the meeting included total number of General Faculty (1708 as of August 2013), General Faculty by area, gender makeup of general faculty by area, gender makeup of general faculty by type (teaching & research, administrative & professional, or senior professional research staff), and the percentage of General Faculty Council seats by area. The data were presented in easy-to-read line graphs, bar graphs, and pie charts.
  - c. The addition of this information to our website would provide a one-stop source of information about general faculty at the university. One hope is that the website information will reduce individual email requests for data.
  - d. Patrick Walsh will seek information about Expectation of Continued Employment status from Human Resources, so that information can be added if it is reasonably accurate/up-to-date.

- e. The Committee will also seek and add information about faculty of all types, to put general faculty numbers in perspective.
- f. Administrative and Professional faculty will be disaggregated.
- g. The Committee will look into ways to make the raw numbers visible (e.g. by showing the raw numbers when the mouse is rolled over various pieces of a graph or chart).
- h. The GFC discussed representation based on this data.
  - i. At the moment, health professionals are not represented on the GFC in proportion to their numbers. This reflects a decision made some years ago to prioritize diversity on the Council over perfect numerical representation. Health professionals would make up nearly half the GFC if numerically represented.
  - ii. One recommendation: examine how different types of health faculty are represented to ensure that diversity within health professionals is reflected.
  - iii. Concern was also expressed that Senior Professional Research Staff are not represented on the Council as a structural category (rather, SPRS are eligible to run for any open seat).
  - iv. Colleen Smith will look at the Bylaws and GFC records to verify how numbers are currently set.

## 6. Communications

- a. Steve Warner will work with Chris Holstege to include general faculty news in the newly launched Faculty Senate monthly newsletter.

### *Business:*

- 7. Lois Shepherd, Chair of the Provost's Task Force on the Non-Tenure-Track Faculty, discussed the work of the Task Force (TF). She was joined by Anda Webb, Vice Provost for Administration. The TF charge and membership are posted here:  
<http://www.virginia.edu/provost/nontenuredtrackfac.html>
  - a. Lois Shepherd explained that the TF charge is deliberately open-ended. The first step will be significant information gathering, to decide where the TF should focus.
  - b. No timeline has been set for this work. The goal is to enable the administration to make easy, agreed-upon changes quickly, without having to wait for a formal report. More difficult problems will be tackled long term.
  - c. The TF has had two meetings thus far. The first was a brainstorming session, to begin identifying issues. The second included representatives from the general counsel's office and human resources, who provided history, background, terminology, and a

survey of current policies. The next meeting will be with members of the previous general faculty task force.

- d. Shepherd acknowledged receipt of the GFC letter requesting inclusion of Administrative & Professional faculty and Senior Professional Research Staff in the TF's work. Although these groups were not initially part of the Provost's communications about the TF, Shepherd emphasized that the charge is not limited to teaching faculty. The initial focus on teaching and research faculty simply reflected the Provost's awareness of several obvious policy concerns related to those faculty.

e. Q&A:

- i. Concern was expressed that the open-ended charge and the lack of timeline removes any sense of urgency about the Task Force's work. Shepherd responded that sub-committees will be formed and those will set goals and timelines for discrete pieces of the TF's work.
- ii. Bethany Nowvickie will ensure that the TF has a copy of the GFC's meeting minutes for December 2012, which captured many of the concerns expressed by our constituents.
- iii. Proposed that the TF meet with different constituent groups. Shepherd responded that this will be more appropriate and productive once sub-committees are formed. Those sub-committees will have particular questions to investigate unit-by-unit. She emphasized as well that while the Task Force will be looking at University policies, the group recognizes that it cannot proceed without an understanding of differences across schools and units.
- iv. Concern was expressed with regular communications between the TF and the GFC. Shepherd responded that formal communication structures may inhibit the Task Force, but the presence of several GFC members on the TF will ensure a steady flow of information.
- v. Request was made that the TF look at the trend of re-categorizing A&P faculty as staff. Lois Shepherd responded that the point is well taken. Anda Webb offered some history that explains the evolution of A&P faculty at UVa. The original definition of these positions related to state reporting of faculty salaries. Administrative faculty had been defined as those within three levels of the President. Some administrative faculty retain teaching responsibilities and some are tenured. Professional Faculty were added later—defined as those serving by virtue of their profession.
- vi. Webb also explained that Professional Research Staff had not been designated as faculty, because many are short term. Notably, GFC only represents Senior Professional Research Staff, that is, research staff in long-term, career positions. Pay and benefits are much like faculty, and professional research staff are listed in the HR system as faculty, but some differences do exist. For example, research staff cannot sign on as principal investigators for grant proposals.

8. Faculty Senate Report (Chris Holstege)

- a. The new Mission Statement will be put before the Board of Visitors at the next meeting, along with the pillars of the Draft Strategic Plan.

9. Diversity Council (Steve Warner)

- a. Meeting will be held November 21; all are welcome.

10. One UVA (Barbara Kessler)

- a. The group is creating a list of items for discussion and organizing its next steps. The next meeting, with Pat Hogan and Milton Adams, will be held November 22.

11. Benefits Committee (Joanne Lannigan)

- a. The next meeting will be held December 4.

*Adjournment*

*Next Meeting:* **December 11, 2013 - Alderman Library, Scholars' Lab**