**General Faculty Council**

**University of Virginia**

**MINUTES**

Wednesday, November 14, 2018

12:00 – 1:30 p.m.

Harrison-Small Auditorium

*Council Members in Attendance*: Keith Weimer, Sarah Ware, Derick Williams, Diane Whaley, Ed Murphy, Ibby Roberts, John Gaskins, Hope Kelly, Ben Doherty, Michele Madison, Gabrielle (Posy) Marzani-Nissen, Barbara Millar, Esther Poveda, Yuri Urbanovich

*Council Members Not in Attendance:* Chris Gist, Angela Piñeros-Fernandez, Simonetta Liuti, Vladimir Mitkin, Janet Warren

*Guests*: Jim Ryan, Suchitra Joshi, Amy Wharton, Claire Kaplan, Laura Serbulea, Angela Orebaugh, Kerrie Carfagno, Jessica Simmons, Jamie Leonard, Meredith Hayden, Antoinette Thomas, Kelly Sulick, Stefanie Park, Tisha Hayes, Natasha Heny, Ottnini Austin, Melinda Baumann, Karen James, Jeanine Braithwaite, Regina Carter, Kara McClurken, Miao-Fen Tseng, John. Alexander, Emily Scida, Charles Kromkauski, Daniel Moore, Chris Ruotolo, Ellen Ramsey, Jeremy Bartczak, Julie Spencer, Gianluca Guadagni, Judy Thomas

*\*Misspellings likely due to illegibility of names as written on attendance sheet*

**Call to Order**: 12:17 p.m.

1. Special Meeting with University President Jim Ryan
	1. Ryan shared high level priorities for first year including:

**Planning/Execution**

* + 1. Developing a 7-10-year strategic plan with input from Ours to Shape initiative
		2. Developing a Northern Virginia strategy
		3. Supporting Charlottesville area development – Ivy/Emmett, Fontaine and West Complexes
		4. Improving admissions, recruitment and advising
		5. Leading a successful capital campaign, Honor the Future, with goal of $5 billion in 6 years

**Leadership/Governance**

* + 1. Complete and assimilate senior leadership team including deans for nursing, Batten and new Diversity Officer.
		2. Collaborate with Board of Visitors to align with emerging strategic plan

**Culture**

* + 1. Strengthen culture of collaboration and organizational excellence (oriented towards service and student/customer services)
		2. Remove barriers to interdisciplinary research
		3. Plan for building community relationships with Charlottesville and Albemarle County – looking to focus agenda based on input from community leaders and including relations to employees in regards to wages, affordable housing, and educational benefits and access
		4. Engendering a sense of trust in administration and optimism about the university among students, faculty, staff and alumni.
	1. GFC Chair Keith Weimer then led dialog between Ryan and members of the general faculty, issues addressed included:
		1. The variability of evaluation and promotion across the university for general faculty
		2. Visa status issues for faculty on one-year contracts
		3. Promotion and contracts largely up to deans with little oversight
		4. Possible trend that one-year contracts end with termination after three years to begin a new series of one-year contracts
		5. Concern over variation in treatment of types of credentials
		6. General faculty not often included in policy development at school-level that directly impacts them
	2. Closing Remarks

Ryan ended the meeting noting the work of General Faculty Council regarding work conditions, compensation, promotion, and benefits should be mediated through the Provost’s Office. Noting the need to work on inequities faced by the general faculty, he closed saying, “You should be treated well and treated fairly.”

**Next Meeting**: Wednesday, December 5, 2018 from 12 – 1:30 p.m., Byrd-Morris Room of Harrison Institute

Submit agenda items to Chair, Keith Weimer