**General Faculty Council**

**University of Virginia**

**MINUTES**

**Wednesday, September 11, 2019**

**12:00 – 1:30 pm**

**Newcomb Hall, Room 177**

**Council Members in Attendance:** Derick Williams, Janet Warren, Joe Fore, Meredith Hayden, Julie May, Sharon Kelly, Amanda Flora, Laura Serbulea, Zaida Villanueva, Ibby Roberts, Diane Whaley, Hope Kelly, Chris Mazurek, Chris Gist, Bryn Seabrook, Keith Weimer, Ed Murphy

Visiting: Judy Thomas, University Libraries

**Call to Order/ Introduction and Welcome:** Derick Williams, Chair

1. **Introduction of Officers**
2. **Update from the Provost’s Office**

GFC Chair Derick Williams spoke/emailed with Maite about changes to the General Faculty Hiring Policy. He is hopeful to hear more in the next couple of weeks. Discussion continued about the P & T committee and its care with general faculty under promotion. The former provost emphasized that general faculty are just as important as tenure-track faculty. Members addressed the importance of the new General Faculty Promotion Policy – it lent structure and consistency to the process. A member asked if there is only one review committee. There is no separate committee for NTTF. Part of NTTF inclusion in P & T is to educate tenure-track faculty about what NTTF do and the value of their contributions.

Discussion continued about ECE and whether there is more protection in going up for promotion. A & P faculty only have ECE and not promotion as T & R faculty. It was suggested that GFC explores this topic in more depth.

1. **Mentoring Program**

Diane Whaley presented an overview about general faculty mentoring. Currently, Curry is the only school that has a faculty mentoring policy. Suggestions were made about how GFC can get more invested in faculty mentoring – by including something on the website, by having a mentoring fair. Diane asked for volunteers to serve on this committee.

1. **Goals and Priorities 2019-2020**

\* Salary Study and faculty representation? (Last study conducted in 2014 with tenure-track faculty and did not include NTTF and perhaps the reasons for the increase in NTTF)

\* Branding of NTTF? Find out which schools have/do not have a salary increase with promotion of NTTF.

\* ECE – to draft statement with regards to NTTF?

\* The role of GFC? When do we support our colleagues, what do we help then address, who addresses them? How much should we dig into certain issues? There is a grievance process and a University ombudsman.

\* UVA Teaching Awards? awards currently limited to tenure-track or those with long lengths of service (important to P & T)

\* Provost’s Policy? – how do faculty fit within their tracks?

\* Sabbaticals – members of GFC drafted and circulated a letter for comments

\* International Faculty and concerns for their status?

\* Student worker to assist with GFC project?

1. **Treasurer’s Report**

Treasurer Joe Fore announced the GFC account now has $2500. Past monies have been used for meals, photography, website, etc.

1. **Regular Reports**
   1. **Bylaws –** no report
   2. **Elections –** ChairsKeith Weimer and Ed Murphy discussed the need to determine the date for the next round of elections or if it is necessary to do an off-term election
   3. **Data Management –** ChairDiane Whaley reports that she has been training on the website, asked that committee members submit to her their bios and photographs. She also asked for contributions to the *Faculty Spotlight*.
   4. **Policy –** GFC ChairDerick Williams asked for a volunteer to serve as the Chair of the GFC Policy Committee. The chair will shepherd policies to be reviewed to the GFC, collect comments and send them to the Faculty Senate who then sends it to the University Policy Committee.
2. **Faculty Senate Report – no report**
3. **Meeting adjourned, 1:30 pm.**