**General Faculty Council**

**Minutes**

**Wednesday, March 11, 2020**

12:00 pm – 1:30 pm

Ruffner 206

**Council members in attendance**: Laura Serbulea, Meredith Hayden, Bryn Seabrook, Derick Williams (Chair), Sharon Kelly, Ibby Roberts, Joe Fore Keith Weimer, Yuri Urbanovich

**Visiting:** Judy Thomas, Library, guest speaker; William Ferero (Research Faculty), Michael Sheehy (Contemplative Sciences).

1. Call to Order
2. Approve Minutes

Minutes approved with proposed changes

*Business*

1. Committee Reports
   1. Bylaws – No new report
   2. Elections (Weimer)

Athletics – no nominee remains vacant

Curry – has nominee

A&S – nominee

Health Professionals (one position) is vacant

1 out of 2 at-large covered

Several positions have incumbents while others will have new candidates

Chair of faculty council – Chair-elect typically transitions to role; Chair Williams has consulted with former chair, Keith Weimer and former elections chair, Ed Murphy – we could elect a new chair OR, based on past council decisions, Chair Williams can stay on as chair then work toward electing or appointing a new chair.

Roberts reviewed by-laws regarding appointing or electing of new chair-elect and there does not appear to be guidelines specific to the absence of chair-elect. The recommendation is to elect or appointed to a chair-elect so they are in an advisory role. We will review more in April and plan to elect a chair-elect at the May meeting.

Discussion related to Athletics representation on the board as well as A&P faculty. Council members can reach out to Health Professionals and Athletics once we have the list of general/A&P faculty.

Reach out to faculty about at-large positions (RSVP list from Mentoring meeting).

* 1. Data Management

Updating emails

* 1. Communications – Not present
  2. Policy (Derick)

Chair Williams met with Vice-Provost regarding updates to [Provost Policy 004](file:///C:\Users\jsm9z\Downloads\Provost%20Policy%20004%20https:\uvapolicy.virginia.edu\policy\PROV-004#Ranks_and_Titles). There are not expected to be additional changes to the final draft or changes to track systems for faculty. Policies are reviewed every 5 years.

COACHE survey – not meant for part-time faculty; provost office may follow up with part-time faculty

Suggestions for across school understanding of the policy. Specifically, the disparity between the expectation for scholarship for promotion though scholarship is incorporated into workload expectations/load. The understanding among the council from previous conversations and iterations of the policy is that continues to fall on NTT to pursue and complete any scholarship on their own time. However, departments and programs are requiring scholarship for promotion, creating inequity and limiting opportunities for NTT. This also impacts merit pay.

Discussion regarding workload reports across schools and positions (i.e. A&P faculty do not use annual report)

Chair Williams called upon the Council to suggest strategies to address discrepancies in how Provost Policy 004 is interpreted across schools. Additional consider how workload reports relate to how discrepancies may impact promotion and merit pay. This will require collaboration with the Faculty Senate.

1. Updates and Announcements
2. All University Teaching Awards (Fore)

Fore created a dossier of data and developed a Resolution Regarding Teaching Awards for Academic General Faculty with suggestions to address parity for NTT faculty in award eligibility. Data indicated under-representation of NTT faculty; however, there has been some recent increase in NTT representation.

It was suggested that the option to adopt the resolution wait until Warren and Whaley, with consultation from Murphy, who may want to add insight and language based on previous experience with the council and other university committees. It was agreed that the Resolution “as is” is adoptable and appreciated.

1. Judy Thomas, Director of Faculty Programs, UVA Library- Open Educational Resources (OER)

Thomas presented the library’s mandate and action steps to increase OER at UVA along with an overview benefits and resources. Some benefits listed are pedagogical outcomes, increased value of open scholarship in academic communities, and student inclusiveness and lower costs. Students are engaged in the process as well.

At some universities (UBC), promotion and tenure language includes OER. Please refer to the resource guide for more.

1. New Business

During meeting, President Ryan sent a message regarding the university’s response to coronavirus. Discussion followed and regular reports were not discussed.

*Regular Reports*

1. UVA Diversity Council
2. Mentoring Network

Adjournment

**Next meeting:** Wednesday, April 8, 2020 Ruffner 206

Minutes respectfully submitted by:

Amanda G. Flora, Assistant Professor