**General Faculty Council**

**University of Virginia**

**MINUTES**

**October 14, 2020**

**12:00 – 1:30 pm**

**Zoom**

**Council Members in Attendance:** Derick Williams, Julie May, Chris Mazurek, Chris Gist, Sharon Kelley, Zaida Villanueva Garcia, Meredith Hayden, Amanda Flora, Diane Whaley, Joe Fore, Bryn Seabrook, Laura Serbulea, Yuri Urbanovich, Ed Murphy, Judith Thomas, Esperanza Gorriz, Robert Reiser.

I. Call to Order – Derick Williams, Chair

II. Approve Minutes

Minutes from September 9 meeting approved with change to Diversity Council update.

III. Updates and Announcements

Grading Policy change: We thought CR/NC option (waiting for grades to be finalized) would be the better option and did not send anything from GFC. The various Deans came together and made the decision to offer the CR/GC/NC option between November 2 – 6. There is not much we can do about it now – seems like the decision was made before any faculty bodies could respond. Committee members shared the ways they are communicating this information and students concerns and addressed concerns about students applying to the McIntire School of Commerce, which places emphasis on grade point averages.

GFC will continue the discussion of the grading policy for the Spring at the November meeting.

IV. Committee Reports

One member was unable to sign-up for committees. The GFC Chair detailed instructions on how to access the sign-up form or offered suggestions on how to best do this.

a. Bylaws – Sharon Kelly has agreed to serve as Chair.

b. Elections (Ed Murphy Chair) – Nothing to report. The next election will be the big Spring election.

c. Data Management (Chris Gist, Chair) – GFC Chair reported about access to the membership lists and email. Counted over 18 email lists. Is it OK to delete less-used lists? The Chair asks that everyone go to the GFC Collab site to review their lists and whether they are necessary.

d. Communications/Website (Diane Whaley, Chair) – The UVa/Collab page – not current. One member indicated that the Collab site is primarily used for elections and that the GFC website has updated information. Discussion about the updated information on the By-laws. Is there a way to change the headings for Documents, By-Laws, etc.?

e. Policy (Joe Fore, Chair) – Received an email from Chair, Policy Committee, Faculty Senate, about titles (specifically General Faculty). One faculty member felt as it they were forced to use this title on their CV but PROV 004 does not require it – only for internal documents. The College required the professor to do something the policy did not require. The change was made the professor’s CV without their consent. This raises serious concerns about when GF use titles and when the University can force them to use it outside the University. It also raised concerns about the fairness of the titles. The committee implied a sense of frustration with GFC that it has not been more assertive about PROV 004 and want a united front with Faculty Senate, AAUP and GFC. Here is the policy:

*“Formal faculty titles, as defined below in section II.F, Tracks, or “Faculty Appointment Designations in the School of Medicine,” must be used when presenting faculty actions for approval to the University’s Board of Visitors and in all school communications related to a faculty member’s employment (including appointment letters, performance evaluations, recommendations for promotion, etc.). Schools may determine in their policies how and when formal faculty titles will be used in other contexts.”*

V. Provost 004 – Please see above. One member suggested asking the Provost to clarify the policy and whether schools want to adopt something different. If so, this needs to be in writing to align with PROV 004, and make sure that they provide ample opportunities for faculty to weigh in so that it is not an administrative decision. One member raised concern about the urgency of this issue. Another asserted that Faculty Senate is doing things for GFC without consulting with GFC and then sending things to the Provost. However, the Provost and GFC have communicated and collaborated on several issues.

One member would like to see clarification on the status of PI’s, whether they are required to be tenure-track faculty.

If the University has a policy, then individual schools should be allowed to go against that policy.

VI. UVA Diversity Council – Chair of the Diversity Council spoke about a very profitable conversation with Kevin McDonald and discussed how no one from EID were involved with conversations about August 12 = he wants this to change.

Inclusive Excellence is gearing back up after COVID-19 and relevant bodies are developing plans. Suggested that GFC being a new committee to participate in this initiative.

VIII. Mentoring Network – no update.

IX. Faculty Senate Exco – The committee will discuss legacy admissions and how legacy applicants are routed through the application process.

Meeting Adjourned at 1:29 pm

Next meeting: Wednesday, November 11, 2020, Zoom Meeting