**General Faculty Council**

**University of Virginia**

**MINUTES**

**December 9, 2020**

**12:00 – 1:30 pm**

**Zoom**

**Council Members in Attendance:** Derick Williams, Julie May, Chris Mazurek, Chris Gist, Sharon Kelley, Meredith Hayden, Diane Whaley, Joe Fore, Bryn Seabrook, Laura Serbulea, Ed Murphy, Yuri Urbanovich Judith Thomas, Esperanza Gorriz, Robert Reiser, Janet Warren, Ladi Carr

I. Call to Order – Derick Williams, Chair

II. Approve Minutes

Minutes from November 11 meeting approved.

III. Updates and Announcements

GFC Chair got the data back from the faculty survey. The new number of General Faculty is now 1757. He continued to break down the number of responses by position, gender, race, and school. He also presented information about specific survey questions.

He will conduct an analysis of the survey and how it can be useful. Two members expressed interest in seeing the raw data and exploring how GFC might prioritize issues it needs to address such as equity, lack of benefits, etc.

One member addressed percentage load (such as .999) may be a reason for lower pay/benefit. Would like to know if each school as a formula to determine load. One member encouraged us to look at those with less than 100% load. Discussion continued concerning the various loads across schools.

IV. Committee Reports

a. Bylaws

A committee member suggests that the GFC consider its representation model. Would it like to increase the number of members on the Council? To date, there are 1757 general faculty. It assumes there are 19 council members plus Chair and Past Chair – one member for each faculty member. He presented slides which illustrated the distribution of members according to school and the number of faculty in those schools. Some areas are well represented, other underrepresented. Member will pull together a proposal for consideration at the January meeting once GFC discusses the issues.

What is the best number of GFC members? Should we increase to 21 or stay the same?

Both Administrative and Athletics positions moved to Members-at-Large.

If GFC runs an election, then At-Large members are elected in a second election. If you are not elected for your school, then you can run At-Large. Should this be permanent? The advantage to cycling back to the schools is that we can pull from the At-Large. But others may want to stay At-Large.

Is there an opportunity that there would be a seat for either/or? We also have Data Science to consider. Maybe combine seats. Member believes that seven At-Large members is too many for 1/3 of the Committee.

Data Science is formally classified as Administration. Some report to another entity rather than the field in which they work (example of a person in the Medical School but who reports to the Provost).

Should we consider category – A/P, T/R, etc. in addition to school? At one time, GFC did consider category, but the by-laws changed. Do we want those areas specifically represented in the model?

All of this depends upon getting nominees. GFC often gets more nominees that there are seats.

Questions: Do those faculty feel they are included and in the work of the committee? There are aspects that resonate across the University. Maybe we need to have a balanced approach that includes all areas. The more people feel GFC is worth it’s while, it would get more nominees. What is GFC’s impact, relation to Faculty Senate? Mentoring?

Is it worth sub-dividing Professional Schools (and perhaps the Health Sciences) along lines to try to get better representation in those areas? He then suggested (and discussion continued) on ways to divide certain areas, fold others together.

One member asked - Is there a way to incorporate opportunities to participate in on-boarding activities at the HR or school levels?

b. Elections

Committee is preparing for elections in the spring.

c. Data Management

The Committee updated all the mailing lists. They created lists for each faculty category (and GFC) inside of SYMPA. Everyone should have access to the GFC Collab site.

d. Communications/Website

The website is updated as far as it could be, but some aspects require technical assistance.

e. Policy

Chair discussed the recent policy on consensual relations between faculty and students. These relationships occur and the effort was to delineate expectations in terms of supervisory roles and reporting.

GFC Chair would like to prepare a schedule of PROV-004 reviews beginning in January. He would like to have something to present to the Provost to illustrate GFC’s standing in governance. Create a statement about how we want to be represented.

6. UVA Diversity Council

No update

7. Mentoring Network

No update

8. Ex-Co.

No update

Meeting adjourned at 1:30 pm

Next meeting: Wednesday, January 13, 2021, Zoom Meeting