**General Faculty Council**

**University of Virginia**

**MINUTES**

**November 11, 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, Ed Murphy, Yuri Urbanovich Judith Thomas, Esperanza Gorriz, Robert Reiser, Janet Warren, Ladi Carr

Visitors: Liz Magill, Executive Vice President and Provost, Maite Brandt-Pearce, Vice Provost for Faculty Affairs

I. Call to Order – Derick Williams, Chair

IV. Discussion with Liz Magill, Executive Vice President and Provost, Maite Brandt-Pearce, Vice Provost for Faculty Affairs

See attached document.

III. Approve Minutes

Minutes from October 14 meeting approved.

IV. Updates and Announcements.

GFC Chair offered apologies for initiating and distributing a survey on behalf of GFC, which it was not. However, the information may be valuable. One member expressed concern that GFC did not sent it on their behalf – because now it is responsible for the information. If it will be GFC’s survey, then it would be helpful to know who was involved, who is managing the information and who has access to the data. We must be clear – that Faculty Senate has often tried to speak for us and not with us and none of us were involved in creating the survey. AAUP = they will take the data and will say they represent the faculty at UVa. One suggests that the GFC Chair decides who owns the survey.

GFC Chair will send out a reminder email about the survey.

One member suggested that GFC members review the survey and vote to determine the questions it believes should remain in the survey.

Meeting Adjourned at 1:29 pm

Next meeting: Wednesday, December 9, 2020, Zoom Meeting

**Provosts Liz Magill and Vice-Provost Brandt-Pearce join the monthly meeting in an effort to make a connection with members of GFC.**

Provost Magill discussed academic and operational steps taken during the pandemic and hopes to work with GFC in different ways. Trying to stay on top of things with regards to the faculty life cycle. Thanked the members of the faculty considering the current situation – this is a different kind of institutional challenge. It is a direct threat to what UVa does. She then opened the room for questions.

*One member addressed that there are faculty who come to GFC with issues in their departments – some are egregious inequities in titles, gender, salaries. These issues have been brought to the Department Chair with no resolution. What we see – even with PROV 004 – is that department chairs “go rogue.” Issues are taken to the Associate Dean level – with no resolution. What do we tell our colleagues and how can we possibly enforce? GFC feels powerless sometimes.*

Provost Brandt-Pearce. In A&S – there are anomalies in the ways departments have been implementing policies. They are aware and things will not change quickly. When faculty come to GFC – don’t try to fix issues – but to recommend going through the reporting structures. We can make her aware of issues and she can relay that to the department/dean.

Provost Magill. Is there a way to formalize the channels outside of their schools?

Provost Brandt-Pearce. Yes. There is a way to appeal certain processes. It is useful as it could go through their office first and the Grievance Committee. It’s better to come to a resolution first.

*One member asked where GFC stands in University governance.*

Provost Magill – What would you like the role to be? You are faculty members and have a role in governance. What the Faculty Senate believes the issue to be needs to be directed to them. GFC members are also on the Senate and are invited to Ex-Co but not allowed to vote.

**PROV-004 Overview – Provost Brandt-Pearce**

Begin in January 2021 to initiate revision with approval in 2022.

Hold listening tour.

Next revision would commence in 2024 with approval in 2025.

After this, the policy would be under a regular revision cycle.

One member suggested having transparency for listening tours so that people who share ideas feel as if they are heard even if their ideas are not considered.

Various stakeholders have different interests in the policy. She asked for coordination with GFC and Faculty Senate in this effort. It is important to hear from as many faculty as policies – even those who agree with the policy.

How do we address concerns from A&P faculty? PROV-004 has dominated discussion and it is unclear if their input has been requested. PROV-004 separates A&P and Teaching faculty. Looking at them together would make better sense. Is it working to have the groups separated? Provost Brandt-Pearce will talk to Anda Webb who is more involved with A&P faculty. What are the issues they want to discuss? Not sure if both policies can be brought together. A&P needs a policy. GFC cannot answer questions for A&P faculty – it would be better to be able to communicate. There are different kinds of staff and faculty – applying oversight and rigor is difficult and it needs administrative attention.

Provost Brandt-Pearce discussed COACH survey. Assembled a team to go through the COACH data and will have listening sessions. Survey went out to T&R faculty. Hopefully by early Spring 2021 – these are the things we heard – can you provide context?