**General Faculty Council**

**University of Virginia**

**MINUTES**

**February 10, 2021**

**12:00 – 1:30 pm**

**Zoom**

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

I. Call to Order – Derick Williams, Chair

II. Approve Minutes

There are no minutes from the January 13, 2021 meeting.

III. Updates and Announcements

IV. Committee Reports

a. Bylaws

Nothing to report.

b. Elections

Two motions to vote:

1. Committee voted to accept an increase of GFC membership from 19 to 21 as proposed in the December 9 and January 10 meetings.

2. Committee voted on the new representation model presented at the January 10 meeting. (Please see slide on PowerPoint for reference.)

c. Data Management

Nothing to report.

d. Communications/Website

Chair was able to obtain help with the website. It is important to note that updates must be done at the first of the year to have the appropriate calendar – this is done by CACS.

e. Policy

V. New Business

Provost 003

Chair shared with the committee a situation about an A&P colleague (PROV-003) who was given less than a year before their contract was slated to end but they were also given a year’s pay. They were told that their role was no longer needed, and they don’t know what questions to ask or to whom to direct them. There has been a title change over the years and one member pointed out that they should have accrued ECE as they have worked at UVa for twenty-four years. Deans/unit leaders do have the right to end positions. It is important to make sure these are not just positions, but people. Suggest that the person contacts Peter Norton who knows a great deal about ECE.

Provost 004 Policy Review

1. Policy Statement

Suggest including language to frame the policy that it describes the scope– it is based upon the numbers (or percentage) of general faculty (and the teaching load) who are critical to the mission of the University. That general faculty is made up of people, not positions. Make sure people are treated fairly and not ad hoc, or as second-class citizens.

In addition, it is important to make clear that schools can overrule certain aspects of the policy, but it has never been formally acknowledged.

2. Section I – School-specific policies

The main suggestion was that the last line – school policies “should” be developed in consultation with academic general faculty – change to “must.” Eliminate representation. Perhaps we should be more specific –that policies in PROV- 004 are translated into the various schools’ policies – like those on sabbaticals. It also appears that certain schools can have their own by-laws about the policy – how active general faculty are in their areas. The Provost P/T – tenure-track faculty vote on issues regarding general faculty but general faculty are not allowed to vote on tenure-track faculty.

Perhaps it would be helpful to draft a list of goals such as equity, value, consistency across schools. We should indicate exactly where these changes are coming from and what we would like to see amended. We are not the same as tenure-track faculty but how can we express our need for parity (with gratitude)? Here is what we hope to see and here are our suggestions.

3. Section II.A-II.C.

II.A – Issue with this is the last line: – “Schools may only determine when formal titles are used internally and cannot regular titles have used externally beyond the University.” This will narrow what the schools can do in terms of titles. Reason for policy (the University’s reason) and the Policy Statement – could fold it in there. It is about ensuring equitable treatment of General Faculty.

II.B – Will address at a later meeting.

II.C – Idea of a one-year contract. One year terms should be used sparingly. Departments are using this to pay people less (same qualification, but 1/3 the pay for a one-year) – and many have been on these contracts for many years. Very difficult for international faculty. Several members of GFC cited examples from their own departments.

4. Grievance Procedures/Resources

Nothing to report.

Regular Reports

6. UVA Diversity Council

Nothing to report.

7. Mentoring Network

Nothing to report.

8. Ex-Co.

Nothing to report.

Meeting adjourned at 1:35 pm

Next meeting: Wednesday, March 10, 2021, Zoom Meeting