

## **General Faculty Council**

**Minutes: Wednesday, March 2, 2022**

**12:00 pm – 1:30 pm**

In attendance: Joe Fore, Julie May, Ed Murphy, Laura Serbulea, Amanda Flora, Esperanza Gorriz, Diane Whaley, Sharon Kelley, Nathaniel Ratliff, Bonnie Hagerman, Troy Dunaway, Zaida Villanueva, Tisha Hayes, Terri Yost, Victor Luftig, Derek Williams, Meredith Hayden, Bryn Seabrook, Judy Thomas, Jelena Semonina.

GFC Chair, Joe Fore called the meeting to order.

### **1. Approve Minutes**

Minutes were approved (April 6, 2022).

### **2. Announcements**

PROV-004 changes made, and document posted. The chair went over a few of the changes.

### **3. Regular Reports**

A. Chair's Report

B. Officer and Committees

Nominations and elections are brought organized and will be underway later this spring.

C. Communications

D. UVA Diversity Council

E. Mentoring Network (as a sub-committee of the Communications Committee) will be meeting next week on their initiatives.

### **4. Old Business**

GFC considered the structure of the Faculty Senate and faculty representation. It is only having a conversation at this point, nothing official.

Susan Kirk would like to form a small working group to talk (very broadly) about this issue.

What issues would we have to consider? What are the opportunities? What are the concerns?

One member talked about being at a meeting where Ms. Kirk spoke about meeting with us. She described that GFC was happy to be where they are – happy with their situation – happy with how their work compares to others. At the next meeting, she did say to the FS – that the GFC is concerned that they maintain their identity because of issues particular to general faculty.

There is an argument for a unified voice. On the other hand, there is a fragmented structure and each side advocates for itself. How to increase efficiency? Why is the Chair of the Faculty Senate (FS) a member of the general faculty? If you say you are one faculty but maintain two structures? Then we should all be treated the same.

One member felt it was important to know the history of how this came to be. – there was a need and still a need for fairness and representation. They feel that general faculty need their voice. Representation is not specific about the equal balance of tenure-track and general faculty. Do not think we are ready until we understand what role we have been playing and chart how the FS has been involved.

Another point is the variety of general faculty in different schools = some look like tenure-track and others look like wage faculty. Wage faculty has no group that advocates for them.

Are there potential fault lines among general faculty and what are they? Voting and promotion is an issue. No one will touch this. There is no defense that tenure-track faculty can vote, and general faculty cannot.

GFC also represents A and P faculty, and they may be lost in a larger group. What about pay?

Titles are of concern because tenure-track faculty are not bothered by this and set the rules.

What issues are school and what are University policies?

How would you ensure that we would still have a strong voice and be represented in all areas?

If we were to have one senate, then representation should reflect the ratio of the general faculty tenure track. What is the true proportion? There are differences in these numbers.

Some departments can only nominate tenure track faculty for FS. Our newest general faculty colleagues are being overburdened by teaching that they don't have time to provide service, which underscores the perception of being second-class.

There are very important conversations being held in FS – such as academic freedom. This is an argument in favor of careful integration.

One member thinks that it is a good idea to have one committee. The messaging is: we are planning what their needs are and will let you know. This is a clear indication of a second-class citizen's perception.

One member addressed a concern about protecting certain spaces for faculty of different kinds so that these groups can develop most effectively and have the freedom to discuss issues pertinent to them. It reflects the question: What is the purpose of this group vs FS?

What are other options to integrate rather than just disbanding GFC? How much could be accomplished by practice? The onus would be on FS to keep general faculty in the loop.

We have a university policy (for example) and then various school policies. We have something the university states and then we have other policies...and these are often disregarded at the school level.

GFC functions very differently than FS. They tend to be more business-like, and agenda driven. We will lose something – the forum and free discussion.

One member discussed faculty who continue to get one-year contracts and have never gotten a three-year contract (violating the policy). Is GFC able to draft a letter on their behalf of support? Perhaps a letter to the provost that addresses an issue in a department is violating a policy. Another reported that a letter from various departments was drafted to the Dean about not hiring general faculty so this will be difficult.

Is it possible to distribute the new policy so that people know what are their rights? Yes.

Is the committee interested in inviting the new Provost to a future meeting? Yes.

Is the committee interested in inviting Michael Palmer from CTE to a future meeting? Yes.

Should we also discuss teaching awards for general faculty? Yes.

Meeting adjourned at 1:30 pm

Next meeting: April 6, 2022 - 12 – 1:30, Zoom Meeting

