

## **General Faculty Council**

**Minutes: Wednesday, November 3, 2021**

**12:00 pm – 1:30 pm**

In attendance: Joe Fore, Julie May, Ed Murphy, Laura Serbulea, Jelena Samonina, Amanda Flora, Esperanza Gorriz, Diane Whaley, Sharon Kelley, Nathaniel Ratliff, Bonnie Hagerman, Troy Dunaway, Zaida Villanueva, Tisha Hayes, Terri Yost

GFC Chair, Joe Fore called the meeting to order.

### **1. Approve Minutes**

Minutes for the October 6 meeting approved.

### **2. Announcements**

None

### **3. Regular Reports**

#### A. Chair's Report

Nothing to report

#### B. Communications

Member attempted to solicit committee membership in the School of Education.

#### C. UVA Diversity Council

Nothing to report

#### D. Mentoring Network

Nothing to report

### **4. New Business**

#### A. PROV-004

Members of GFC met with Provost Maite Brandt-Pierce about promotion and job protections. As it stands, job protection tied to job promotion there are those who believe this is not sufficient, that it should be tied to service and renewal. If you are tying job protection to a third or fourth renewal, it might put people in jeopardy. We would like to avoid an unintended consequence.

Some members of the Faculty Senate and the AAUP feel differently than GFC. The Chair pointed out that recommendations were based upon faculty feedback (others do not have this data). Some committee members are requesting data (such as how many are not being allowed to go up for promotion, how many are not being re-appointed, etc.) Some are confused and concerned

about the intersection with ECE. ECE was taken care of in the previous policy. PROV-004 has as much as protection as the previous ECE policy 2006 and ECE is not tied to promotion, only years of service.

It is important to make sure GFC defines the problems: 1. People are being renewed but not getting promoted (they don't have clear standards, resources, etc.) They are floating along without job protection and are at risk of losing their job. 2. People are scared they will lose their jobs for any reason even if they get promoted.

1. everyone who gets renewed twice gets promotion
2. ECE promotion and review with job protection

You can set people up for an unfavorable review and/or arbitrary renewal.

1. How about after 6 years...

The schools should have to articulate a renewal procedure/policy

Right of appeal...you have 30 days to lodge an appeal. Renewal does not have such protection.

What are the reasons for non-renewal – shouldn't they give a reason? After promotion (6 years) the only way you can be let go it because of poor performance or if the University no longer requires your services.

Appeals? There is an appeal for promotion but not for renewal.

Positions supported by non-contingent funds...Section 4E? Provisions do not apply. No grace period to find another position.

#### **Discussion turned to the recommendations submitted by the Faculty Senate Policy Committee:**

One member expressed their support of the proposal. The Medical School often has renewal without promotion...this forces schools to allow people to go up for promotion. Schools will have to have policies.

Another raised the question that this is similar to ECE – you go up for renewal but are not promoted. This is the only place that would provide job security without promotion. One member suggested we need to keep in the policy that if a person is renewed, they retain the option to be promoted at any point. Should be the faculty member's choice when to go up for promotion. This mandates that a person will have to create a promotion packet at least once.

Faculty Senate recommends that we vote. Some are uncomfortable doing so and feel it requires more consideration, suggesting the following:

Combining into one review, we can import protections. Whatever the outcome, you can appeal, know the expectations. How much work will the schools have to do? If they have their own promotion criteria, then it shouldn't be too difficult.

Seek clarification on the timeline - whether it is year five or six? Having it happen at the same time would be a lot simpler?

Recommendation One – subject to review by whom? For whom? This is for standardization across schools. Do you have recourse if you want to go up for promotion and your dean does not agree?

What about our colleagues who don't want to go up for promotion? Does this give them the ability to not go up? Do we know how many faculty members choose not to go up for promotion? There are probably very few. This forces peoples' hands, reappointment gets formalized.

Perhaps we should also talk about equity issues.

The question is: is this a real problem?

**Potential Topics of Discussion for Next Meeting**

1. Sharing information via Google and Office 365.
2. Learning Management Systems

Meeting adjourned at 1:15 pm

Next meeting: December 1, 2021, Zoom Meeting