

General Faculty Council

**Minutes: Wednesday, April 6, 2022
12:15 pm – 1:30 pm**

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

GFC Chair, Joe Fore called the meeting to order.

1. Approve Minutes

The Committee approved the February and March minutes.

2. Announcements

None

3. Regular Reports

A. Chair's Report - none

B. Officer and Committees

The committee is putting together the ballot for the elections.

C. Communications - none

D. UVA Diversity Council- none

E. Mentoring Network (a sub-committee of the Communications Committee) General Faculty Council - none

4. Old Business

One member updated the group on the meeting with the Faculty Senate and Chair, Susan Kirk. They spent some time in the meeting talking about the issues. Ms. Kirk is still not clear on why there is a GFC – the pros and cons of having two faculty governance groups and what ways this works and what ways it does not.

Ms. Kirk understands the substantive work that has been done for general faculty but there is still more to be done (pay, etc.). Do we continue with our current structure or bolster the voice within the Faculty Senate?

GFC members shared concerns and opportunities and the advantages or the limitations of GFC as a nominally separate body. What is the difference between having a separate committee or a sub-committee on the Faculty Senate? Doesn't really seem as if it isn't that much different. There have been opportunities to raise concerns. Are there logistical concerns? Is it worth the trouble to even attempt this? Do we need to have a vote to

abolish GFC – in terms of the by-laws? Perhaps the easiest way to do it is to consider operational issues.

One member says they can see some advantages. General faculty on FS would have a vote rather than have someone interface with FS on behalf of GFC. Being part of FS may be a good way to address differences between schools, for example. They think that perhaps most members of FS don't even know about PROV-004.

Another concern is that A&P and research faculty (not in any form of governance) are represented by GFC.

One member is on the P&T committee – non-tenure. Tenured faculty can vote on non-tenured faculty but not the other way around. Make sure that NTT are given the same opportunity. General faculty are different across schools. Concerned that the Chair of FS doesn't understand what would be lost (even though she is general faculty).

Value of having a separate, dedicated space. Our group tends to be more discussion-focused and are "bigger picture." PROV-004 and the split in perspectives – Ms. Kirk brought up different perspectives such as that of the provost. This may just be different people having different perspectives.

One had the impression that the general faculty on FS is representing the interests of all general faculty. Ms. Kirk is unclear about who is doing this. How strong would be the voice and how can we ensure that the voices be heard? We want general faculty to be able to vote on issues that concern the entire faculty and participate in committee work – not just the Chair of GFC on Ex-Co.

Another voiced concern about the representation of general faculty on committees of FS and if we can increase that, that would help. We risk losing a voice even if it causes a split and when we assimilate then we lose. Concern about being outvoted on certain committees. We work hard at representation on GFC.

One suggested we start from first principles: What are we trying to fix? We came in with this idea of a solution and don't know what the problem is...

Blending the committee is a nationwide issue and may not be coming from the FS.

Chair: we can continue to talk about this.

5. New Business

- A. Chair drafted a memo last year concerning the asymmetry in University teaching awards. Asks if anyone can research the awards for the last couple of years to check on the parity.

Should we check also about the ability to propose grants? Recent solicitation about a grant for student health and wellness was an amazing opportunity but no one from Student Health can apply because they are general faculty. Grant opportunities are often restricted to tenure-track faculty. This would impact one's chance of getting an award. The chair would like to add this to the memo. Certain awards exclude certain populations of faculty – Leonard Sandridge Award is restricted to staff.

Can we draft a resolution that asks for inclusion of general faculty in these opportunities? Eliminate restrictions of grants based on faculty status? In addition, The John T. Casteen Diversity and Equity Award. The categories are staff and teaching faculty, which excludes other possibly excellent candidates.

- A. The Provost will join us for the May meeting. Possible topics/questions?
 1. Pay equity audit?
 2. Movement towards hiring more general faculty?
 3. Schools revising their hiring policies – promptly update and include general faculty voices.
 4. Faculty titles and how different schools are handling this.
 5. Be vigilant about representation on school committees.
 6. Student Affairs and Faculty how will he leverage these to enhance the student experience.
 7. What are his priorities for A&S? There is a search for a new dean and there is concern about general faculty.
 8. Unresolved issues from PROV-004? One-year contracts?
 9. What does he think of his relationship with us?

Meeting adjourned at 1:30 pm

Next meeting: May 4, 2022 - 12 – 1:30, Zoom Meeting