

General Faculty Council
Wednesday, October 10, 2007
12:00 noon – 1:30 pm
Newcomb Hall
Room 481

Present

Peter Norton, Jennie Moody, Pam MacIntyre, Robin Kuzen, Ellen Ramsey, James Grove, Kevin King, Virginia Carter, Jean Collier, Stephanie Conley (Proxy for Terry), Otilie Austin, Dave Wolcott, Beth Blanton-Kent, Ricky Patterson, David Glover, Phil Gates

Visitor: Bill Keene

Absent

Dawn Anderson, Aaron Laushway, Teresa Lockard, Barbara Millar

Minutes: Otilie Austin

1. 12:00 Gathering of Members
2. 12:10 Call to Order and Chair's Report
 - Today's agenda was light and there was time to discuss issues that the GFC should address this year.
 - Upcoming Guests: November -Ricardo Padron, Faculty Senate Chair; December -Tim Garson, Provost

Business, old and new

3. 12:15 Preliminary results of the Faculty Survey of the Faculty Senate's Recruitment, Retention and Welfare Committee: significance for the general faculty

Peter provided a summary of the Preliminary Results of the Human Resources Surveys. The academic faculty had a high dissatisfaction rate (24%). The GFC should read through the document and see what issues we need to address.

3. 12:20 The "titling issue" is still with us; preparing for Ricardo Padrón's visit to the November monthly meeting

On October 18th the Faculty Senate and GFC joint committee will meet to discuss the titling issue. Peter reported that Ricardo has read our statement and he thinks the new provost will be interested in discussing the issue. Virginia Carter is chair of this committee.

The titling issue was recapped (by Bill and Peter) and revisited (by group). Re-titling originated from the provost's office.

Bill Keene: The titling issue came up last year. Part of Tenured faculty dissatisfaction w/ non-tenured faculty having faculty in their title. Some think the T-F felt threatened by this. Provost had the faculty council look into the issue and three members of faculty council drafted a report and statement. At the faculty senate meeting not all were in agreement and the issue was dropped.

Ricardo and Peter have discussed how the Faculty Senate - General Faculty Council Joint Committee could shape a statement. This will be discussed at the FS-GFC Joint Committee meeting October 18th.

Bill suggested that a joint committee approach the issue NOT the academic affairs committee. GFC members are more familiar w/ issue and concerns.

Peter will re-send statement to group to review and see if there is anything to add.

It looks like the Titling Issue is coming from the Provosts office (Admin) not from the faculty. At the Faculty Senate meeting the academic affairs committee was charged w/ looking at this issue but they backed away.

What are the implications for us? We need to generate a list of questions in advance for Peter.

Jenny asked if the titling issue is related to policy and benefits. What is the underlying issue? Would there be changes to the package of policies and benefits? Is it the title that's the issue or all that comes w/ it?

Some divisions of the University use the general faculty title to get around pay scales. It provides more upward mobility than a staff title offers.

Jenny's perception, University wants fewer faculty members that are administrative.

Jenny brought up that grandfathering existing titles might be presented in the faculty senate. This could bring about a whole new set of issues because we would have three categories of faculty members: tenured, general, lecturers.

4. 12:30 Priorities for the coming year (*continued*)
- Titling Issue
 - Update our Resolutions
 - Future of the University website is something we should all look at.
 - Policies that are not posted on the Provost or HR websites need to be addressed.
 - Bill Keene suggested that we look at the "Future of the University" website and documents that relate to non-track faculty.
<http://www.virginia.edu/planningdocuments/commission/>

These are important documents/policies in the works that will affect general faculty in the future. A meeting took place on October 12th. Below you will find a description of the meeting and a link for the podcast.

From Inside UVA:

Commission on the Future of the University

- 10/12/07 - On October 11, 2007 (1:30 p.m., McKim Hall Auditorium) and October 12, 2007 (Noon, Rotunda Dome Room), commission chairs hosted meetings which were open to the public. Dr. Garson began Friday's meeting by providing context for the work of the commission, by summarizing work done to date, and by presenting preliminary recommendations. After these

comments, Dr. Garson then opened the remainder of the meeting for dialogue. Podcast website: <http://www.virginia.edu/uvapodcast/>

5. 12:50 Open forum
- The GFC is comprised of different people w/ different jobs. Perhaps we should form groups for discussion based on our experiences/positions. For example, 1. teaching, 2. research, 3. administrative, 4. health sciences. As we discussed the possibilities of developing an e-mail list, My Collab, was presented as an option. We discussed the usefulness and practicality of using My Collab for the GFC to discuss many issues. Ellen volunteered to set it up for us.
 - Inside UVA had an interview w/ Ricardo Padron perhaps we should see if they would interview Peter about the GFC.
 - We need to update the resolutions on the GFC webpage. They are dated and it does not reflect well on us.
 - Gene Block's letter to GFC about new policy on leave w/ partial pay is not posted on Provost's site or on HR's. This needs to be addressed.
 - Generate list of topics and questions to discuss w/ our guest in Nov and Dec.

Committees

7. Committee reports
- Dave is in the process of updating the e-mail list of constituents. As soon as it's done he will send us each a list-serv w/ our constituents. Be sure to double-check the list to make sure it's accurate. Sometimes not all general faculty members show-up.
 - Jean reported for the Communications Committee: (1) They are working on a new GFC brochure in the format of a bookmark. It will state priorities and mission of GFC. Terry is working on draft. (2) Professional Development Day scheduled for November 27 from 12-2 in the Special Collections Auditorium. Mary Sherman will be the guest speaker; Topic: Communication and Conflict Resolution. Barbara Millar will send out an announcement.
 - Policy Committee will meet next week -TBA. Policy Committee should review and revise GFC resolutions that are on website. Also, need to address Gene Block's letter that states new policy on leave w/ partial pay. This new policy is not on the Provost's website nor on HR's.
 - Pam and Robin reported on the restructuring meeting. All of the discussion was related to classified staff not to GF members. #1 complaint for staff is parking and 2nd was the evaluation process. Next summer classified staff will have the option of changing their title to University staff. There will be differences in the new system, however, right now there is no explanation in print of the difference in title.
 - Upcoming Faculty Senate – General Faculty Council Joint Committee meeting: Thursday, October 18, 2:30–4:00 pm

****Please send Peter comments, suggestions, and questions to help direct our conversation w/ Ricardo in Nov and Tim in December.**

8. 1:10 Adjourned Early

Next Council Meeting: Wednesday, November 14, 12:00 noon – 1:30 pm, room 481 Newcomb Hall