UCFA
Minutes
Tuesday, October 19, 1999

Members present: M. Berz, M. Crimp, R. Dorr, C. Gliozzo, V. Gossain, S. Bordinat, J. Keith, H. Li, R. Schiffman, A. Smucker, F. Tims

Ex-Officio: D. Byelich,

Other: M. Rubner.

The meeting was called to order at 1:06 p.m.

The agenda was approved.

The minutes of October 12, 1999 were approved with the correction of Ronald Dorr’s name.

Announcements
The final report from the Committee for Faculty Work Environment is now out. Tims shared part of that report with the Committee that was pertinent to UCFA. He also announced that issues of the faculty salaries and budget reallocation were assigned to the UCFA.

Personnel Subcommittee
Two main issues were discussed:

1. Discussion regarding leave for adoption - Women’s Advisory Committee to Provost (WACP) had recommendations on this issue. The Subcommittee looked at the report and added its own recommendations. Melissa Crimp presented a document which contains the background, current maternity leave policy according to the law, recommendations of the faculty, and also the policy at other Big Ten institutions. The changes involve ranked faculty and affect about a dozen faculty a year. There was considerable discussion about this policy and it will be acted on next week.

2. Salary reporting mechanisms were discussed and the Subcommittee will report its final findings at the next meeting.

Budget Subcommittee
The Budget Subcommittee met with Chris Hynes and Pam Beemer. The 1998-1999 cost for the health care plan was over budget by $900,000. The cost was lower than 1997-1998 year, but not as low as expected. The cost was $44.5 million out of which $10.8 million was for prescription drugs. The 1999-2000 health care expenditure is expected to increase to $49.2 million with $13 million for prescription drugs. Prozac was one of the highest cost drugs as well as Prilosec.

Old Business - Liaison from board, Joanne Keith

1. The laptop proposal was discussed and it appears to be very controversial with the Board of Trustees.

2. It was stated that it is important to convey to trustees that the salaries and benefits for the faculty are important to recruitment and retention of faculty.

The next meeting of the UCFA will be Tuesday, October 26, 1999.

The meeting was adjourned at 1:58 p.m. and members met in their respective subcommittees after that.

Respectfully submitted,

Ved V. Gossain, M.D.
Professor of Medicine
Chief, Endocrinology & Metabolism