
Ex Officio: Robert Banks, David Byelich

Other: Michael Rubner

Chairperson, Melissa Crimp, called the meeting to order at 1:05 p.m.

Approval of Agenda: The agenda was approved.

Approval of Minutes: The minutes of the December 5, meeting were approved as corrected.

Announcements:

Robert Banks distributed a copy of a memo sent to Provost Lou Anna K. Simon on December 27, 2000 with the revised policy on Parental Leave and Short Term Disability Leave attached. Dr. Banks stated that the revisions included footnotes connecting one policy to the other and also a footnote referring to the fact that the combination of Short Term Disability and Parental Leave policies replaces the Maternity Leave policy, which has been discontinued.

Dr. Banks also stated that feedback on the Patent Policy had produced minor changes in the version distributed at the end of Fall Semester. The forums on Outside Work for Pay and Copyright Policy will continue as scheduled in January.

Frederick Tims informed the Committee that the College of Arts and Letters will be submitting a draft of suggested language on Copyright Policy soon.

Michael Rubner distributed a copy of a report covering activities of the Faculty Grievance Official from August 28, 2000 through January 5, 2001 required by provision 2.2.9 of the Faculty Grievance Procedures.

Melissa Crimp announced receipt of a copy of a letter from FGO Rubner to President McPherson, urging the University to withhold the names of parties to grievances in response to a FOIA request from a faculty member. A copy of the letter can be obtained from Melissa or Ved Gossain if the Committee members would like one.

Reports from subcommittees:

Personnel: Martin Berz, Chair. Martin Berz reported that the Personnel Subcommittee is currently working on the following issues:
Faculty Grievance Official Review.
Faculty Survey on Annual Faculty Review
Analyzing feedback from UCFA Fora on Patent, Copyright and Outside Work for Pay policies.
A review of Travel Policy

**Budget:** Alvin Smucker, Chair. Alvin Smucker reported that the Budget Subcommittee is currently working on the following issues:

- Faculty Survey on Health Care Benefits
- Faculty Salary recommendations for next year
- Formulary Committee
- The overall decline of percentages of tenured faculty and its impact on replacing the anticipated large number of retiring faculty

In reference to the Faculty Survey on Health Care Benefits, it was suggested that it be published on the UCFA website for approximately two weeks to allow for feedback before submitting the final version to the Committee.

In reference to the Formulary Committee the members are: Dana Beaman, Pam Beemer, Kathy Dontje, Gary Ferenchick, Ved Gossain, Alvin Smucker and Gwen Wyatt.

5. **Old Business**

Ved Gossain commented that he had attended the UCFA Forum on Patent Policy. It was noted that one could not patent their data internationally if the findings were presented at a meeting. However for patenting in the United States there is still a year’s time. There were mostly questions about how to get a patent rather than any questions related to the patent policy as written.

6. **New Business**

Frederick Tims announced that he will be representing the UCFA Committee at the Board Meeting on Friday, January 12.

7. **The UCFA adjourned to subcommittees at 1:40 p.m.**