University Committee on Faculty Affairs

MINUTES

Tuesday, December 4, 2001


Ex Officio: Robert Banks, David Byelich

Others: Donna Zischke and Chris Hanna, Human Resources

The absence of a quorum delayed the beginning of the meeting. Dr. Potchen, Budget Subcommittee Chair, asked Dr. Vickery to briefly discuss the Health Cost Control Illustrations – Faculty that Mr. Byelich had prepared at the request of the Budget Subcommittee. She led the discussion with good input from the full Committee. The end result was that there would be a firm proposal presented to the full Committee in early January, with a final vote coming at the end of January.

Call to Order: Co-Chair Gwen Wyatt called the meeting to order at 1:35 p.m. when a quorum was reached.

Approval of Agenda: The boilerplate agenda to be used for the 2001-02 meeting was approved at the August 28, 2001 meeting.

Approval of Minutes: Dr. Potchen made a motion that the Minutes of the November 27, 2001 meeting be approved as read; Dr. Vickery seconded. Motion passed.

Announcements: This is the final meeting of UCFA for the fall semester, and the final meeting for UCFA members Dr. Gliozzo and Dr. LaRose. Co-Chair Wyatt, extended UCFA’s appreciation for their time and input during this past semester. Dr. Mary Bresnahan and Dr. Joe Darden will join UCFA January 8, 2002 when the spring semester begins.

Subcommittee Reports:

Personnel: Susan Melnick, Chair. Dr. Melnick distributed copies of a Vote of Confidence resolution to be considered by the full UCFA. After reading and discussing, a “Friendly Amendment” was made to the final wording of the resolution. [The amendment made the wording choices in the two bracketed sections within the resolution; the choices discarded are lined through.]

Consistent with sections 2.1.1 (UCFA serves as a university grievance advisory committee) and 2.1.3 (UCFA periodically reviews the performance of the FGO) of the Faculty Grievance Procedure, the Personnel Subcommittee of the UCFA was asked by FGO Rubner to review a recent decision of his regarding the amount of documentation provided by a grievant and to advise the FGO on the matter. Based upon the introduction and subsection g. of Section 10 of the FGP User’s Manual (Members of
Hearing Panels), the Personnel Subcommittee determined that FGO Rubner had acted in a collegial, fair, and equitable manner within the context of reasonableness in suggesting a limit on the number of pages to be reproduced by his office and [expected to be read by OR forwarded to] the Hearing Panel [within/at least] 72 hours prior to a hearing. The Personnel Subcommittee further supports the FGO in exercising such discretion and offers the following resolution as a Vote of Confidence:

The University Committee on Faculty Affairs supports the Faculty Grievance Officer in having discretionary authority within a context of reasonableness in administering the Faculty Grievance Procedure in this case.

Dr. Melnick moved for acceptance by UCFA of this resolution. Dr. Potchen seconded. Motion passed.

The Personnel Subcommittee will continue to work on amendments to the Faculty Grievance Procedure.

Dr. Potchen, seconded by Dr. Perlstadt, made a motion that a letter be sent to Provost Simon, with copies to Associate Vice President for Research Paul Hunt and General Counsel Robert Noto, indicating an expected opportunity for early review of Conflict of Interest Principles (Outside Work for Pay), Users Manual for Patents, and Users Manual for Copyright. It was explicitly expressed that at least one of the Users Manuals (probably the one patents) would be provided to the Committee no later than January 15.

**Budget:**  *James Potchen, Chair.* Dr. Potchen asked Dr. Vickery to report. She distributed three documents:

1. A letter from Joseph F. Damore, President and CEO of Sparrow Health System.
2. E-mail from John M. Leonard, Vice President, Global Pharmaceutical Drug Development, Abbott Laboratory.
3. Wall Street Journal article from Monday, 12/3/01, A Shot in the Arm.

Discussion of the distributed documents rounded out the report.

**Old Business:** There was no old business noted.

**New Business:** There was no new business noted.

**Adjournment:** UCFA adjourned to subcommittees at 2:10 p.m.

Respectfully submitted,

Elva Boyles
Recording Secretary