University Committee on Faculty Affairs

MINUTES

Tuesday, January 29, 2002

Members Present: Martin Berz, Mary Bresnahan, Joe Darden, Ved Gossain, Harry Perlstadt, James Potchen, Wilson Rumbeiha, Frederick Tims, Shawnee Vickery, Alice Whiren, Christopher Wolf, Gwen Wyatt, and Jonas Zoninsein.

Ex Officio: Robert Banks, David Byelich

Others: Michael Rubner, Donna Zischke, President McPherson, and Provost Simon

Call to Order: Chairperson Ved Gossain called the meeting to order at 1:00 p.m.

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. Wyatt made a motion, seconded by Dr. Zoninsein, to approve the Minutes of the January 22, 2001 meeting. Motion passed.

Announcements: There were no announcements.

Subcommittee Reports:

Personnel: Susan Melnick, Chair. In the absence of Dr. Melnick, Dr. Rumbeiha reported that the Personnel Subcommittee continued to discuss the respective jurisdiction off the Faculty Grievance Procedure and the Anti-Discrimination Judicial Board.

Budget: James Potchen, Chair. Dr. Potchen complimented the committee on the sharing of faculty responses so expediently, and went on to address the wide spectrum of those faculty responses to the health care proposal. He indicated that this health care proposal was the culmination on two years of discussion.

President McPherson and Provost Simon joined UCFA to discuss the health care proposal. An excellent dialogue, and many points of view, concerns, and possible solutions were shared and evaluated. One of the meeting goals was to ascertain the administration’s point of view of this proposal.

President McPherson and Provost Simon commented to UCFA members that the plan developed by UCFA was a reasonable and workable one. They also noted to the Committee that this plan will assist in providing greater faculty salary increases in the future, but pointed out that, due to the state’s budget situation, some difficult times lay ahead. While it is impossible to anticipate all future contingencies, they assured UCFA that they did not anticipate coming back to the faculty for additional reductions in health care compensation in the foreseeable future.
The graduate assistant health care benefits issue was also raised. The President responded by saying that this issue was under negotiation. Although the outcome is unclear, he did note that graduate assistants and faculty compensation should be viewed in the context of their respective markets. On that basis, increases in graduate assistant health coverage must be viewed as part of total compensation. Should health care be a priority, necessarily fewer resources would be available for stipend increases.

Both the President and Provost supported the idea of a committee appointed by the UCFA to oversee and audit the cost savings obtained by the items proposed in the health care benefit package.

The draft health care proposal will be reviewed and refined and presented once again for a vote at the February 5 meeting.

Old Business:  There was no old business noted.

New Business:  There was no new business noted.

Adjournment:  UCFA adjourned to subcommittees at 2:45 p.m.

Respectfully submitted,

Elva Boyles
Recording Secretary