Members Present: Mary Bresnahan, Joe Darden, Jan Eberle, Louis Hunt, Michael Harrison, Susan Melnick, Harry Perlstadt, James Potchen, David Solomon, Shawnee Vickery, Alice Whiren, Christopher Wolf, and Gwen Wyatt.

Ex Officio: Robert Banks, David Byelich.

Others: Michael Rubner.

Call to Order: Chairperson Gwen Wyatt called the meeting to order at 1:00 p.m.

Approval of Agenda: The boilerplate agenda to be used for the 2002-03 meetings was approved at the August 27, 2002 meeting.

Approval of Minutes: Chairperson Wyatt said the September 17, 2002 draft UCFA Minutes were still being reviewed, and would be ready for approval at the October 1 meeting.

Announcements: Chairperson Wyatt noted that President McPherson would be speaking later today at 2:30 p.m. in the Pasant Theater, and the subcommittees could meet briefly today with that program in mind.

Subcommittee Reports:
Personnel: Susan Melnick, Chair. Professor Perlstadt reported on last week’s meeting. Dr. David Solomon has agreed to serve as the UCFA representative on the University Travel Committee, subject to approval of UCFA.
General Counsel Noto met with them to discuss points regarding Patents, Copyrights, and Outside Work for Pay.

Budget: Shawnee Vickery, Chair. Professor Vickery reported that the subcommittee has completed language emphasizing the criticality of improving academic salaries in the 2002-03 Appropriation Request. She distributed copies of the paragraph for the full UCFA consideration.

Dr. Darden made a motion, seconded by Dr. Hunt, to present the revised wording for the 2002-03 Appropriations Request to the state of Michigan.

Several friendly amendments were made to add or remove a word or two within the paragraph (adds and deletions are bolded and underlined). Motion passed.

Faculty

Faculty are the essential value of a university. They alone represent the purpose of the university – to expand new knowledge, apply existing knowledge, and educate the public. Faculty are the experts in their respective fields, and only through their knowledge and
specialized skills can the university achieve its mission. In recognition of this central and critical role of faculty, top priority is being given to improving academic salaries at MSU. Recruitment and retention of the most qualified faculty is our objective. Currently academic salaries at MSU are nearly in the next to last position amongst Big Ten universities, while total compensation (before the health care-related reductions made last year), has hovered somewhere in the middle. This is disturbing and places MSU in danger of losing its competitive stance vis-à-vis other universities that compete for faculty. MSU must be able to provide support that is comparable with or better than that offered in the national and sometimes international markets. Faculty productivity at MSU has increased substantially in recent years; this has enabled the university to provide services to students and the state without a commensurate increase in the number of faculty and staff. This situation further adds to the criticality of ensuring that faculty be rewarded accordingly for the high quality of their research, teaching, and service, and outreach. Funding for merit-based and market-related faculty salary increases must continue to be an imperative at MSU even if that means that this exceeds the general increases provided elsewhere in the budget. MSU is committed to the protection and nurturing of its most important resource, its faculty, to ensure its continuing viability as a top tier university now and in the future.

The Budget Subcommittee continues to work on preparing a recommendation for the full committee regarding the clarification of the 6-month maximum for the short-term disability leave policy, and regarding the CIC tuition issue. The subcommittee hopes to present their recommendation at the October 8th UCFA meeting.

The issue of long-term care and the current plan available to faculty is being reviewed. The subcommittee will make recommendations regarding this in the near future.

Pam Beemer, Director of Benefits Administration in Human Resources, met with the Budget Subcommittee to continue her presentation on a variety of issues including health care cost savings accruing to MSU from the reduction in faculty-related health care compensation, actual costs of primary and secondary health care coverage for faculty, and a comparison of long-term health care plans. She clarified the issue of whether tenured professors eligible for retirement and electing to work on a less than full time basis (as long as it is at least 50 percent) are eligible for the same health care coverage provided to full-time faculty members. The answer is yes, and they are working with her to be certain that this is communicated to faculty.

Old Business: No old business was noted.

New Business: No new business was noted.

Adjournment: UCFA adjourned to subcommittees at 1:30 p.m.

Respectfully submitted,

Elva Boyles
Recording Secretary