University Committee on Faculty Affairs

MINUTES

Tuesday, October 19, 2004


Ex Officio: Robert Banks, David Byelich.

Others: John Revitte, Donna Zischke.

Call to Order: Chairperson Susan Melnick called the meeting to order at 1:03 p.m.

Approval of Agenda: The boilerplate agenda to be used for the 2004-05 meetings was approved at the August 31, 2004 meeting.

Approval of Minutes: A motion was made by Dr. Harrison to approve the Minutes of October 12, 2004. Dr. Emmett seconded. Recording Secretary Elva Boyles noted that the meeting date needed to be added to the Minutes. Dr. Emmett asked for a correction under New Business, the second sentence (incorrect wording has been lined through, and new correct wording is bolded):

Dr. Vickery made a motion that UCFA accept the draft document as amended by UCFT, and a motion was made by Dr. Emmett supporting that supported by Dr. Emmett.

The Minutes were approved as amended.

Announcements: There were no announcements.

Subcommittee Reports:

Personnel Policy: Mary Bresnahan, Chair. Dr. Bresnahan reported that Dr. Paul Hunt, of MSU Copyright and Patent Office, met with her subcommittee to discuss questions and concerns that faculty had about the MSU ownership of Intellectual Property Statement. The MSU policy states that MSU owns all “copyrightable” job-related works produced by the faculty member, and that within the tradition of academic freedom, they’ve assigned the rights to this work back to the faculty member. This statement is the source of the controversy as the majority of Carnegie I/CIC/Big Ten- comparable institutions make no such claim to initial ownership, and most of these policies state that conventional academic works are the sole property of the faculty member. Dr. Hunt said his position is that MSU’s statement provides the ultimate protection to the rights of the faculty. Some subcommittee members still have concern

Subcommittee Reports:

Personnel Policy, continued
about the MSU policy, so the subcommittee will continue to do fact finding and discuss the
policy. There is the possibility of an MSU College of Law professor, specializing in Intellectual Property, meeting with the subcommittee to further discuss particular points, but that is not definite yet.

**Budget:**  *Shawnee Vickery, Chair.* Dr. Vickery reported that last week’s issue of having or not having a spouse covered by long-term care was resolved during the meeting with Renee Rivard, Alice Whiren, and David Byelich. It was resolved to everyone’s satisfaction. The long-term care sign-up information will be in the mail within the next few weeks, and coverage begins January 1, 2005.

**Old Business:** None was noted.

**New Business:** Dr. Melnick was requested by several of her department chairmen to ask for a review of the maternity leave policy. Presently, there is a maternity leave policy covering six weeks, and then there’s a parental leave policy covering an additional six weeks for a total of 12 weeks leave. With a 14-week teaching semester, awarding 12 weeks of maternity/parental leave makes it difficult to cover faculty teaching who are on this leave. This has now been referred to the Personnel Policy Subcommittee for their review.

Dr. Whiren made a motion to adjourn to subcommittees, and Dr. Vickery supported the motion. The motion passed.

**Adjournment:** UCFA adjourned to subcommittees at 2:05 p.m.

Respectfully submitted,

Elva Boyles  
Recording Secretary