University Committee on Faculty Affairs

MINUTES

Tuesday, November 9, 2004


Ex Officio: Robert Banks, David Byelich.

Others: John Revitte, Donna Zischke.

Call to Order: Chairperson Susan Melnick called the meeting to order at 1:04 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. Teahan, seconded by Dr. Sticklen, to approve the Minutes of November 4, 2004. The Minutes were approved as presented.

Announcements: Dr. Banks distributed copies of the updated Appointment, Reappointment, Tenure, and Promotion Recommendations, a policy document sent annually to deans, directors, and chairpersons. This has been distributed for review and will be forwarded to the Personnel Policy Subcommittee for their review and update recommendations.

Subcommittee Reports:

   Budget: Shawnee Vickery, Chair. Dr. Vickery reported that the subcommittee basically discussed the Long-Term Insurance policy coming on-line. It appears to be a very comprehensive program. It’s important to apply during this sign-up period in order to avoid having to go through the underwriting process, which will be part of any sign-up after December 2004.

   Personnel Policy: Mary Bresnahan, Chair.

   ➢ Dr. Bresnahan stated that the subcommittee reviewed all the comments received pertaining to the Faculty Conflicts of Interest policy. She will distribute all the comments she has received to the full UCFA.

   ➢ She also reported on the meeting with Professor Peter Yu from the MSU School of Law regarding the Intellectual Property Statement and the MSU Copyright policy. The subcommittee plans to bring a reworded policy to the full UCFA for consideration. The overall premise of the statute is that MSU would still retain authorship even though they transfer ownership, and that could create very real problems. Overall, MSU should adopt the same policy as the other universities have: the creator of the work also owns the copyright.

   ➢ Dr. Banks and Faculty Grievance Official John Revitte presented material related to The Faculty Grievance Procedure. As of January 1, 2005, the current Provost of MSU will soon become President of MSU, and there will be an Acting Provost beginning on the same date. The proposed policy change applies to the provost and other responding administrators, but not the president. Dr. Brody made a motion that the updated
interpretation of the Provost’s option to recuse him or herself during a Faculty Grievance Procedure should be accepted now and put into The Faculty Grievance Procedure, A User’s Manual at the end of Section 19. UCFA Interpretations of the FGP Provisions, under J. It would then be reviewed by the Personnel Policy Subcommittee and considered for permanent inclusion in the Faculty Grievance Procedure. Dr. Emmett seconded the motion. The motion was passed.

**Old Business:** Dr. Bresnahan reviewed the draft letter addressed to the MSU President, Provost, and Board of Trustees regarding Domestic Partner Benefits. After discussion, Dr. Bresnahan made a motion to support the memo and send it. Dr. Brody supported the motion. The votes were:

- **Yes** - Bresnahan, Brody, Chai, Corser, Emmett, Harrison, Melnick, Mullaney, Posner, Powell, Sticklen, Teahan, Whiren
- **No** - Vickery
- **Abstentions** - none

The motion was passed.

**New Business:** No new business was noted.

Dr. Whiren made a motion to adjourn, and Dr. Harrison supported. Motion was passed.

**Adjournment:** UCFA adjourned to subcommittees at 2:06 p.m.

Respectfully submitted,

Elva Boyles
Recording Secretary