
Ex Officio: Robert Banks.

Others: John Revitte, Donna Zischke.

Call to Order: Chairperson Susan Melnick called the meeting to order at 1:00 p.m.

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

Dr. Melnick introduced Professor Nicholas Revelos, MSU College of Law representative on UCFA.

Approval of Minutes: A motion was made by Dr. Powell to approve the Minutes of November 16, 2004, and Dr. Mullaney seconded. The Minutes were approved.

Announcements:

✓ Dr. Powell reported that Healthy U/Health Promotion Program is actively promoting their programs for healthier life styles for faculty and staff. There will be more program information available soon, and this will be done in conjunction with the remodeling of the Intramural Building this spring.
✓ Dr. Melnick distributed copies of a memo from Paulette Granberry Russell, written on behalf of President McPherson and Dr. Simon, responding to the UCFA memo of November 9 regarding Domestic Partner Benefits. The final line of her memo states: “As things currently stand, however, we see no basis to reopen the question of domestic partner benefits for our employees.”
✓ Dr. Melnick also distributed copies of a memo from the Library Faculty’s Steering Committee regarding Proposal 2 and Domestic Partner Benefits, saying that UCFA would respond to them with a copy of the memo from both UCFA and Ms. Granberry Russell.
✓ Dr. Melnick reported on her attendance as Faculty Liaison at the MSU Board of Trustees meeting on November 12. At the pre-Board Meeting breakfast, those attending were Trustees Porteous, Pittman, and Cook, and Professors Moch, Helton, and Abeles. There were three discussion topics that Dr. Melnick noted: 1) Regarding the process the Board used to appoint Dr. Simon as president;
2) The decline of faculty morale – they feel they don’t have any “faculty voice;”
3) The Domestic Partner issue. The discussion, she felt, was very open and honest, and it will continue prior to the December 10 Board meeting – Dr. Melnick will attend that meeting as well. There were also several issues related to Conflicts of Interest between faculty and the university’s desire to enter into negotiations for a
Subcommittee Reports:

**Budget:**  Shawnee Vickery, Chair. Dr. Vickery reported that her subcommittee had further discussed Long-Term Care, the options, the dates, and questions regarding the basic policy. Some of the subcommittee joined Renee Rivard and David Byelich in a conference call with a John Hancock representative where the issues questioned were resolved. The open enrollment has been extended to January 14, 2005, and John Hancock will communicate this with the faculty. There will be four meetings set up by the John Hancock staff to work with the faculty during the Open Enrollment period. It is important to alert your colleagues that these meetings and the enrollment are available. It is very important to remind your colleagues to go to the Human Resources web site, [http://www.hr.msu.edu](http://www.hr.msu.edu), and read about the Long-Term Care, and then plan to meet with a John Hancock representative when they are on campus. Also, it’s important to remember that the policy prices are fixed for this 5-year period.

**Personnel Policy:**  Mary Bresnahan, Chair. Dr. Bresnahan stated that the subcommittee continues to discuss the Ownership Principle of the Michigan State Copyright Policy and the Faculty Conflict of Interest draft. She passed along to UCFA members via e-mail, for their consideration, memos from MSU College of Law professors Amy Christian and Peter Yu. Now the subcommittee must reconsider the new information points and return to the full UCFA with their proposal another time. General Counsel Robert Noto will meet with the subcommittee again today.

Old Business:  There was no old business noted.

New Business:  There was no new business noted.

Dr. Vickery made a motion to adjourn, and Dr. Harrison supported it. Motion passed.

Adjournment:  UCFA adjourned to subcommittees at 1:32 p.m.

Respectfully submitted,

Elva Boyles
Recording Secretary