
Ex Officio: Robert Banks, David Byelich.

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.

Approval of Minutes: Dr. Vickery made a motion, supported by Dr. Mullaney, to approve the Minutes of November 23, 2004. The Minutes were approved as presented.

Announcements:
- Dr. Brody made a brief report on the Faculty Voice Committee activities.
- David Byelich stated that there was to be an economic conference on Friday, December 3, to discuss the state budget and its possible upcoming deficits and how that will affect the budget at Michigan State University this coming year. He will report on this conference at the December 7 UCFA meeting.

Subcommittee Reports:
**Budget:** Shawnee Vickery, Chair. Dr. Vickery reported that the subcommittee continued discussing the Long-Term Care policy. She stated that she had a web site address that would assist in running the numbers, for comparison purposes, to see if the John Hancock policy is a good investment. The financial planning web site address is: [www.asec.org/ballpark](http://www.asec.org/ballpark) and click on “Ballpark FAQ” and review the options. Today, the subcommittee hopes to review aggregate figures from David Byelich regarding average salaries for men vs. women faculty at various levels by college and a comparison of chaired professorships by gender.

**Personnel Policy:** Mary Bresnahan, Chair. Dr. Bresnahan reported that there were two revisions for the MSU Ownership Principle of the Copyright Policy deliberated by her subcommittee. She will address that under Old Business later in this UCFA meeting.

Old Business: Dr. Bresnahan distributed copies of a 2-paragraph paper titled *Current Ownership Principle in MSU Copyright policy*. The top paragraph is the current Ownership Principle as it appears in the MSU Copyright policy. The second paragraph is the proposed revision to the *Ownership Principle* to be considered today. Dr. Vickery made a motion to consider this revision; Dr. Harrison seconded. Dr. Teahan presented a statement for the proposed change to the following policy:
Current Ownership Principle in MSU Copyright policy:
“The from a legal perspective, all copyrighted works made by any Michigan State University employee within the scope of his or her employment began as ‘works made for hire’ and are initially owned by the University. As has been the tradition at Michigan State University and most of its peer institutions, the University assigns the copyrights in such works to their creators, unless one or more ‘Special Circumstances’ exist.

This is to be changed to:

Proposed revision of the Ownership Principle:
“Michigan State University follows standard academic practice in disclaiming Ownership of, and royalties proceeding from, traditional academic works (books, essays, works of art, musical compositions and records, and the like), unless one of more ‘Special Circumstances’ exist. The Special Circumstances are set forth in Section II below. Works for which Special Circumstances exist and of which the University retains ownerships are called “University-owner” works in this Policy.”

After a lengthy discussion regarding considering the revision, Dr. Harrison called for the question (on the proposed revision), and “Calling for the question” was approved unanimously.

The vote on the motion was “yes” – 12, “no” – 0, “abstentions” – 2, and one member left the UCFA meeting prior to the vote.

Dr. Vickery made a motion to accept the spirit of the rationale (for the change) as offered by Professor Teahan and Dr. Harrison supported the motion. UCFA approved the rationale proposed by Dr. Teahan in principle with the specifics to be formulated and brought back at a future meeting. The vote on the motion (including the friendly amendment) was “yes” – 13, “no” – 0, “abstentions” – 1.

New Business: No new business was noted.

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

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

Respectfully submitted,

Elva Boyles
Recording Secretary