
Ex Officio: Robert Banks, David Byelich.

Others: John Revitte, Donna Zischke.

Call to Order: Chairperson Mary Bresnahan 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: Dr. Posner made a motion to approve the Minutes of February 15, 2005. Dr. Powell supported the motion. The Minutes were approved as presented.

Announcements: There were no announcements.

Subcommittee Reports:

Budget: Shawnee Vickery, Chair. Dr. Vickery reported that the subcommittee began discussing the upcoming raise cycle for 2005-06. They would like to achieve the #6 position, or the mid-position, in the Big Ten. That continues to be their goal for the coming year. There was an informative discussion on the history of the current salary recommendation agreement, and good points were brought out for the subcommittee to keep in mind during their decision-making.

Personnel Policy: Mary Bresnahan, Chair. Dr. Bresnahan’s subcommittee had a discussion with current Faculty Grievance Official (FGO) John Revitte regarding a June 25, 2004 memo from outgoing FGO Michael Rubner. Dr. Rubner made thoughtful recommendations that he felt would improve the operation of the Faculty Grievance Procedure (FGP) and the dissemination of information about the FGP.

- He suggested putting the FGO reports given to UCFA each semester on the FGO website.
- Key conclusions in the FGO annual report could be highlighted in a brief oral presentation in an early fall session of the Academic Council. The intent would be to publicize the very unique faculty grievance procedure and that has operated fairly and effectively as a conflict resolution mechanism.
- Dr. Rubner felt that it might be time to change the long-standing practice of the Faculty Grievance Official’s office not to reveal the outcomes of grievances to panel members who heard the case. He, therefore, suggested that UCFA should be asked to advise the FGO as this change is considered.

Old Business: Dr. Bresnahan spoke briefly about article in today’s The State News regarding
Faculty Fight for Creative Rights. This is regarding the Copyright Policy at MSU, and it went to Faculty Council February 15, and has been forwarded to Academic Council for consideration later today. President Simon stated that she would support with the MSU Board of Trustees.

New Business: Professor Revitte spoke regarding the Faculty Grievance Procedure (FGP) Article 4.1.5 and Model Academic Unit Grievance Procedure (MAUGP) Article 3.1.2. These Articles both deal with peremptory challenges, without any limits on the number of challenges for cause. In the absence of limits on challenges for cause, hearings can be greatly delayed. Inclusion of the following paragraph in the FGP User’s Manual following provision K could handle one current ambiguity in the wording of those provisions:

K. It is the position of the UCFA, in its capacity as the University grievance Advisory committee under section 2.1.1 of the FGP, that the 10-day deadline for submission of challenges for cause and of peremptory challenges, under Article 4.1.5 of the FGP and under Article 3.1.2 of the MAUGP, apply only to challenges of the originally proposed panel members. Challenges of the subsequent replacements must be submitted within 72 hours of receipt of the new panel member name(s) from the Faculty Grievance Official.

Dr. Brody made a motion to adopt the revision, and Dr. Powell supported that motion. (This applied to both grievants and respondents.) The motion was passed unanimously.

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

Adjournment: UCFA adjourned to subcommittees at 1:50 p.m.

Respectfully submitted,

Elva Boyles
Recording Secretary