University Committee on Faculty Affairs

MINUTES

Tuesday, February 14, 2006

Members Present: Jonathan Bohlmann, Mei-Wei Chang, William Davidson, John Dirkx, Ross Emmett, Catherine Ernst, Michael Harrison, Thomas Mullaney, John W. Powell, Hayder Radha, and John Reifenberg.

Ex Officio: Robert Banks, David Byelich.

Others: John Revitte, Donna Zischke.

Call to Order: Chairperson Ross Emmett called the meeting to order at 1:00 p.m.

Approval of Agenda: The boilerplate agenda used for the 2005-06 meetings was approved at the August 30, 2005 meeting.

Approval of Minutes: A motion was made by Dr. Mullaney to approve the Minutes of February 7, 2006, supported by Dr. Harrison. The Minutes were approved as presented.

Announcements:

- Dr. Emmett stated that he will be away during the UCFA meeting next week and Dr. Powell will chair the committee meeting in his absence.
- Dr. Emmett reported on the MSU Board of Trustees (BOT) meeting. Each month prior to the Board of Trustees meeting, the faculty liaison group, comprised of a member of UCFT, a member of UCFA, and two at-large members, meets with Board members. This last meeting, they talked a little about several subjects, such as: the Conflict of Interests policy; the question of whether or not there were possibilities of faculty representation at some of the closed working Board sessions (currently there are no non-Board members attending the Board work sessions and this was proposed from the point of view that there are times when both the Board and academic governance are working simultaneously on the same subject and both could benefit from sharing information and points of view), and it would facilitate having conversations that are not in opposite directions. It was an interesting meeting and discussion.
- Dr. Emmett also mentioned, especially pertinent for the UCFA Personnel Policy subcommittee, that the only question he received from the Board regarding the Faculty Conflicts of Interest was “why did you get rid of the annual sign off?” Everyone, including the Board, seemed to feel that they needed to sign off on their own conflicts of interest, so why was the sign-off removed?

Announcements:

- David Byelich distributed copies of 2006-07 Budget Development, the budget presentation he made to the Board of Trustees. He went through the presentation and answered questions.
Subcommittee Reports:

Budget: John Powell, Chair. Dr. Powell reported that the subcommittee is working on exactly budget development, just what David was talking about. They are looking for a final statement of what the health care savings will be based on the proposals from Benefits regarding increases in co-pay and several other points of information in time for faculty to have the information for Open Enrollment in April. During their working lunch earlier today, they reviewed salary ranges for the coming year based upon the faculty’s 14 percent health care premium contribution for the coming year. In March they will make their faculty salary recommendations after reviewing their information. There is interest in getting a faculty group together to review the “large ticket” health care items that may be part of future planning. They would like a cross section of university faculty to review these facts. UCFA members were requested to look over their respective faculty in order to recommend those they feel might be beneficial to this type of group.

Personnel Policy: Sheila Teahan, Chair. Dr. Emmett, interim chair, briefly outlined the Outside Work for Pay/Overload Pay material that was received from Dr. Ian Gray, Vice President for Research and Graduate Studies. That will be discussed under New Business later in the meeting. The subcommittee has completed reviewing the comments received regarding the Faculty Conflicts of Interest policy and they will discuss these in their meeting later today.

Old Business: Dr. Banks distributed copies of the External Letters of Reference document that UCFA reviewed during their November 22, 2005 meeting. The current copies included one copy showing the changes by UCFA in red print and changes by UCFT made in blue print and one copy without any color incorporating both committees’ changes.

New Business: Dr. Emmett addressed the Outside Work for Pay/Overload Pay handouts. Reviewing the material with Kristine Zayko’s assistance helped the subcommittee to determine the main substantive differences between the proposed revised Outside Work for Pay/Overload Pay policies. The full UCFA completely reviewed both policies. Dr. Harrison made a motion to approve in principle both policies with the noted word changes; Dr. Mullaney supported the motion. The motion carried.

David Byelich handed out a one-page report, Potential Estimated Cost Reduction Summary – Faculty, which he briefly overviewed.

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New Business, continued

Dr. Powell reported that a Faculty Voice subcommittee is considering removing the Budget Subcommittee from UCFA and make it a standing committee or a committee on its own. He asked for input regarding structural reorganization or any other changes that UCFA members might be interested in having brought out.

Dr. Dirkx made a motion to adjourn and Dr. Davidson supported. The motion carried.

Adjournment: UCFA adjourned to subcommittees at 2:27 p.m.

Respectfully submitted,

Elva Boyles
Recording Secretary