Members Present: Jonathan Bohlmann, Mei-Wei Chang, Ross Emmett, Michael Harrison, Terry Link, Thomas Mullaney, and John W. Powell.

Ex Officio: Robert Banks, David Byelich.

Others: John Revitte, Donna Zischke.

Call to Order: Chairperson Ross Emmett called the meeting to order at 1:05 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: Dr. Powell made a motion to approve the Minutes of February 21, 2006, Dr. Mullaney supported. Dr. Powell asked that the Minutes be corrected under the Personnel Policy subcommittee report to read as follows (corrections will be italicized and bolded):

Personnel Policy: Dr. Mullaney reported that the subcommittee has completed their review of the faculty comments made regarding the Faculty Conflicts of Interest policy. Dr. Mullaney made a motion to place the full document endorse the Faculty Conflicts of Interest policy, as amended by the reviews; be placed on the agenda for the February 28th UCFA meeting; Dr. Harrison supported. The motion carried. The committee requested a fresh copy of the completed Faculty Conflicts of Interest policy.

The Minutes were approved as amended.

Announcements:
- Dr. Emmett reported on Executive Committee of Academic Council activities and schedule. At this point, the academic governance schedule will be for the remaining two months in spring semester.

Subcommittee Reports:
  - Budget: John Powell, Chair. Dr. Powell reported that the subcommittee is working on the salary recommendations and plan to finish with that as soon as possible.
  - Personnel Policy: Sheila Teahan, Chair. Dr. Banks stated that the subcommittee completed their review of the faculty comments on the Faculty Conflicts of Interest policy and completed editorial changes.

Old Business: Kristine Zayko guided the committee through both the proposed Outside Work for Pay and the Overload Pay policies and answering committee members’ questions as they were raised. Following a
fairly in-depth discussion, Dr. Harrison made a motion to endorse the proposed Outside Work for Pay and the Overload Pay policies supported by Dr. Mullaney. Dr. Powell made a friendly amendment to exchange the word “support” for “endorse” in the motion, so the motion would read: Dr. Harrison made a motion to support the proposed Outside Work for Pay and Overload Pay policies. The motion carried. These policies will be distributed to the deans for their review with comments coming back to the UCFA Personnel Policy subcommittee for their information and review.

**New Business:** Dr. Harrison distributed copies of a *New York Times* editorial titled *Proof of Learning at College*. The article stated that it’s a generally accepted idea that this country has the best higher education system in the world. At the same time, the National Assessment of Adult Literacy has revealed distressing declines in literacy. The chairman of the *Commission on the Future of Higher Education* has suggested that college students be given standardized tests to determine how much they are actually learning. Can a test be given to fully measure what has been taught and what has been learned? The editorial suggests higher education should hunt for acceptable ways to measure the students’ learning before public concern forces their interest in doing so.

Dr. Harrison made a motion to adjourn supported by Dr. Powell. The motion carried.

**Adjournment:** UCFA adjourned to subcommittees at 1:57 p.m.

Respectfully submitted,

Elva Boyles
Recording Secretary