University Committee on Faculty Affairs

MINUTES

Tuesday, April 18, 2006

Members Present: Jonathan Bohlmann, William Davidson, John Dirkx, Ross Emmett, Catherine Ernst, Michael Harrison, Terry Link, Thomas Mullaney, John W. Powell, Hayder Radha, John Reifenberg, and Sheila Teahan.

Ex Officio: Robert Banks, David Byelich.

Others: John Revitte, Donna Zischke, 2006-07 UCFA members Jason Merrill and David Solomon.

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.

Dr. Emmett welcomed two new 2006-07 UCFA committee members, Jason Merrill and David Solomon, to the meeting.

Approval of Minutes: A motion was made by Dr. Mullaney to approve the Minutes of April 4, 2006, supported by Professor Link. The Minutes were approved.

Announcements:

- Dr. Emmett reviewed the April 11, 2006 UCFA meeting which did not warrant official Minutes as there was not a quorum.
- Dr. Emmett reported that Faculty Council did pass the Outside Work for Pay and Overload Pay policies at last week’s meeting. Faculty Council passed a second motion asking UCFA to, next year, take a look again at the wording of the section of the policy that deals with pay and either fix that and/or or construct a set of guidelines or a handbook which could then be inserted to accompany the policy. Therefore, UCFA will be defining some of the policy points to clarify what is professional time and non-professional time.
- The UCFA 2006-07 Faculty Salary Increase Recommendation did not go before the Faculty Council last week. It will, hopefully, go before Faculty Council today.
- In his capacity as (UCFA) Liaison to the MSU Board of Trustees, Dr. Emmett reported that the Faculty Conflicts of Interest policy was discussed with the Board again (it had been discussed with them about a month ago). The Board then voted and passed the policy during their Board meeting. They also spoke about the Outside Work for Pay and Overload Pay policies in preparation for the next meeting. They also addressed the faculty salary recommendation briefly.

UCFA
April 18, 2006
Page 2

Announcements:

- The Board responded positively to the proposed subcommittee on health care.
- David Byelich reviewed the State Budget Notes document, a publication of the Citizens Research
Council of Michigan.

Subcommittee Reports:

**Budget:**  *John Powell, Chair.* Dr. Powell’s subcommittee focus has moved to the health care subcommittee and health care options.

**Personnel Policy:**  *Sheila Teahan, Chair.* Dr. Teahan reported that her subcommittee did not meet. Professor Link’s proposal, for tuition waivers for one course per semester for faculty and other academic staff enrolling in MSU courses, is still under discussion by the subcommittee. UCFA members are to poll their college faculty and pass the results to Dr. Teahan. Since Dr. Teahan will be leaving the subcommittee at the end of spring semester, Dr. Emmett suggested that the incoming subcommittee chairperson could receive the feedback from UCFA members.

Old Business: No old business was noted.

New Business:

- Dr. Powell made a motion to bring the proposal for a Subcommittee on University Health Care Policies and Options to the table; Professor Link supported the motion. Dr. Powell gave an historical overview of the inception and development of this proposed health care subcommittee. Dr. Harrison made a motion to amend the proposal to include the University Physician’s Office to the group for Initial Review of Policies and Options. Dr. Teahan supported the motion. The motion carried. Reviewing the Approach section, Dr. Harrison made a motion to rewrite the section, supported by Dr. Mullaney, to read:
  - The committee will identify national best practices that may be applicable for MSU and develop a set of health care policy recommendations. Recommendations will stress both high-quality, cost-effective health care and cost containment. Subsequently, UCFA will review the recommendations and develop final recommendations to be submitted to the Provost.

  The motion carried.

- Professor Link’s proposal will carry over and be first on the agenda for the Personnel Policy subcommittee next fall semester 2006.

- Dr. Emmett opened the nominations for UCFA chair and subcommittee chairs. The first was made by Dr. Dirkx who nominated Dr. Ernst for chair, supported by Dr. Harrison. Dr. Radha nominated Dr. Powell for chair, supported by Dr. Mullaney. A motion to close the nominations was made by Dr. Harrison, supported by Dr. Mullaney. Dr. Ernst and Dr. Powell agreed that they would co-chair UCFA for 2006-07. Dr. Harrison made a motion was made to close nominations, supported by Dr. Teahan. The motion passed. A motion was made by Dr. Mullaney that Professor Link and Dr. Solomon co-chair the Personnel Policy Subcommittee. Dr. Radha supported. The motion carried. A motion was made by Dr. Ernst to nominate Dr. Dirkx to co-chair the Budget Subcommittee. (If he does go on sabbatical for spring semester 2006, his position will be covered by the co-chair.) Dr. Radha supported. The motion carried.

Dr. Powell made a motion to adjourn to subcommittee, and Dr. Radha supported the motion. The motion carried.
**Adjournment:** UCFA adjourned to subcommittees at 2:00 p.m.

Respectfully submitted,

Elva Boyles  
Recording Secretary