Members Present: Jonathan Bohlmann, Mei-Wei Chang, Yoonhyeung Choi, William Davidson, John Dirkx, Catherine Ernst, Clark Johnson, Terry Link, Jason Merrill, Anna Pegler-Gordon, John W. Powell, David Solomon, and Vladimir Zelevinsky.

Ex Officio: David Byelich.

Others: John Revitte, Donna Zischke.

Call to Order: Co-Chairperson John Powell called the meeting to order at 1:00 p.m.

Dr. Powell explained briefly that we would were trying a new procedure by having the weekly meeting agenda distributed prior to the meeting so everyone would have the meeting topics before them for their consideration.

Approval of Agenda: The boilerplate agenda used for the 2006-07 meetings was approved at the August 29, 2006 meeting.

Approval of Minutes: The Minutes of October 17, 2006 were approved as presented.

Announcements:

- Dr. Powell reported on the October 17 Faculty Meeting. Discussion continued on the Faculty Voice (VIC) issues. Faculty Council approved the objectives of Faculty Voice Task Force IV. The VIC was the main topic of discussion (the Voice Implementation Committee or the Voice Integration Committee – still undecided). There will be a continuing discussion on the proposed changes and the bylaws needing to be changed to implement the proposed changes.

- Academic Council meets later today, October 24. Its agenda has two items: the University Committee on Curriculums Report to the Academic Council and the proposed bylaw amendments, basically “housekeeping” amendments. These were passed by Executive Committee of Academic Council (ECAC) October 17, so they should pass through Academic Council.

- Dr. Ernst reported on her attendance as a Faculty Liaison to the MSU Board of Trustees. The focus of their meeting with the Board was on the topic of recognition of faculty that participate in various levels of the governance structure (also one of the Faculty Voice issues). There was a consensus of the Board that there should be some level of recognition, but what that recognition should be and how it should be accomplished is still to be determined. Also discussed was the general consideration of institutional service as that is certainly part of the total question. She also
reported that they were interested in Faculty Voice updates. Dr. Powell said there is a strong desire to move the Task Force forward, but it appears complicated to move too quickly.

Subcommittee Reports:

**Budget:**  John Dirkx, Chairperson  Dr. Dirkx reported that Renee Rivard and Chris Hanna joined his subcommittee and discussed a number of budgetary issues that have implications in one way or another for faculty: 1) research associates (their cost on externally-funded projects, for instance); 2) biotechnology drugs (cost of these); 3) elimination of $2.00 drug benefit; 4) mail order prescriptions/drugs; 5) spending account limit of $5,000 and the possibility of raising that limit; and, 6) MUCH (Michigan University Consortium on Health Care) which increases the number of lives covered and it is form of cost control and a marketing tool with Blue Cross/Blue Shield.

**Personnel Policy:**  Terry Link and David Solomon, Co-Chairpersons  Dr. Solomon reported that the subcommittee prepared a proposed recommendation and it says:

The University Committee on Faculty Affairs (UCFA) endorses modifying the policy prohibiting granting tenure to faculty who are not United States citizens or have permanent resident status. The Committee acknowledges exceptions to the policy should be made on a case-by-case basis and will require developing procedures for addressing the potential ramifications of this policy change. We feel the University Committee on Faculty Tenure (UCFT) is the appropriate venue for developing specific policy recommendations for implementing this change in the policy.

This proposal will be discussed under New Business. A tuition waiver policy for faculty and librarians will also be put forward under Old Business.

Old Business:
Since the proposed tuition waiver policy was not distributed prior to today’s meeting, the proposed policy will be distributed prior to the October 31 meeting and discussed at that meeting.

New Business:

- Dr. Solomon proposed the following policy, as stated earlier in the Personnel Policy subcommittee report, supported by Professor Link:

  The University Committee on Faculty Affairs (UCFA) endorses modifying the policy prohibiting granting tenure to faculty who are not United States citizens or who do not have permanent resident status. The Committee acknowledges exceptions to the policy should be made on a case-by-case basis and will require developing procedures for addressing the potential ramifications of this policy change. We feel the University Committee on Faculty Tenure (UCFA) is the appropriate venue for developing specific policy recommendations for implementing this change in the policy.

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New Business, continued

After a lengthy discussion, Dr. Zelevinsky made a motion to remove the second sentence from the proposed policy, supported by Dr. Pegler-Gordon.

The Committee acknowledges exceptions to the policy should be made on a case-by-case basis and will require developing procedures for addressing the potential ramifications of this policy change.

The motion passed.

Dr. Pegler-Gordon made a friendly amendment to the first sentence adding the words “who do not” immediately before “have permanent resident status.” Dr. Powell accepted the friendly amendment. The remaining wording of the policy at this point is:

The University Committee on Faculty Affairs (UCFA) endorses modifying the policy prohibiting granting tenure to faculty who are not United States citizens or who do not have permanent resident status. We feel the
University Committee on Faculty Tenure (UCFA) is the appropriate venue for developing specific policy recommendations for implementing this change in the policy.

Professor Link made a motion to table this motion and move it back to the subcommittee for further clarification and bring it back next week. Dr. Choi supported this motion. The motion carried.

- Dr. Powell spoke briefly about the UCFA Health Care Task Force and the reason for the committee’s composition. Academic governance bylaws define that committees must be comprised of faculty currently employed, thereby excluding retirees. In the final discussion, it was determined that timely sharing of information by the Health Care Task Force with UCFA will serve as an asset to furthering the discussion. Health Care is one of the issues coming up at the CIC conference that Dr. Powell and Dr. Hughes will be attending.

A motion was made by Dr. Pegler-Gordon to adjourn to subcommittees. The motion carried.

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

Respectfully submitted,

Elva Boyles
Recording Secretary