Members Present: Jonathan Bohlmann, Mei-Wei Chang, Catherine Ernst, Clark Johnson, Terry Link, Jason Merrill, John W. Powell, Hayder Radha, David Solomon, and Vladimir Zelevinsky.

Ex Officio: Robert Banks, David Byelich.

Others: John Revitte, Donna Zischke.

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

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

Approval of Minutes: Professor Link made a motion to approve the Minutes of January 23, 2007, supported by Dr. Solomon. The Minutes were approved.

Announcements:

- The Faculty Grievance Official, John Revitte, distributed copies of his report, *End of Fall Semester 2006 Report*.
- Dr. Banks distributed copies of several reports, briefly describing what each concerns:
  - *Getting the Most from COACHE* – This was distributed during the MULTI Program at the Kellogg Center.
  - *Proposal for a University-Wide Communication Strategy* – A committee, under Dr. Banks’ leadership, discussed issues and concerns pertaining to faculty work and work life as well as relevant institutional policies and practices. This is the HERC concept: Higher Education Resource Consortium.
  - *Outside Work for Pay Policy Guidance (draft)* – Kristine Zayko, of the General Counsel Office, will attend the UCFA Personnel Policy subcommittee meeting next week, February 13, and review this document.
  - *The Importance of Tenure System Appointments at MSU – Recommendation from the University Committee on Faculty Tenure* – this document is a result of the UCFT and the Provost meeting and reviewing the first UCFT memo regarding this subject matter.
- David Byelich reminded UCFA members that the governor would be giving the State of the State later today, and the budget message would be Thursday, February 8.

Donna Zischke shared that later this week the Academic Human Resources office (handling all
academic personnel and graduate assistant records) would be moving over to the Nisbet Building integrating with the department of Human Resources (handling all non-academic personnel records) to become MSU Human Resources. Their new offices will be open next Monday, February 12.

- Dr. Radha commented on attending one of Dr. May’s FCOII/IO meetings.
- Dr. Powell thanked UCFA members that attended the MULTI meeting at the Kellogg Center on January 30. The meeting information was very interesting.

**Subcommittee Reports:**

**Budget:** Catherine Ernst, Acting Chairperson Dr. Ernst said the subcommittee had started the salary comparisons between MSU and the other Big Ten schools – MSU is still in the 8th position in salary. The subcommittee will continue their review of salary and compensation information to assist in formulating their salary recommendation.

**Personnel Policy:** Terry Link and David Solomon, Co-Chairpersons Dr. Solomon reported that the web-based faculty service survey had been sent out and they have had about 663 responses. The deadline for responses is this Friday, February 9.

Dr. Powell passed around the announcement on Dr. Ginsburg’s lecture (in Erickson Hall Kiva on Thursday, February 15, at 12 noon). He gave a brief overview of the subcommittee’s work saying that they plan to submit a report on their findings about the end of April 2007.

**Old Business:** Professor Johnson spoke briefly about the climbing numbers of the fixed-term vs. tenure-stream faculty at MSU. Dr. Powell noted this phenomenon is present in many universities. It is best to review the information and see the basis for the shifting numbers, and it usually has a reasonable basis for occurring – there is a changing-role basis that affects this shift in numbers, too. Dr. Powell reminded the committee that the Faculty Voice V report, if it goes through, will change the way the institution’s policies, procedures, and bylaws will look at fixed-term faculty concept.

**New Business:** No new business was noted.

Dr. Radha made a motion to adjourn to subcommittees, supported by Dr. Merrill. The motion carried.

**Adjournment:** UCFA adjourned to subcommittees at 1:40 p.m.

Respectfully submitted,

Elva Boyles
Recording Secretary