University Committee on Faculty Affairs

MINUTES

Tuesday, December 1, 2009


Ex Officio: Terry Curry, David Byelich.

Others: President Simon, John Revitte, Provost Wilcox, Donna Zischke

Call to Order: Professor Moriarty called the meeting to order at 1:02 p.m.

Approval of Agenda: Dr. Merrill made a motion to approve the agenda as presented, seconded by Dr. Emmett. The motion carried.

Approval of Minutes: Dr. Emmett made a motion to approve the November 24, 2009 Minutes seconded by Dr. Merrill. The motion carried.

Old Business:

A. Health Care Survey

Professor Moriarty spoke outlined her approach with President Simon and Provost Wilcox as they joined UCFA at 1:15 pm. She wanted to be certain that she related all points of view gleaned from reading the health care survey comments. She feels great responsibility for making certain that the concerns and questions are shared with the President and Provost.

At this point, Dr. Emmett made a motion for Dr. William Davidson, former UCFA member and current member of the Faculty Health Care Committee, to have voice during this meeting. The motion was seconded by Dr. Merrill. The motion carried.

Dr. Davidson brought up points that he felt were extremely important and very pertinent for the committee members to keep in their minds during this discussion.

Professor Moriarty welcomed and thanked the President and Provost for agreeing to amend their meeting schedules and attend UCFA to learn more about the faculty health care survey results and share their viewpoints. She explained that many of the faculty feel that a decision (on health care) has already been made and that this is an exercise in futility...no one really cares what the faculty thinks. President Simon thanked UCFA members for the work that has been done during the past three or four years. There are parallel discussions underway with collective bargaining groups and they have the same information as UCFA. The options are being discussed by them as well. Provost Wilcox iterated the President’s statements and said if decisions were already made, the administration would have moved along and implemented those “already” determined decisions.
President Simon said the university has been too passive regarding the health care program and peer institutions have been more aggressive on health care program much sooner than we have. The final paragraph of the health care recommendations really brings forth the important points. Professor Moriarty emphasized that quality, access, continuity of care, equity, cost savings, and choice are important to finalizing the UCFA recommendation. President Simon stressed that it is not (for her) a foregone conclusion that employer-provided clinic equals the health team. She would be happy if it did, but that is yet to be determined. She also felt the provider networks tying into health information systems – they are RHIO (Regional Health Information Organization) light options and give you the capacity to know what tests you’ve had and help prevent testing duplication...helps with emergency room care, too.

Professor Moriarty told President Simon she felt the letter from the President to the faculty and staff sent directly to their homes was the most effective way to communication with all involved. President Simon said if UCFA wanted to think of points that should be shared and would be helpful, she would be pleased to send a follow-up letter. Professor Moriarty explained the timeline she envisions of moving this health care document forward: UCFA will vote on this document December 8 and move it on to Faculty Council for their consideration. The collective bargaining groups will complete their work by December 31 and that will permit the broader community letter at that time. So, the next 60 days will produce answers to many questions and then future plans may be formulated at that time.

Professor Moriarty again thanked both administrators once again attending UCFA and sharing their opinions and overviews of this very important area of salary and benefits. President Simon thanked UCFA for their hard work of looking at the data, translating the survey participants’ ideas and concerns as well as conveying ideas and thoughts of each UCFA representative’s constituents.

Professor Moriarty asked Dr. Davidson to write the opening paragraph on the Emerging Health Care Recommendations, and he said he would do so. The draft document will then be forwarded to the full UCFA for perusal and consideration.

It was decided, at Professor Moriarty’s suggestion, to leave out the health risk assessment and retirement in the UCFA recommendations at this time. Dr. Emmett suggested that UCFA make it clear that these points were not a part of the health care discussion. Therefore, it was determined to put forth recommendations points 1-11 and 12.b, leaving out 12.a.

Dr. Merrill made a motion to adjourn to subcommittees seconded by Dr. Emmett. The motion carried.

**Adjournment:** UCFA adjourned to subcommittees at 2:15 p.m.

Respectfully submitted,

Elva Boyles
Recording Secretary