

**Minutes of the General Faculty Council meeting held on June 8, 2004
in Room 481 Newcomb Hall.**

Present were: Robin Kuzen, chair, Jean Collier, Carol Hunter, Ellie Wilson, Nancy Gansneder, John Wilson, Lotta Lofgren, Bill Keene, Derry Wade, Jennifer Bauerle, Robbie Greenlee, Camilla Curnow, Phil Gates, Prue Thorner. **Guests:** Pam McIntire and Lynda White. **Absent were:** Greg Strickland, Elaine Attridge, and Chris Milner.

1. The minutes of the May 11 meeting were approved as posted on the Web site.
2. **Election of chair-elect:**
Nancy Gansneder and Jean Collier spoke about their vision for the position of chair-elect of the GFC. A vote was held in their absence from the room and Jean was elected. Nancy was encouraged to stand for chair-elect in the future.
3. **Chair's Report:** Robin stated that there is \$832.49 in our account as of May 30. We also have PO Box 400430 at Newcomb Hall. She reported on the announced base salary increase of 3 percent for all employees to take effect in November 2004, with the possibility of a 2 percent merit increase. This is the first time that professional and administrative faculty have been included in a pay increase on the same basis as academic faculty and classified employees.
4. Camilla reported that Emily Bardeen, who is director of career services in Human Resources, has offered to address the Council. It was agreed that she should be asked to speak for a maximum of thirty minutes at the July 13 meeting.
5. **Bridge Funding for Health Care and Temporary Disability Benefits:**
Bill Keene spoke about general faculty who are adversely affected by support from grants and contracts that expire, which can result in their health insurance and disability benefits being interrupted or cancelled and their employment being terminated. He reported that in correspondence with Provost Gene Block, Block indicates that in the case of discrepancies between General Faculty Policy and the University's Leave Policy, the latter prevails. Brad Holland, the University Ombudsman, is of the opinion that the Family Leave Act may also apply to protect general faculty in these situations.
Standards of notice that currently apply to general faculty are: where they have been employed for 12 months, they are entitled to 3 months' notice of termination; if they have been employed for 2 years they are entitled to 6 months' notice, and if they have been employed for 3 years, they are entitled to one year's notice of termination.
Bill said he would continue to pursue the question of which policy takes precedence when there is a discrepancy.

6. Break out working groups sessions:

Council members divided into three working groups to address professional development issues, under Lotta's leadership; salary increase equity issues under Carol's leadership, and bridge funding of benefits under John's leadership.

Working groups were asked to consider strategies for moving each issue forward this year, including how the GFC's various standing committees can help with the strategies developed, and what speaker(s) could most effectively address each particular issue. Each working group leader was also asked to write up a report of his or her session and circulate it to the whole Council before the July 13 meeting.

6. The next meeting of the Council will be held on Tuesday July 13 in the Conference Room of the Science and Engineering Library in Clark Hall.

Respectfully submitted by Prue Thorner (Secretary)