

General Faculty Council Meeting of November 11, 2003
Meeting called to order at 12:05.

Present: Lotta Lofgren, Robin Kuzen, Robbie Greenlee, Derry Wade, Lynda White, Donal Day, George Hashisaki, Jennifer Bauerle, Nancy Gansneder, Elaine Attridge, Jean Collier, Phil Gates, Mary Abouzeid, Greg Strickland.

Absent: Chris Milner, Prue Thorner, Bill Keene

Guest: Alan Cohn

I. Call to Order and Chair's Report

- Announcements: Chair Lotta Lofgren suggested reminding our constituent groups of the timeline for decisions re: medical benefits. To bring us up to speed with respect to the new health care options, Lotta invited Alan Cohn from the Human Resources Office to speak to us about the choices university employees have to make. If a member does NOT select a plan, he/she will be routed to the Direct Access plan (lower premium and higher co-pay). He said the "direct access" plan is good if a person/family is healthy! The direct access plan allows choice without referral. People can elect to remain with The Point-of-Service plan, which is the plan all have now. He told us that eleven public information sessions were being set up around the University in the next few weeks. We were advised to refer our constituents to the HR website for further information. A discussion ensued.
- Benefits Committee. It appears that there was some confusion about the membership of the university's Benefits Committee. Even though the Council has since 1995 been operating with the understanding that the GFC has a representative on the Benefits Committee, and in that belief named Lotta Lofgren to the committee in May, Pam Higgins has informed Lotta that that is not the case. Carol Hunter (who was our representative last year) has been re-elected to that committee for three years, although she is no longer a member of the General Faculty Council. Lotta Lofgren has therefore been removed from the committee. This does not seem to be in the best interest of the GFC, since it represents the entire general faculty and needs to be able to keep its constituents apprised of the decisions of the Benefits Committee. The Benefits Committee is formed of four members of the regular faculty, four members of the general faculty, four members from the Medical Center, and four classified staff. It was suggested that we invite Carol to report to us about the committee's actions.
- Joint Committee with the Faculty Senate. The Joint Committee (General Faculty/Faculty Senate) has been approved. Lotta opened the floor for two-year term nominations from our three different groups (professional/administrative faculty, research faculty, teaching faculty). Nancy Gansneder volunteered to represent the teaching faculty; Derry Wade volunteered to represent the administrative/ professional faculty. Bill Keene will be the research faculty representative. Formal nominations, seconds, and votes were taken.
- In the news. Jann Balmer has received a national award for accreditation (the Williard Duff, Ph.D. Award for Service to the ACCME). Lynda White has been named to the president's diversity committee's subcommittee on recruitment and retention of faculty and staff.
- The annual report of the General Faculty Council has been posted on the web site.

- II. Planning the Forum. Last year we invited Leonard Sandridge and Gene Block to speak at the Forum. A discussion followed of these possibilities for this year's Forum: someone from development, university architects, a representative from the 2020 Commission, a panel

discussion on funding from the state and the burden on the fundraising of the University...from possibly Colette Sheehy, Bob Sweeney, President Casteen, Yoke San Reynolds, Leonard Sandridge, Gene Block, Dave Breneman. The committee will work on this and make a recommendation back to the council. We talked about what we are aiming for with this panel...we came back to fundraising and how that plays into the university (raising money, distributing money, pleading with the legislature).

III. Committee Goals Reports:

- a. Policy Committee. First Goal is to disseminate the new policy document whenever it is ratified. Lotta Lofgren and Bill Keene did speak to Gene Block about the new extra sentence in the policy that makes it sound as if financial stringency can be by-passed as a cause for termination. We have to decide whether we will endorse this document if the administration ratifies the document with this sentence included. The second goal is to continue advocating for changes in health benefits for part-time faculty. The state now will cover faculty who work .8 FTE and above (this will affect 22 people at the University). This is a “victory” of sorts, changes do happen and we will continue working on this. The committee will create a follow-up to the benefits questionnaire. Robin Kuzen will investigate if any University foundations have health care plans for part-time employees. Lynda will discuss this issue with the diversity subcommittee, and the new joint committee should talk about this issue as well. The third goal is to advocate for salary equity throughout the institution. We need to ask Tom Gausvik about his research on this matter at peer institutions. We want to know about SCHEV and what role they play. We need to write follow-up letters to all relevant parties concerning policy changes that would support research faculty and their tenuous situations when funding disappears. Goal five is to review and recommend changes to grievance procedures. This is a good topic for the joint committee to pursue. Administrative and professional faculty have a separate grievance procedure from academic faculty. The committee suggests that all members of the GFC contact their constituents to find out about dismissals, letters of termination, etc. so we can ensure that these terminations follow the guidelines of the general faculty policy document. Goal Six: the committee wants to advocate for professional development for General Faculty. Since the last meeting with Dean Ayres, there appears to be some interest at A&S on looking into this possibility.
- b. Elections. Derry reported that the time-line is moving along to begin the elections process in January. The group would like to encourage people to vote and to run for the Council. Derry said that she herself didn’t know about the General Faculty Council before she was nominated and elected and now is happy she is on this representative group. The committee asked members of the Council to share their experiences on the GFC. A news article was also suggested for December to discuss open seats.
- c. Data management: Lynda White reported that we have received the email address list for General Faculty; Chris Milner has updated the email lists. She was also able to get some helpful data on the composition of the general faculty from Institutional Assessment. Following are the break-out figures.

Total Faculty		
Gen Fac	1,931	58.0%
Tenure-Eligible	1,401	42.0%

Total Faculty	3,332	100.0%
---------------	-------	--------

General Faculty Only

A&P	782	40.5%
T&R	1,149	59.5%
Total	1,931	100.0%

All Teaching & Research Faculty

Gen Fac	1,149	45.1%
Tenure-Eligible	1,401	54.9%
Total T&R	2,550	100.0%

- d. Communications committee: Jean Collier thanked everyone who helped out at the general faculty table at the Museum open house. She has begun linking the articles on accomplishments by members general faculty on the website. And the committee is planning the Forum for April.

- IV. Questions for Anda Webb. Lotta suggested we should ask her about benefits, SCHEV, and salary issues. We would also like her to explain what she does in relationship to the Provost and V-P for Finance.

- V. New Business: Phil will check whether it will be necessary to put the new joint committee with the faculty senate into the bylaws.

The meeting was adjourned at 1:30. Next meeting is December 9th.

Respectfully submitted,
Mary Abouzeid