FACULTY AFFAIRS COMMITTEE
MINUTES
THURSDAY, OCTOBER 19, 2000

Members Present: Jean Bevis, Pauline Clance, Marsha Clarkson, John Diehl, Bonnie Fritz, Katherine Johnston, Greg Lewis, Charles Marvin, Ramona Matthews, Marian Meyers, Dave Pavesic, Charlotte Petrek, Lyn Thaxton, Roger Weed, Diane Willen

Guests Present: Barbara Carroll, Hugh Hudson, Marjorie Knowles

Members Absent: Myra Carmon, Carolyn Denard, Valerie Fennell, Nancy Floyd, Gerald Gay, Marty Grace, Ronald Henry, Julie Hotchkiss, Richard Miller, Linda Nelson, Ted Poister, Jim Senn, Cherien Thackenkary, Carol Winkler

Diane Willen, chair, called the meeting was called to order at 12:05p.m.

Approval of Minutes
Minutes for the September 25, 2000 meeting were unanimously approved.

Ad Hoc Task Force on the Advancement of Women
Dr. Willen explained that the Committee received the report of the Ad Hoc Task Force on the Advancement of Women as a charge from the Executive Committee. It has not yet gone to the Senate, but the intention is for the Report to become University Policy after it wins Senate approval. Marjorie Knowles, appointed as chair of the Task Force on the Advancement of Women by the Provost in December 1998, reviewed the main points of the report, which was completed in May 1999. Dr. Knowles asked the Committee to endorse the report and send it to the Senate.

Dr. Willen pointed to C.13 (expansion of Senate Policy on Limitation on Tenure-Eligible Service) and C.15 (evaluation of management performance) in the Report, as issues that Faculty Affairs would address in implementing the report.

Hugh Hudson pointed to the number of “should” statements in the Report and recommended that the Committee consider strengthening the language. Dr. Willen said this task may require a subcommittee. Dr. Knowles requested that the Report be endorsed “as is” because it is already being implemented.

Roger Weed made a motion to endorse the Report, and it was seconded. The endorsement of the Report passed unanimously. Dr. Willen will draft a letter to the Executive Committee stating 1.) A request for the Report to be circulated, especially to the Budget Committee and Dean’s Group 2.) A request that the Provost report annually to the Committee or other Senate committee on the progress of the Report 3.) A recommendation to form a subcommittee to work with Pauline Clance on implementation issues.

Dr. Clance expressed concern over the policy on paper versus the policy in practice. She noted that she has received no nominations from deans or department heads for the American Council on Education fellowships and Harvard Workshop on Leadership. Dr. Clance asked that the Committee discuss this at a future meeting.

Benefits
Barbara Carroll, assistant vice president of Human Resources, took questions from the Committee on the change in the University’s Healthcare benefits, specifically questions about the Pharmacy Benefit and the new PPO. The Committee requested that the explanation of the changes with the Pharmacy Benefit be clarified in HR’s next mass emailing. Ms. Carroll said that the doctors in the PPO are in the MRN/Georgia First Network. She noted that because several hospital-based physicians (typically radiologist, anesthesiologists, etc.) have not yet signed on with the PPO, a patient could be charged at the out-of-network rate for the services of these physicians. She explained that the PPO saves money by limiting a doctor's maximum fee. Dr. Clance asked about mental health coverage; Ms. Carroll responded that the PPO uses a separate network, Magellan, for mental health providers. Dr. Clance said this should be disclosed to faculty and staff because the quality of mental healthcare providers can vary from group to group.

Ms. Carroll addressed the implementation of extension of benefits to domestic partners. She said that contracts with providers will need to be renegotiated, which will require collecting data on the group of people expected to participate. She added that there are other logistical issues (creating programs to track partners separately from spouses, tax issues, etc) that are being discussed. Katherine Johnston said that Ms. Carroll’s office will be responsible for collecting and distributing information on eligibility of other University benefits (library privileges, gym access, etc.). Greg Lewis said that no surveys have been distributed to determine the number of participants, but he does not expect many participants.

Agenda Items for November Meeting
Dr. Willen said that Christine Gallant will be invited to discuss the Report on Recruitment and Retention of Minority Faculty, which is in the process of revision. Dr. Willen said that a joint subcommittee may be formed to complete this
Report. Marianne Meyers will report on the Policy on Amorous Relationships. Dr. Willen will email both of these reports to the Committee if they are available electronically.

Dr. Willen adjourned the meeting at approximately 1:35 p.m.