The UCFA for 2015-16 consisted of 17 MSU faculty representing each college unit at MSU. The chair of the committee also serves on the Steering Committee, Faculty Senate, and University Council. The UCFA typically meets every two weeks for about an hour, followed by a second hour of subcommittee meetings. There are two subcommittees: Personnel and Budget. The UCFA is charged with reviewing all aspects of university policy as it relates to its impact on the faculty, as well as recommending policy changes as appropriate. Each AY it issues a summary of its activities. The summary for this AY has not yet been released. The summary for AY14-15 is available at:


and that document gives a good account of the type of concerns treated by this committee. Specific to AY 15-16

- The first order of business in Sept. concerned proposed changes to the prescription drug plan in the faculty benefit package as regards generic drug substitution.

- The last order of business in April concerned our input to the Board of Trustees regarding faculty pay increases for the upcoming year. In this regard the UCFA examines comparative statistics as regards reported pay and benefit profiles (by faculty rank) of our big ten peer institutions (public only). Generally MSU falls into the bottom third with respect to pay and benefits, and the issue is making the case to the Board of Trustees for proactive steps to move into the center of the big ten.

Other issues examined by the UCFA have included:

- Overview of the activities and effectiveness of the current office for Faculty Grievance.

- Recommendations for revisions to the policy for Discipline and Dismissal of Tenured Faculty (interesting fact: in addition to expected grounds for action, such as *intellectual dishonesty*, *theft*, etc., the existing policy mentions *moral turpitude*.)

- Responding to request of the administration to review student update of the Spartan Code of Honor

- Examination of policy with respect to freedom of expression.