Faculty Welfare Committee (FWC)

September 12, 2008

Rounds 014, 2:30 pm

Members Present: Mary Cornish (Chair), Pat Cantor, Cathie LeBlanc, Gary Goodnough, Sheryl Shirley, Daniel Lee, and Anne Kulig (scribe)

Members Absent: Ann McClellan (on location in Ireland for First Year Seminar)

Guest: Vice President for Academic Affairs, Julie Bernier

Mary Cornish welcomed new and returning members to the Committee. Anne volunteered to scribe the meeting.

Old Business

A. Shared Governance – Julie Bernier

The issue of shared governance and how it is defined was discussed during the last academic year, so Julie was invited this first meeting to answer some of the faculty welfare committee’s questions.

Julie sees shared governance in the following manner: Curricular decisions are determined by faculty but other areas such as, 1) Institutional Promotion and Tenure Guidelines, and 2) Intellectual Property, are policies determined by the Administration with room for faculty input.

Intellectual Property

Julie stated that the intellectual property policy is essentially an administratively-driven policy, but she feels faculty input is important. While recognizing the hard work done by the intellectual property sub-committee during the spring of 2008, Julie felt the document needed her input before it was shared with the entire faculty. The reason is that the policy is a legal document that protects all parties at the institution and must be developed very carefully.

Action: Julie will review the intellectual property policy draft developed last spring by the subcommittee and insert her recommendations. She will then return the document to Faculty Welfare for additional review and comments.

Institutional Promotion and Tenure Guidelines

Both Julie and the Faculty Welfare Committee recognized the efforts of the Task Force on promotion and tenure. Discussion followed on the need for guidelines that are universal and fair, but do not take away from guidelines established by individual departments.

Action: The Faculty Welfare Committee will review the report from the Promotion and Tenure Task Force and advise the Provost on the next course of action.
On a related note, Julie will begin work on evaluating the Annual Review process done by all faculty. She will develop a process for individualized annual work plans for faculty and share her draft process with the Faculty Welfare Committee.

B. Adjunct Faculty Representation on the Faculty Welfare Committee

This issue was discussed last spring and the Faculty Welfare Committee had asked English Department Adjunct Faculty member Burrett McBee, who inquired about adjunct representation, a number of questions. Adjunct faculty are scheduled to meet on Sept 17th and Mr. McBee will pose our questions to adjunct faculty at that time. He will report to Mary, the results of their discussion.

C. Faculty Grievance Resolution Committee (FGRC)

Faculty Welfare discussed the role of the GRC at great length. Currently, PSU has two routes that faculty can take when filing a grievance. One is through the FGRC; the other is through a policy available to all employees at Plymouth State. Is one route better than the other? Is there still a need for a Faculty Grievance Resolution Committee?

**Action:** The Faculty Welfare Committee will work with Human Resources to determine what kind of faculty-related grievance issues have come to them and also, find out what issues the office cannot handle.

**New Business**

A. Term limits on faculty committees

These were voted on by all faculty as part of faculty governance reform and it was decided that Faculty Welfare does not see the need to take up the issue. Individual faculty members, however, are free to bring up the issue if desired.

**Action:** Pat will report on this decision to the Steering Committee.

B. Faculty Welfare work plan for 2008-2009

In the interest of time, this issue will be discussed in greater detail at the October meeting.

The meeting adjourned at 4:40 pm.

Respectfully submitted,
Anne Kulig