Faculty Welfare Minutes (FWC)

November 14, 2008
Rounds 014, 2:30 pm

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

Members absent: Ann McIllellan

The minutes from the October meeting were approved as written.

Old Business

A. Promotion and Tenure Task Force Report

The VPAA had to attend a funeral and was unable to attend our meeting to discuss the Promotion and Tenure Task Force Report.

Action: Mary will schedule a separate meeting with Julie. The date most likely will be in early December.

B. Adjunct Faculty Representation on the Faculty Welfare Committee

Cathie and Gary reported on their attendance at Adjunct Faculty meetings as observers. Adjunct faculty want to be a part of all faculty committees, but recognize that this represents a major change in governance. Discussion focused on the letter the FWC received from the Adjuncts and how we should proceed from this point. The FWC cannot make this change as one committee, but a decision should be made on our recommendation to the full faculty. The first major question is “How is faculty defined?” Furthermore, who wrote that definition in the bylaws? More information needs to be gathered in meeting with the VPAA, Human Resources and USNH legal counsel.

Action: Mary will email USNH legal counsel, Ron Roberts and ask the following questions:

1) Are there any legal or USNH issues that would prevent PSU from defining “faculty” to include adjuncts?
2) Is there anything to prevent them from serving and voting on faculty committees?

Action: Mary will respond to the adjunct faculty telling them that the FWC will continue to gather information and that we foresee discussing this with the full faculty in the spring. FWC members also agreed that we would hold a joint meeting with Adjunct faculty.

C. Faculty Grievance Resolution Committee (GRC)

Mary reported that most members of this committee recognize that this committee has not served its function and is duplicated by the general grievance policy offered through Human Resources. That said, however, there are some issues that are not covered by the general policy, such as academic freedom. The FWC needs to answer those questions before the dissolution of the GRC is brought before the full faculty. The general consensus of the FWC is to recommend the dissolution, but more work remains to be done.
The issue was tabled until the December meeting.

D. Faculty Bylaws Change on System Personnel Policy Council (SPPC) PSU Faculty Representation

The bylaws need to be changed to reflect that the PSU Faculty Representative to the SPPC will be one of the elected members of the Faculty Welfare Committee, rather than elected separately in faculty elections.

**Action:** Pat volunteered to write the motion and send to other FWC members via email.

The motion will be brought before the full faculty in December.

E. Other issues for 2008-2009

The FWC survey that was done last spring indicated that work load was the number one concern among PSU faculty. What is the definition of work load? Discussion followed. It was decided that we would do more research on the topic, perhaps hold a general faculty forum to discuss the issue, and talk to the VPAA.

The issue was tabled until December when we will develop a plan for studying the work load issue.

Other issues that remain on the list of tasks for the year include the Promotion and Tenure Task Force Report and the Intellectual Property policy. In both cases, the FWC will have to meet with Julie in the future.

The meeting adjourned at 4:40 pm.

Respectfully submitted,

Anne Kulig, scribe