Faculty Welfare Minutes (FWC)

March 13, 2009

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

Members absent: Sheryl Shirley, Gary Goodnough (both on sabbatical), Roxana Wright and Ann McClellan

The minutes from the last meeting were approved with minor changes.

Old Business

A. Faculty Work Plan and Workload Reassignment

Pat updated the FWC on comments made about the VPAA’s new proposal at the Chairs meeting. That group was divided on their view about the plan; some thought it increased workload, some thought it decreased workload. Many Chairs wanted a better definition of what 3 units really means and what documentation would be required. There were also questions about how a 4 credit course would factor in and how advising would be treated in this new plan.

The FWC discussed what recommendations it would like to forward to Julie. It was felt that the new work plan and workload reassignment did not have a clear process articulated in the document. At this time, the proposal offers a time line, but not a real policy. The definition of the term “units” needs to be clarified as well.

Action: Mary will relay our comments to Julie and ask her to send the document to all faculty for review.

B. Faculty Workload

Discussion next focused on statistics provided by Daniel on the national average of faculty workloads. This data comes of the U.S. Department of Education, National Center for Education Statistics. The data indicates that PSU has a greater workload than other institutions and that service expectations are higher. The Sloan survey data, from a survey taken by PSU Faculty last year, may have other information that would help the FWC examine the issue further. There was also discussion about conducting our own survey among PSU faculty.

It was felt that any information we find from workload data should be shared with the full faculty.

Action: Mary will ask the VPAA’s office for the Sloan survey data.

Action: Daniel will follow up on Methodology used by the National Center for Education Statistics to compile the national averages on workload.
C. Adjunct Faculty Representation on Faculty Committees

The FWC reviewed the document being given to the full faculty at the April 1st full faculty meeting. We will present the proposal, have discussion and ask for a straw poll.

Action: Mary will clarify the actual number of adjuncts teaching at PSU. She will also determine the length of time that will be devoted to the discussion on April 1st at her meeting with the Steering Committee.

D. Motion to dissolve the Grievance Resolution Committee (GRC)

There was discussion on the motion being presented to the full faculty on April 1st. A few minor changes were made in the wording and order of the proposal.

New Business

A. Report from the PAT Senate Meeting

Anne reported on her attendance at the PAT Senate meeting. The PAT Welfare Committee will be proposing that any salary increases be distributed as a flat dollar amount rather than by a percentage increase. The group will discuss the actual motion at their April meeting.

B. Institutional Research Office

The FWC discussed the office of Institutional Research and what data could be obtained from that office to guide our examination of all proposals and plans affecting faculty.

The meeting adjourned at 4:25 pm.

Respectfully submitted,

Anne (Kulig) Lebreche