

## FACULTY WELFARE MINUTES (FWC)

May 8<sup>th</sup>, 2009

Members present: Ann McClellan, Daniel Lee, Pat Cantor, Mary Cornish, Cathie LeBlanc, Anne Lebreche and Roxana Wright (scribe)

Members absent: Sheryl Shirley, Gary Goodnough (on sabbatical)

The minutes from the last meeting were approved.

### Old Business

#### A. Faculty Work Plan

Mary updated the committee on the launch of the Provost's Faculty Promotion, Tenure and Evaluation Advisory Group. This Advisory Group has been charged with the implementation strategies of the promotion and tenure policy. The group has been analyzing the level of service and scholarship as reflected in about 50 annual faculty reports, and is working towards promoting a workload for each faculty that is sustainable through the faculty's academic career at PSU. The group is recommending the removal of "units" in the Faculty Work Plan in favor of a differentiated set of goals and actions established by each faculty with her/his respective department chair. This recommendation is to be presented to the faculty by the Provost.

#### B. The Faculty Welfare Committee's recommendations/concerns/feedback to the Faculty Promotion, Tenure and Evaluation Advisory Group

The FWC recommends that the Advisory Group:

- Ensure the dissemination of information regarding work plans to all faculty and consistently update department chairs of developments.
- Check for consistency and comparability with the rest of the University System (KSC and UNH).
- Consider the role of advising – currently under the teaching category – may become part of "service" as the number of advisees assigned to a faculty member increases.

#### C. Review of the Faculty Welfare Committee's overall accomplishments:

In 2009 the FWC has worked on the issues listed below. Some remain to be resolved, as noted in their description.

- The FWC has been instrumental in the addition of an Adjunct Faculty voting position to the FWC starting Fall 2009.
- The FWC discussed and provided recommendations in regards to the Faculty Grievance Committee.
- The FWC wrote an "Intellectual Property Policy" about a year ago. The Provost has indicated that she will consider the policy in the future.

- The FWC consulted on the Faculty Work Plan and should continue to do so as the procedure evolves.
- Daniel Lee provided data and research on work load. This information can be used for future decisions.

The current members' recommendations for next year's FWC include the following:

- Review the roles and responsibilities of the FWC.
- Work closely with the Faculty Promotion, Tenure and Evaluation Advisory Group.
- Follow –up on the Intellectual Property Policy.
- Clarify responsibilities and the role of the Faculty Grievance Committee in acting in the best interest of the faculty. The committee's procedures have not been used for a while and do not include an appeal process. There is no formal training in place for the members of this committee.
- Implement a new faculty needs assessment survey to remind faculty of the role of the FWC and ensure that the committee represents the faculty rather than individual interests.
- Investigate ways to include information from department chairs, as the FWC loses chair representation next year.
- Continue to reinforce the FWC's strength of communication and keep all modes of communication open to faculty and administration.
- Expand on the FWC's principles of diplomatic negotiations with the administration.

#### New Business

- A. The committee reviewed as a point of information data on salary levels at various higher education institutions.
  
- B. The FWC discussed a concern regarding the selection of department chairs.

Under the current procedure, the chairs are recommended by each department 's faculty members while the Provost's office makes the final decision.

Action: This issue was tabled. The FWC could discuss in the future whether this issue fits under the purview of the committee.

The FWC also discussed whether and how department chairs might be evaluated. This issue could be brought to the attention of the Faculty Promotion, Tenure and Evaluation Advisory Group by next year's FWC.

- C. The Steering Committee asked for FWC representation to its first meeting.

Action: Ann Kulig, will take steps to ensure that the FWC members for Fall 2009 meet and elect a committee chair before the Steering Committee's meeting.

The FWC members thanked Mary for serving as chair of the committee, to Dan for his participation as an observer, to Cathie and Roxana for filling in during sabbaticals, to Ann and Pat for the years of valuable service, and to Ann Kulig for continuing to serve as a committee member next year.

The meeting adjourned at 4:25 pm.

Respectfully submitted,

Roxana Wright.