Faculty Welfare Minutes (FWC)

October 9, 2009

Lamson Library 214.

Members present: Terry Downs, Mark Fischler, Anne Lebreche, Daniel Lee, John Lennon, Zhizhang Shen, and Sheryl Shirley,

Members excused: Gary Goodnough

Chair Anne called the meeting at 2:35 p.m..

New Business

A. Zhizhang volunteered to be the scribe of this meeting.
B. The members present approved its Sept. 11 2009 meeting minutes via a verbal vote.
C. Anne made a report of the recent Steering Committee meeting.
   1. A committee on selecting the next VPSA was formed, on which both Anne and Gary were elected to serve.
   2. The Steering Committee was concerned with the process in which the Deans of the Schools will be appointed. Provost Julie has been invited to meet with the Committee in the late October meeting to address this issue.
   3. The issue of maintaining, improving and fine tuning the Faculty Governance Blog was also raised.
D. Anne also briefed the Committee about the Nov. 13, meeting, which will be held in Spear 304A (Provost’s Conference Room) at 2:30 p.m., where Julie will discuss with the Committee about the Intellectual Property Issue, as well as some “faculty related issues”, all good and faculty friendly.
E. Terry made a report on his attendance of the System Personnel Policy Committee on September 17, and made further comments on his report distributed earlier.
   1. He observed the salary disparity among UNH, KSC and PSU with their respective comparator institutions (See his aforementioned written report).
   2. Anne and Terry also pointed out various healthcare related actions the System has taken, or will take in the next few years, which might not be regarded as faculty friendly.
   3. Terry also brought in the FY 2009 USNH Resource, an interesting collection of relevant data, and encouraged the Committee to look through.
F. On the draft of the Intellectual Property Policy.
   1. Sheryl recounted the history and background of a draft of the Intellectual Property policy that she and Gray have come up with.
   2. Mark reported that he has contacted Susan Ritchie at Franklyn Pierce, and learned that there was no such a policy in existence over there.
3. The Committee discussed various issues, particularly whether, after a faculty developed a course, s/he owns the applicable intellectual property, thus should be so compensated.

4. The Committee agreed to continue the discussion with Provost Julie on its Nov. 13 meeting and among themselves afterwards.

G. On the Salary and Tuition benefits issues.
   1. Dan distributed a comparative analysis of the tuition benefits among the New England State Universities (See Dan’s report).
   2. Dan also attached a description of the Tuition Exchange program, and suggested that it might be something we should look into.
   3. The Committee expressed interests in the Tuition Exchange program, and will further explore it. Dan will dig out further details about how this program will accept a member institution, and also how an institution approaches this program.
   4. Dan will also make a comparative analysis on PSU salary, by ranks, in the context of the comparative institutions, and Anne will provide Dan with the list of these institutions.
   5. Once such a list is compiled, the Committee will provide a copy to the Administration, as well as to the faculty as a reference.

H. 9. Anne informed the Committee that two AAUP members approached her about the possibility to give a talk to the Committee. The Committee decided to invite them over for the February, 2010 meeting.

I. Sheryl brought up the Handbook Disclaimer issue (Gary should contact Sheryl to find out the details if he really wants to know.) The Committee will discuss it further in its December meeting.

The meeting adjourned at 4:31 pm.

Respectfully submitted
Zhizhang Shen