Faculty Welfare Minutes (FWC)

November 13, 2009

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

Anne Lebreche called the meeting to order at 2:32pm

New Business

A. Gary Goodnough volunteered to be the scribe for this meeting
B. Provost Bernier attended the meeting and discussed several issues with us
   a. Intellectual Property: Julie talked with Michelle Gullick. We will revisit this item at our February meeting.
   b. Grievance Resolution Committee: Anne asked Julie if it was true that HR could not provide appropriate training for serving on the committee. Julie will find out and get back to us. Discussion ensued regarding the relationship between HR and faculty training and processes.
   c. Election of Chairs: Discussion with Julie about how chairs are selected. Current policy says that departments submit a list to the Provost and President who then select the individual chair.
   d. Sexual Harassment Training: Query to the Provost regarding how the sexual harassment training is being managed. Although records are kept, the training is not mandatory. No training was asked to be taken by adjunct faculty.
   e. Salary: Keene State’s salaries are a bit higher than ours (ahead for Assistants, behind for Associates, and close for Professors). Julie is looking at how we compare nationally to “Masters Large” universities (N=346) with the goal of creating a plan to increase salaries to that we are competitive nationally.
   f. Tuition Benefits for Dependents: According to FWC research many New England public universities provide 100% tuition benefit for dependents. Discussion about possibly bringing this issue to SPCC. There is also a consortium of universities that provides for tuition exchange. Additional discussion for a tuition benefit for adjunct faculty.