Faculty Welfare Committee Minutes
September 11, 2009

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

I. The minutes of the August 18, 2009 meeting were approved.

II. Old Business

A. Intellectual Property

Provost Bernier updated the FWC on the status of the Intellectual Property policy. A Draft Copyright Policy was proposed by the FWC subcommittee in spring 2008 and has not yet been revised by the administration. Provost Bernier and the FWC agreed to work together to develop a policy that protects both faculty and the university interests.

Actions:

Sheryl will send the FWC’s Copyright Policy draft (April 2008) to all members of the Faculty Welfare Committee for their review.

Julie will review the copyright policy draft and meet with us again to discuss prospective changes in the document.

Anne will see if Provost Bernier is available to meet with the FWC during the November meeting.

B. Faculty Work Plan

Provost Bernier reviewed the history of the Faculty Work Plan. The impetus for focusing on “work load” came from a FWC survey in which faculty identified this as their top concern. Concerns about promotion, tenure, and evaluation also contributed to the FWC’s recommendation for the creation of a Task Force on Promotion, Tenure, and Evaluation. The Task Force subsequently developed the Faculty Work Plan proposal and has implemented a pilot project. In spring 2010, the Task force will assess the pilot project through focus groups and then report back to the FWC. If feedback on the pilot project is positive, Provost Bernier would like to see all faculty implement the Faculty Work Plan.

C. Grievance Resolution Committee

The FWC discussed how to proceed following the vote at the May Faculty Meeting rejecting the FWC resolution to dissolve the Grievance Resolution Committee.
Actions:

The FWC formed a subcommittee to explore reforms of the current grievance resolution process and report back to the FWC. Anne LeBreche, Mark Fishler, and Sheryl Shirley will serve on the FWC subcommittee on Grievance Resolution.

Anne will serve as the FWC representative to the Grievance Resolution Committee and Sheryl will serve as her alternate.

D. Update on the Steering Committee.

Anne reported that the Steering Committee is working on the creation of a task force on administrator evaluation whose responsibilities will include the drafting of procedures for administrator evaluation.

III. New Business

A. Salaries and Compensation-

Tabled for discussion at the October meeting.

B. Process for Election of Departmental Chairs

A faculty member requested that the FWC evaluate the current policy for Chair selection, and the Committee discussed the policy [Faculty Handbook, Rev. Dec. 5, 2007), 1.5.A.(d)] in which the President of the University makes final Chair appointment from “the departmental list.”

Action:
The Committee agreed to ask Provost Bernier at the November FWC meeting to clarify what have been the practices on campus with regard to this policy.

C. Tuition Benefits for Dependents

Action:

Dan will gather information on the types of tuition benefits available to dependents of faculty at comparator institutions.

The meeting was adjourned at 4:30.

Submitted by Sheryl Shirley