

Faculty Welfare Minutes (FWC)

May 7, 2010
Lamson Library 102

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

The meeting was called to order at 2:30 pm.

Minutes of previous meeting passed unanimously.

Anne asked if there were any concerns about the wording and number of proposed questions for the faculty survey. The Defined Benefits question was reworded to be clearer and make it more informative. There was also the discussion of a survey question on whether benefits should be considered performance rewards, as implied in the Mercer Report, or be based primarily on the traditional criterion of status.

The group discussed ways to generate questions to ask the questions of advocates and opponents of collective bargaining. The group also decided to ask Human Resources if they could create a form or menu for faculty to make a time loss benefits calculation.

The group decided to ask the administration to provide before the end of the summer more detailed and robust information on the salary data that they are using, such as standard deviation of salaries.

The group discussed agenda for FWC/GC meeting scheduled for 26th of May.

Elliot Gruner, PSU faculty member and representative of AAUP (American Association of University Professors), entered the meeting to speak about AAUP and PSU.

- Elliot stated that he had collected faculty signatures to call for a Faculty Forum on collective bargaining that will be scheduled for the fall semester.
- The group discussed the forum's structure and agreed that it should not just be a presentation by advocates for collective bargaining, but instead be a full, fair, and robust discussion among faculty members where all facts and opinions both for and against collective bargaining can be heard.
- Elliot said there will be an Academic Freedom panel during Faculty Week in August, with PSU faculty and possibly faculty from UNH and Keene State, where collective bargaining will part of the discussion.
- The group discussed the general steps required by law to start a collective bargaining process in the case where the faculty of a university voted in favor of collective bargaining and what actually constituted a legal majority in a vote.

- The group agreed that the role of the FWC committee is responsible for making sure that all parties know that the FWC's role is neutral in any discussion of collective bargaining.
- Elliot was asked for an opinion about the form of a question on collective bargaining that could be placed on the faculty survey. He stated that it should not be a yes/no question but should ask if the faculty member is interested in learning more about collective bargaining, with the goal of helping to generate a robust discussion of the issue in the fall.

The meeting adjourned at 5 pm.