

Faculty Welfare Committee (FWC)

October 8, 2010

Provost Conference Room, 2:30 pm

Members Present: Anne Lebreche, Mark Fischler, Terry Downs, Nick Sevigney, Marsi Wisniewski, and Daniel Lee (scribe)

Members Excused: Sheryl Shirley and John Kulig

Guest: Vice President for Academic Affairs, Julie Bernier

Daniel Lee volunteered to scribe the meeting.

Minutes from September 10, 2010 were approved.

Old Business

A. SPPC Report (Terry)

Terry reported briefly on the items discussed in September SPCC meeting including Mercer report and health care reform.

B. Mercer Report Online Survey Result (Nick)

It was discussed that some of the terms in the survey form are not clear, in particular the difference between a defined benefit and defined contribution plan in survey question 2.

Action: The survey result will be sent to the full faculty via email prior to November 3. FWC will take questions at November faculty meeting.

C. Grievance Resolution Committee and Steering Committee quick updates (Anne)

Phil Lonergan was elected as a chair of GRC. It was discussed that Phil should be encouraged to continue as a chair after his term comes due at the end of this year. GRC plans to create/keep an informal panel, which could listen to faculty grievances. This informal channel should complement the legal process at human resources.

D. Salaries and Compensation (Julie)

Salaries

The administration has taken a few steps to improve PSU faculty salaries with respect to those of 17 comparator institutions.

1. Removed two-year waiting period in salary increases after promotion.
2. Increased starting salaries.
3. Increased promotion increases.
4. Increased rank minimums.

As a result, the average PSU faculty salary has risen compared to that of 17 comparator institutions over the past few years. The average PSU faculty salary stood at 99.9% of the median salary of the comparators at FY10, which is an improvement from FY06 when it was at 98.5% of the median salary of the comparators.

Julie was asked which institutions are included in the 17 comparators.

Action: Julie explained that since some of the institutions in the list may be obsolete, she and the President Steen would come up with a new list and will present it to FWC for faculty input.

Tuition benefits

It was suggested that there are different ways to improve tuition benefit for the faculty. Julie expressed that she would consider them if the relevant information were presented to her.

Action: Daniel will write up the draft letter to Julie on tuition exchange programs, and send it to FWC members for comments.

New Business

A. Background check

Elliott Gruner brought to FWC issues related to background checks when hiring new faculty. Marsi presented documents that explain these background check procedures.

Meeting adjourned at 4:50.

Respectfully submitted,
Daniel Lee