

Faculty Welfare Committee Minutes
November 19, 2010, 2:30 pm

Present: Terry Downs, Mark Fischler, John Kulig, Anne Lebreche (Chair), Daniel Lee, Marsi Wisniewski, and Sheryl Shirley (scribe)

Nick Sevigney (excused)

I. The minutes of the October 8, 2010 meeting were approved.

II. Old Business

A. Terry Downs reported on the SPCC meeting. A consulting firm will be surveying the faculty regarding compensation and benefits preferences. Terry will report on this at the December faculty meeting.

B. Steering Committee Update by Ann Lebreche

1. The Steering Committee would like a survey on shared governance and plans to discuss this matter with Nancy Betchart, Dean of the Frost School.

ACTION: Terry moved and Mark seconded a motion that the Steering Committee appoint a task force to revised the Faculty Handbook in accordance with the division of the University into schools.

2. The Grievance Resolution Committee has been discussing what it should do to better meet the needs of the faculty regarding workplace bullying. The GRC has scheduled a December 7th meeting with Attorney Ron Rodgers, Elaine Doell and other invited guests.

C. Salaries and Compensation-

1. The FWC has obtained salary data from V.P. Bernier but we still lack of comparative salary data from Keene and UNH.

2. The Committed discussed whether to resend its analysis of the Mercer Report Online Survey to the full faculty. The size of the documentation had precluded the Faculty Speaker from sending the report as a Word document, so it was provided to faculty as a Web Link.

ACTION: Anne will resend the FWC's analysis of the Mercer Report Online Survey.

3. The FWC discussed the possibility of expanding the existing Tuition Reimbursement. The Committee agreed we should survey the faculty regarding whether they are currently using tuition benefits for themselves, a spouse, or a dependent. We also will want to know: Is the tuition benefit important to you? Would you be more likely to send your dependent to a USNH school if the reimbursement were at the 100% rate (rather than the current 50% rate)?; and would faculty be interested in a tuition exchange program?

ACTION: Dan will try to assess the cost of the of the tuition exchange program and Anne will prepare the survey questions to be administered at the December faculty meeting to assess faculty support for expanding tuition reimbursement.

D. Intellectual Property Policy- The Committee agreed to follow up with the V.P. about her plans for developing a policy on Intellectual Property.

II. New Business

- A. The issue of having outside consulting firms conduct background checks on potential employees was discussed.

ACTION: Mark and Anne agreed to meet with Elaine Doell to find out more information on the current background check procedures.

- B. Professional Development funding.

The Committee discussed apparent differences between the procedures for requesting Professional Development funding at PSU and other schools in the UNH system.

ACTION: Terry agreed to draft a proposal to bring PSU's procedure for allocating professional development funds more in line with those of Keene and UNH.

The meeting was adjourned at 4:30.

Submitted by Sheryl Shirley