

Faculty Welfare Committee Minutes
February 11, 2011, 4:25 pm

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

I. Discussion of salary issues.

The committee discussed what materials about salary should be reported to the faculty as a whole prior to the March 2nd meeting. The committee agreed to make public all the data given to us by VPAA Bernier. Some dispute exists over whether we are using the mean or the median of our comparator schools as a goal.

ACTION: Anne Lebreche will clarify the issue with VPAA Bernier.

II. Elliott Gruner addressed the FWC as a visitor:

- A. Elliott raised the issue of how to better inform ourselves on benefits issues (e.g. a task force? Members of FWC?). The committee felt as if we were behind on these issues, as we have no expert on these matters on the Steering Committee, and membership on the FWC changes every few years.
- B. It was further pointed out by Elliott that we have no access to expertise advice on health care, such as the pros and cons of switching to a “self insured” plan. We discussed whether to request that Human Resources hire someone to advise faculty on these issues.

III. Discussion of points raised by Elliott.

- A. The Committee discussed PSU resources concerning healthcare.
 - 1. COBA offers a Certificate in Health Care, taught by Contract faculty who might be of use to us.
 - 2. Steve Gorin (Social Work), who has extensive background in health care, might be a resource as well.
- B. The FWC discussed the possibility of investigating the pros and cons of unionization of the faculty.
- C. We decided that the faculty would benefit from having a second observer to the SPCC. Discussion centered on the appointment process.

ACTION: Anne Lebreche agreed to contact Scott Coykendall about putting on the next faculty meeting agenda, a proposal to add a second observer to the SPCC.