

Faculty Welfare Committee Minutes

April 1, 2011

Present: Anne Lebreche, Terry Downs, Sheryl Shirley (Scribe), Daniel Lee, John Lennon

I. The FWC met with President Sarah Jayne Steen and VPAA Julie Bernier to discuss the current budget situation.

A. The President reported the New Hampshire House has recommended a 45% reduction in their contribution to the New Hampshire University system budget. This would be an approximate \$2-6 million dollar cut in the state's funding of PSU. The House supported deeper cuts than those proposed in the Governor's budget, and now it up to the Senate Finance Committee and Capital Budget Committee influence the development of the Senate's budget proposal. The full Senate will have to vote on the Senate budget and the differences between the Senate and House budgets will be negotiated in a committee of conference. President Stein is hopeful that the final state allocation to the University system will not incorporate cuts as severe as those proposed by the House.

B. President Stein was asked whether she would anticipate an impact on jobs if the House budget proposal were to pass. She replied, "We might freeze hiring or ask folks to cut back hours. The PBLG is proposing for various contingencies. Layoffs are not proposed at this point. With a smaller cut, we could reduce non-personnel, but if cuts are greater, we may need to make other cuts. We will not know until June."

II. FWC meeting with Promotion and Tenure Advisory Group and VPAA Julie Bernier.

A. VPAA Julie Bernier described the ongoing process for reforming the promotion and tenure guidelines. Dr. Bernier created a promotion and tenure advisory group to review best practices and bring a promotion and tenure proposal forward following the recommendations of the FWC and the Promotion and Tenure Task Force. The Advisory Group, Chaired by Gail Mears, has developed a draft proposal. They have shared the proposal with the Council of Chairs, asked for feedback from the Chairs, and are now seeking feedback from the FWC. Revisions and focus groups will follow before the proposal is brought back to the FWC for its recommendation to the full faculty.

1. Members of the FWC commended the Advisory Group on the thoroughness of the proposal, especially its explanation of the criteria constituting service, scholarship, and teaching.

2. FWC members had questions about how the relative weight of each category (teaching, service, scholarship) would be determined and the procedures for the promotion and tenure process.

3. The FWC also suggested revising the proposal so as to better differentiate between what criteria is required for promotion and the wide range of criteria an applicant might incorporate in his or her application to strengthen his or her candidacy.

