

## Faculty Welfare Committee Minutes

April 8, 2011

Present: Terry Downs, Sheryl Shirley (Scribe and acting Chair), Daniel Lee, Nick Sevigney, John Lennon

The minutes of the March 11, 2011 meeting were approved.

### I. Old Business

A. The FWC discussed our motion to change the Faculty Bylaws regarding the addition of a second representative to the SPPC meetings.

**Action:** Anne Lebreche will contact Joan Tambling to clarify whether PATs and OS employees each have two representatives.

B. Tuition Reimbursement Proposal - The FWC discussed our April 1<sup>st</sup> meeting with the President and VPAA regarding the FWC proposal that eventually we would like to bring to the SPPC.

Action: Daniel Lee agreed to write up an explanation of the difference between our Tuition Reimbursement Proposal and PSU's involvement in the National Student Exchange program.

### C. Salaries and Compensation

1. Benefit Reduction plans were discussed.

a. Terry Downs reported that four Models for reducing medical benefits will be discussed at the SPPC meeting on the 12<sup>th</sup> of April.

b. A one percent reduction in the employer contribution to the employee retirement fund will be implemented.

Action: Daniel Lee will draft an "all-faculty" announcement to inform faculty of the upcoming change in the retirement contribution.

2. The Committee discussed the current climate regarding unionization. An article from an economic perspective stressed the financial advantages of unionization but also raised concerns about how unionization impacts the work environment in other ways. The committee agreed it should continue its investigation of the Pros and Cons of faculty unionization during the fall.

### II. New Business

A. The FWC discussed how to investigate Course Release time practices across the campus. We agreed that the Committee should request the administration provide us with a list of release time being provided by each department without reference to the names of individual faculty members.