

Minutes for Faculty Welfare Committee Meeting

June 22, 2011

Present Sheryl Shirley, John Kulig, Burrett McBee , Daniel Lee, Terry Downs, Anne Jung, Mark Fischler, Nick Sevigney, James Whiting, Evelyn Stiller

- 1) Convened at 11:00 by Anne Jung .
- 2) Scribe selected: Evelyn
- 3) Salaries and compensation: SPPC update
 - a. Terry and Dan: report disseminated by Terry summaries achievement
 - b. Terry: no change in cost to employees except for deductibles
 - c. Clarifications on copayments, self-insurance. Deductibles are not applied to preventive care.
 - d. Terry indicated that indexing of individual's health-related behaviors has been discussed.
 - e. Professional development resources are a concern in the current political climate , Keene gets \$1200 per faculty for prof dev. Admin decided bulk of funding at PSU. Issue to stay on our agenda. Contingent faculty funding for professional development is inequitable across depts. There is no transparency in funding. Burrett has spoken with Julie directly about funding. Given the budgetary constraints professional development funding is likely to be reduced.
 - f. Faculty salaries are above Keene's initially, but our more senior salaries lag behind.
 - g. Raw information on salaries is not available to research salary equity issues. John believes that unionization would be helpful to get salary data.
 - h. Cut 1% from our retirement across the board and new employees will have 2% reduction.
 - i. Mark: PBLG – will get a small percentage increase plus a flat increase (bonus).
- 4) Tasks for fall:
 - a. Create a list of pros and cons of unionization. Nick stressed the importance of an impartial representation of the pros and cons.
 - b. Intellectual property policy needs to be addressed.
 - c. Tuition reimbursement policy
 - d. Grievance Resolution Committee – effectiveness. Draft of workplace bullying policy was created, but still needs editing.
 - e. Course release time equity/transparency. Work plan: at top of each category. "Describe release time devoted to scholarship". Nick: we should be able to request anonymized version of release-time activity. College of Business Administration does not do work plan.
- 5) Adjourned at 12:30
- 6) John will call a meeting in mid-August.