

Minutes for Faculty Welfare Committee Meeting

September 9, 2011

Present John Kulig, Burrett McBee , Daniel Lee, Nick Sevigney(chair), Evelyn Stiller(scribe)

- 1) Scribe selected for today was Evelyn
- 2) June 22 minutes were approved.
- 3) Nick and John were elected as co-chairs. Nick will attend fall Steering Committee meetings and John will attend spring Steering Committee meetings.
- 4) Daniel will serve as SPPC representative and Nick will serve as his backup.
- 5) John attended the last Steering Committee meeting Sept. 6 and shared committee reports.
 - a. Academic affairs is considering a change in calendar to change the first day of classes to after Labor day because of students' disruptive behavior over that weekend.
 - b. Curriculum Committee is looking at new requirements by the Federal Government which may require additional information about on-line students. This change is motivated by concerns about fly-by-night distance ed. schools.
 - c. Frost school appears to be organizationally challenged as a result of not being sure how they fit in with continuing ed.
 - d. The Gen Ed committee is looking at assessing general education program. Elliott will look the ratio of full-time to part-time professors. There will be a pretest and post-test for volunteering First-Year seminar sections using a standardized test by CET. John indicated that it is difficult to test for critical thinking because these test tend to test for general intelligence.
- 6) We need to follow up on what became of the resolution put forward last spring that non-union campuses should not be punished (receive fewer benefits or lower salaries than unionized campuses).
- 7) Tasks for fall: prioritized: (Nick will invite Julie to our next meeting and provide her with a list of questions pertaining to the top three items)
 - a. 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.
 - i. Dan COBA – no course release time possible. Already large class sizes.
 - ii. How do you prove effort of scholarship?
 - b. Professional development resources are a concern. Keene gets \$1,200 per faculty for professional development. While we get \$400 and need to apply to the administration for any additional funds. Contingent faculty funding for professional development is inequitable across depts. There is no transparency in funding.
 - c. Salary increase inequity. Certain faculty received an increase this academic year.
 - d. Faculty load : 12 credit prohibition for adjuncts. Can't teach more than 7 classes per year. Some people are given special permission to teach above the limit.

- i. Class size: Dan usually has one class with a 55 student cap.
 - ii. COBA – shifting classes to online (previously 25 student cap) and is seeking to increase class size to 50. Will faculty be compensated for two courses if the cap is 50?
 - iii. Invite administrator FWC meeting to discuss course release time and faculty load.
- e. Tuition waiver/exchange program – so that dependents can attend other colleges. Policy has already been formulated and is in HR's hands. Dan's study of other New England colleges indicates we are at the bottom or second from bottom.
 - f. Intellectual property policy needs to be addressed – Sheryl Shirley created a draft policy that was rejected by Julie. We should follow up on this.
 - g. Grievance Resolution Committee – effectiveness. Draft of workplace bullying policy was created, but still needs editing. John will get paperwork from Anne.
- 8) Adjourned at 4:04
- 9) Next meeting October 14th at 2:30 in Hyde 435H.