

Minutes for Faculty Welfare Committee Meeting

December 9th, 2011

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

1. November 18th minutes were approved.
2. Dan: SPPC results: Nothing new since his November 18th report.
3. How will FWC involve the faculty in the discussion of how to apply funds for raising salaries?
 - a) Nick sent reminder to Julie about the salary scenarios
 - b) Steering Committee suggested FWC make a recommendation when we review the scenarios.
 - c) We need to get the information before we make any sort of recommendation.
4. Principal Administrator's Evaluation Task Force: Who has access to the results and what privacy guarantees are in place?
 - a) Terry Dautcher said that Banner was NOT used, but rather that some other unnamed proprietary software was used instead. When the balloting task force first met, there was concern that there is no way to secure (from hackers) or scrub data when you use a third-party tool like Survey Monkey. The data is stored on a server that we have no control over and could be accessed at any time in the future. Terri will have the Steering Committee re-visit this issue. If there was the perception that data was not secure, a communication problem must exist. The task force needs to do what it can to increase people's comfort with the process. Terri will make sure that this year's task force addresses the confidentiality concern more aggressively.
5. The December 16th 2010 administrative policy banning guns on campus was created in a manner that did not observe proper procedure or give public notice. We questioned why faculty welfare or the faculty, as a whole, were not involved in the policy creation. Also, the specific wording seems problematic. For example, "Maintain a safe and healthy environment ..." could be extrapolated to introduce drug testing. See link [here](#)
 - a) We will ask the administration about the policy formation process. Request student# in Department. Keeping in mind service courses. How the release was granted.
 - b) Nick will draft a proposal for improved wording.
6. Faculty load issue:
 - a) Faculty Welfare perceives inequity in how course release-time was originally granted, namely by removing curricular requirements and/or by creating larger sections. This punishes departments for having originally created efficient curricula or already having large class sizes.
 - b) We note that some departments switched to 4-credit curricula independently which may complicate the determination release-time.
 - c) We will request department workloads from the administration, since department chairs need to file work load reports for their faculty members. The request will be for teaching load, number of students taught, service, and the purpose for which release-time was granted.
 - d) Is the scholarship of a faculty member who teaches 4 classes each semester evaluated differently from one who teaches a 3/3 or 3/4 load? If so, what standard is applied? We

understand that faculty who have a higher teaching load are expected to do less scholarship and creative work, but how is this difference quantified? At this time department chairs make this determination, but how can we ensure fairness?

- e) In response to the question of whether departments with release-time award teaching overloads, Julie responded that overload pay is only awarded for teaching loads greater than 12 credits. If a department has less than a 12 credit teaching load and they need to assign someone 12 credits, there is no overload pay for this. The expectation is that the work plan would be adjusted to account for a 12 credit teaching load.
- 7. For adjuncts there is a maximum of 7 classes per year. According to Julie the vast majority of our adjunct faculty teach one or two classes. The average is adjunct load is 5.5 credits/semester. However, each semester there are about 15 adjunct faculty members that teach 12 credits.
 - a) Burette distributed a letter from adjuncts concerning the teaching limit at PSU. Adjuncts object to the prohibition against teaching 12 credits per semester, because this would allow people to make a livelihood out of being an adjunct. Keene, for example, allows adjuncts to teach 12 credits per semester. FWC will inquire from Keene about its policy in this area.
- 8. We need an intellectual property policy. We know that there have been previous attempts to create such a policy.
 - a) There is significant concern surrounding property rights of course materials stored in distance ed systems, like Moodle.
 - b) There is a question as to the rights someone has to a First Year Seminar question. One case involves an adjunct formulating an original FYS question and not being awarded a contract to teach this course. Later another faculty member taught the same question. FWC requests more details on this issue.
- 9. Nick attended a recent Grievance Resolution Committee meeting. The policy on bullying will be forth-coming. Grievance policy is also coming forward. Faculty appear to be hesitant to put problems forward to group of fellow faculty members.