**Minutes for Faculty Welfare Committee Meeting**

October 12, 2012

Present: Bonnie Bechard, John Kulig, Dan Lee, Burrett McBee, Evelyn Stiller, Nick Sevigney, Alison Wenhart

Guests: Terry Downs, Bob Heiner, Ann Jung, Paul Rogalis

1. Welcome to Alison Wenhart as our new non-voting member.
2. Terry Downs discussed his issue concerning his half-time retirement situation. He feels that his half-time responsibility requires more than half-time effort and is therefore exploitative. Additionally, his duties do not entail teaching. He wishes to return to half-time teaching, and plans to make a plea to the administration. Terry wants other faculty to be wary of retirement transition offers that entail duties other than teaching. The document outlining the Voluntary Retirement Transition Plan for Tenured Faculty is not problematic, because it specifies teaching duties exclusively. Terry advises that the Voluntary Retirement Transition be adhered to as written.
3. Grievance Resolution Committee presented its update to the Grievance Resolution Policy and provided the FWC with a brief history
   1. No cases came to the GRC in the last several years, because the GRC could not address the legal aspects of cases. The GRC also felt faculty did not go to GRC because there was the impression that HR dominates the process.
   2. The modifications to the policy pertained to academic freedom and work place bullying. Other cases are sent to HR.
   3. The PSU statement on bullying was drafted by GRC for the faculty handbook.
   4. The GRC also updated the grievance resolution policy.
   5. In the existing policy faculty choose one of two tracks, GRC or HR, to address their grievance.
   6. In the proposed revision, section 2-1-8 D, HR is still involved in the process to allow access to HR resources.
   7. HR runs the informal reconciliation meeting to allow the GRC to remain unbiased in the case.
   8. The grievance resolution procedure is similar to the existing procedure. The revision adds mediation to the process.
   9. FWC will finalize the document at our next meeting and bring it to the next faculty meeting.
4. Nick will attend the next Steering Committee meeting.
5. We will also address workload equity at our next meeting.
6. The next meeting will be November 9th at 2:30.