

4. RSA Chapter 187 recognizes autonomy of the separate campus system.

Considering the evidence, the Board establishes three separate bargaining units consisting of all Full Time Academic Faculty:

One Unit at the University of New Hampshire Durham Campus
One Unit at the University of New Hampshire Keene Campus
One Unit at the University of New Hampshire Plymouth Campus

B. LIBRARIANS

1. The Board finds that Librarians are given faculty rank and tenure based on qualifications and share in the same benefits as faculty members.
2. Librarians do, in fact, participate in a measurable degree in the related teaching process.
3. A community of interest with academic faculty is apparent from testimony and the Policies and Procedures of the University System.

Considering the evidence, the Board has found that Librarians shall be included in the bargaining unit.

C. DEPARTMENT CHAIRMEN

1. Supervisory responsibility of Department Chairmen is limited and minimal at best.
2. The major part of their efforts are in the teaching area by requirement, however, some effort is directed to research, etc.
3. Chairmen, in reality, act as liaison between the Faculty and the Dean and Administrative Officers; make recommendations as to performance, tenure, and to a degree, hiring and firing, but do not possess any final authority in this area.
4. The community of interest of the Chairmen appear clearly with the faculty rather than the administrative authorities.
5. The confidential relationship of the Chairmen to the Administration appears not to exist.

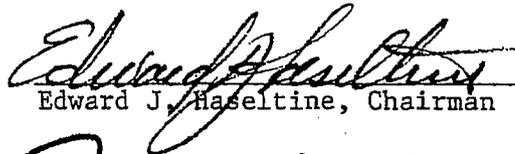
Considering the evidence, the Board finds that Department Chairmen shall be included in the bargaining unit.

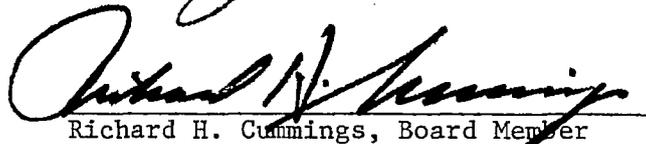
D. WHEELOCK LABORATORY SCHOOL FACULTY, KEENE STATE COLLEGE

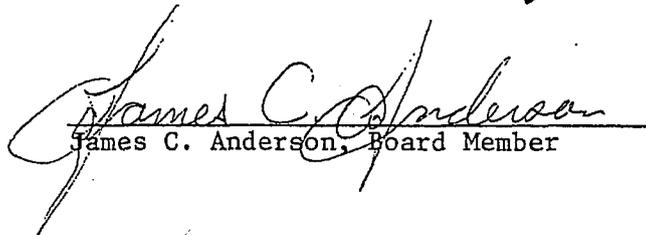
1. Teachers in the Wheelock Laboratory School of Keene State College are involved at different levels of teaching than the faculty of Keene State College.
2. The salary schedule, fringe benefits, qualifications are determined in conjunction with the local school board in Keene.
3. The New Hampshire Supreme Court in the case of the Plymouth School District vs State Board of Education, 112 N. H. 74 at 78, treats teachers at the Plymouth Laboratory School as public teachers under the provision of RSA 189, and not members of the Plymouth State College faculty.

The Board feels that this decision would be applicable to the Wheelock Laboratory School, Keene State College.

Considering the evidence, the Board finds that the Wheelock Laboratory School Faculty, Keene State College, are excluded from the bargaining unit.


Edward J. Haseltine, Chairman


Richard H. Cummings, Board Member


James C. Anderson, Board Member

Dated: May 26, 1976

(It is noted that Board Member, Joseph B. Moriarty, abstained from participation and voting; and, that Board Member, Edward L. Allman was absent on May 12, 1976)

the Board finds as follows:

Based on the evidence before the Board, it is apparent that the faculty members of the Wheelock Laboratory School, Keene, New Hampshire have certain connections with Keene State College. They are listed in the college catalog, they are given recognition by college title, they receive certain benefits similar to those received by the regular college faculty, and they have contact with college students. Evidence presented at the hearings indicated that they consider themselves to be faculty members at the college as well.

However, looking at the principal function performed by the faculty members, that of non-college teacher, and the close relationship in function, administration and personnel supervision provided by Keene Supervisory Union District No. 29, it is apparent that the predominant community of interest for the Wheelock faculty members is with other Supervisory Union faculty since they share an academic calendar, and other conditions of employment with the Supervisory Union personnel. This is supported by the fact that it is primarily non-college sources which provide funding for Wheelock faculty members. The Board therefore finds that the requisite contacts, characteristics and community of interest of Wheelock School faculty is not with faculty members of Keene State College. The Board determines that the unit of faculty at Keene State College shall not include Wheelock School faculty members.


Edward J. Haseltine, Chairman
Public Employee Labor Relations Bd.

Signed this 15th day of March, 1977