General Faculty Meeting
Friday November 21, 2014
Gonzaga Auditorium, 3:30-5 pm

Agenda

1. Announcements

2. Approval of the minutes of September 12, 2014 (attachment, pages 2-12)

3. Proposed *Handbook* amendment regarding counting maternity leave toward tenure (attachments, pages 13-14)

4. Proposed *Handbook* amendment updating the membership of the Educational Technologies Committee (ETC) (attachments, pages 15-18)

5. Informational presentation from the Core Curriculum Task Force

6. Report from the Faculty Salary Committee on 2015 health insurance cost-shares and the year ahead (attachments, pages 19-21)

7. Adjournment

The meeting will be followed by a Gala Reception hosted by the Faculty Welfare Committee/AAUP
These minutes have not yet been approved by the General Faculty.

General Faculty Secretary Susan Rakowitz called the meeting to order at 3:33 p.m. and announced that President von Arx had appointed Prof. Terry-Ann Jones as 2014-2015 Chair of the General Faculty.

1. Announcements

Prof. Jones announced that she had appointed Prof. Irene Mulvey as parliamentarian for the year. She then reminded the faculty of the reception hosted by SVPAA Babington immediately following the meeting.

Prof. Jo Yarrington distributed materials concerning the upcoming film series and other events related to this year's water focus. She announced that they were looking for students doing research on water across the disciplines and schools to meet periodically to share their work.

Prof. Cheryl Tromley offered the following remembrance of Prof. Robert DeMichiell:

On Friday, the 23rd of this past May, my colleague in the business school and good friend, Professor Emeritus Robert DeMichiell died at his winter home in Florida.

Prior to Bob's tenure at Fairfield, he was on the faculty at the University of New Haven and served as that college's Groton-based branch director, developing and expanding many of their course and program offerings. Prior to his term with University of New Haven, Bob began his teaching career at the United States Coast Guard Academy - the very same institution from which he graduated in 1957 and went on to serve, ultimately achieving the rank of Captain. The Coast Guard Academy honored him for his achievements as an educator and administrator, and upon his retiring from the academy designated him professor emeritus. Bob earned a master’s degree in chemical engineering and a PhD in higher education administration from the University of Connecticut and always continued to strive for excellence in education and technology.

While at the Coast Guard academy, Bob met his future wife, Nan, a wonderful, warm, charming woman. Nan often accompanied Bob on various academic related trips and I often had the pleasure of travelling with them while Bob and I were attending meetings, academic conferences, planning sessions, and other social activities. They were both a typical couple and an ideal couple, very much in love with each other.

Bob came to Fairfield University in the early 1980s to become the area coordinator for the school of business's newly created major in information systems. To put his arrival in an historical perspective, this was the time when IBM PCs and Apple Macintosh computers were first coming on the market. While having a degree program in information systems might have you thinking Fairfield was, as always, on the cusp of important trends and needs in the business world, I should mention that the university had far more lawn mowers than it had personal computers. That didn't deter Bob. His goal was to, once again, build a program of which his host institution could be proud.

Bob was never one to be uninformed or left behind. Whenever a new gizmo, technology, or software product came out, invariably Bob could be heard to declare, "I gotta get checked out on that." Bob was certainly “Wired” – which was also one of his favorite technology magazines – he was well versed in the important technologies of the day and invariably introduced them to his students and incorporated them into his class discussions.

Bob had a unique style of teaching. Not one to lecture, assign, and test, Bob would begin the semester’s classes by identifying learning objectives and have each student develop a plan to meet those objectives by the end of term. Students’ methods and goals had to be rigorous and achievable. Throughout the term Bob would often invite guest lecturers or take students on field trips
to local businesses and government agencies. It was all hands on for the students and a guiding hand from Bob.

In addition to his coordinator responsibilities, teaching load, and student advising, Bob was actively involved in the strategic activities of the school of business. In no small way, Bob was absolutely responsible for our business school obtaining our first accreditation with Association to Advance Collegiate Schools of Business, the AACSB. That is not to say he was solely responsible. Bob had that rare gift of sensing people’s talents and abilities and could quickly see how these might fit into a bigger picture that would produce tangible, comprehensive results efficiently, accurately, and to the satisfaction of all stakeholders; and this with very little if any dissension.

Summers are a time that, as faculty members, we shed our teaching loads and focus on professional development. Bob was certainly no different, but he had a twist. Not only would he present papers and participate in various academic conferences around the globe, he would also plan and offer unique summer courses/programs in the conference's host city where he would have as guest lecturers, business people and professionals from local companies and organizations thus giving his students a rewarding experience with academic credit. [Often he would enlist the help from two of his colleagues in these ventures, Professor Emeritus Jim Keenan, and the disgraced John Krenisky. They became affectionately known as the "Wit Brothers" - dim, nit, and half - though I'm not sure which was which.]

These trips were not always about the business at hand. Bob was on the hunt – always looking for new colleagues with whom to collaborate, to come to Fairfield as a visiting professor or guest speaker/lecturer. He was also recruiting students and was instrumental in bringing both graduate and undergraduate students from Ireland, England, the Netherlands, and Russia. You knew if you had one of these students in your class – they were a cut above the rest.

After his retirement from Fairfield University, Bob continued to expand his consultancy and began mentoring PhD students at Nova Southeastern University. He and his wife, Nan, retired part-time to Florida, part-time to Waterford (Connecticut, their home), and part-time travelling.

Bob had discovered cruising - as in cruise ships. Now you might not think anything special or unusual about this given his Coast Guard career; but, what you might not know is that Bob hated the water and boats! He would get terribly seasick. Modern day cruise ships however have stabilizers and that made all the difference. Bob took great pleasure in planning events, trips, and vacations with his friends and family. He loved to celebrate their lives and achievements just as he did with his students.

How fortunate I am to have known such a wonderful man. He was a part of the “new” “old guard” here at the Dolan School of Business. So many things we have done and continue to do were because of Robert DeMichiell’s influence. As a mark of Robert’s distinguished service and contributions to Fairfield, the university awarded him the rank and title of Professor Emeritus. I can think of no greater honor.

The faculty observed a moment of silence.

Prof. Jim Simon offered the following remembrance of Prof. James Mullan:

He was an original, quoting Joyce one minute and threatening someone with a “knuckle sandwich” the next. Dublin and the Bronx, James Joyce and a touch of the Bowery Boys – all rolled into one.

Jim Mullan left us last June. As a professor of English at Fairfield University for over 40 years, he devoted his life to the written word and to teaching countless students to embrace and understand literature.

He was a part of my Fairfield life before I even set foot on campus. When I was hired in 1997, I had been dealing with the calm, reassuring tones of then-Chair Betsy Bowen. As I was about to arrive, a street-wise, old school Fordham grad was in her place.

Jim could always be heard in the hall, singing some Irish tune, talking with a student in his office, or laughing that great booming, disarming laugh of his. I was among his friends who often dreamed up
some excuse to go to the Gaelic-American club in Fairfield where he would hold court, talking sports or literature or Ireland.

His English Department colleagues described Jim with words like kindness, humanity, generosity and compassion. He was genuinely thrilled by great literature, but the street-wise side of him sometimes seemed reluctant to show his idealistic side.

Jim never missed an opportunity to talk about his children, Patrick and Eileen, both of whom attended Fairfield. As far as his wife Mary: words fail.

She was never afraid to speak her piece, and Jim seemed tickled by it.

Jim was born in the Bronx, NY to an Irish family, spending his days playing stickball in the streets, and reading for the better part of every night. He is the father of the Irish Studies program at Fairfield and its first director, and he loved taking students to Ireland on the two-week study abroad program.

He loved learning more about his heritage, meeting people, and making them laugh. He formed many friendships at the National University of Ireland, Galway, and he paved the way for our reciprocal program with the school.

I’m still not quite sure what possessed the English Department to make Jim Chair. He certainly never lusted for the job. He was on the cusp of the Greatest Generation, and I imagine he simply did it as a form of duty.

After six years, his final day as Chair couldn’t come too soon for him, and he lustily regaled/horrified the department with an off-key rendering of “The Mickey Mouse Club” song, for reasons still not clear to me.

And gave the department a copy of Richard Russo’s book “Straight Man” – depicting a dysfunctional academic department at a not-too-fictional university -- to guide his successors as Chair. The book epitomized Jim’s appreciation of the absurdities of life.

I was always afraid to ask Jim if it bothered him that he was hired by Fairfield at another time, another era, when you were rewarded for teaching -- and then found you were frozen at the assistant rank if you didn’t do enough research. I imagine he would have laughed off the question and gone back to discussing football and his beloved New York Giants.

Jim suffered through unbearable chaos and tragedy in his family involving the death of his parents. Yet he bore it all, alone, because no other family members were left to bear it with him.

Under this heavy internal weight, Jim managed to sustain a career as a teacher of literature, initiator of Irish Studies, department chair, and eventually emeritus professor. Never morose, often with a happy-go-lucky air about him.

Jim Mullan was able to live out his threescore years and ten, through what he would call the grace of God, and through his own persistence and courage.

Please join me in a moment of silence for Doctor James F. Mullan. 

Prof. Ron Salafia offered the following remembrance of Prof. Vincent Murphy, Sr.:

Vincent Murphy was born on August 24th, 1923 in Brooklyn, New York. He served in the Army during World War II, in a counter intelligence unit stationed at Fort Holabird in Maryland, after which he attended Columbia University, receiving his Bachelors Degree in Psychology in 1950. He completed graduate studies at Fordham University, earning his Ph.D. in 1963. While still engaged in graduate studies, Vince established the Guidance Department at Canisius College in Buffalo, New York, and, in 1960 he was hired as an Assistant Professor in the newly formed Psychology Department at Fairfield University. He was granted tenure and promoted to Associate Professor in 1964. I had the pleasure of serving with Vince as a faculty member in the Psychology Department from 1965 until 1967, when he was invited to become the first Assistant Dean of the college.
The structure of the university at that time was quite different from today. Jim Coughlin, S.J. was both Academic Vice President and Dean, and to the best of my recollection all administrative offices were held by Jesuits. So, Vince becoming Assistant Dean was a major breakthrough in the administration of the university. Vince was promoted to Associate Dean in 1971, which title he retained until his retirement in 1990.

I took the liberty of asking Dr. Alex Tolor, who was also a member of the Psychology department and Director of the Research Institute back in the ‘60s, and who had many more interactions with Vince, if he would like to comment on their relationship. Alex sent the following:

When I joined the faculty on a full-time basis in 1965 Vincent was already for some years a highly respected member of the Psychology Department. He taught a number of courses but was especially known for his expertise in the area of statistics, which he taught to countless numbers of students. Later, in his capacity as Assistant Dean, Vincent became a trusted advisor to Father Coughlin, providing him with valuable insights, based on research data on students' achievements, needs and trends, as well as those of faculty. The Coughlin-Murphy team was generally acknowledged to be a transparent and fair administration that promoted the growth of the University. Faculty could count on receiving a judicious, fair and prompt response to their concerns. Additionally, at a time when the Jesuits still constituted a considerable portion of the faculty, Vincent established a unique rapport with them. He also played a very significant role in the development of the Graduate School of Education, which later evolved into the Graduate School of Education and Allied Professions.

On a more personal note, I was fortunate to have Vincent as a close friend. During many discussions he expressed an ongoing broad interest in improving the educational enterprise. He also showed in his belief system and daily behavior the values of a decent person. He was well informed, intellectually curious, empathetic, and a great university representative.

The faculty observed a moment of silence.

2. Approval of minutes

Motion [Caster/Bowen]: to approve the minutes of 5/1/14. The motion passed unanimously.

Motion [McFadden/Gudelunas]: to approve the minutes of 5/7/14. The motion passed unanimously.

Motion [Caster/Bucki] to approve the minutes of 5/27/14. The motion passed unanimously.

3. Introduction of New Faculty

SVPAA Lynn Babington began by introducing members of the faculty in new administrative positions:

I would like to introduce the new Associate Vice President for Academic Affairs, Dr. Yohuru Williams. Dr. Williams is no stranger to us and in his new role, Yohuru will be our Innovation Leader on campus. He will work with all of us collaboratively in an entrepreneurial fashion as we move forward with designing new programs and implementing the recommendations that will arise from the Fairfield 2020 Strategic Planning process. Dr. Williams was recently chosen to participate in a very competitive national program, Academy for Innovative Higher Education Leadership.

Dr. Williams received his Ph.D. from Howard University in 1998. He has held a variety of administrative posts both within and outside the university. Most recently, he served as Chair of the History Department as well as the Director of Black Studies Program; he earned promotion to full professor at Fairfield in 2012. Dr. Williams held the post of Vice President for Public Education and Research at the Jackie Robinson Foundation in New York City and was the Chief Historian for the Jackie Robinson Foundation. Please welcome Yohuru!
I would like to introduce our new dean for the Graduate School of Education and Allied Professions, Dr. Robert Hannafin. Bob is an innovative educator and former business executive and comes to us most recently from Long Island University where he served as dean for the College of Education, Information and Technology- overseeing eight academic units spread over three campuses. Prior to that post, he was a director in the learning and development group at PricewaterhouseCoopers.

Bob earned a BS in accounting from St. Francis College, and Masters in Business Administration in finance from Fordham University and a PhD in psychology in education from Arizona State University. Please join me in welcoming Bob!

I would also like to introduce two new deans whom you know very well.

Dr. Meredith Wallace Kazer is serving a two-year term as the dean for the School of Nursing. Meredith most recently served as the Associate Dean and Graduate Director in the SON. She is an award winning author and nationally known researcher in the area of improving the quality of life of older adults. Dr. Kazer has received numerous national and international awards and is a fellow in the American Academy of Nursing. She also maintains a clinical practice as an adult and gerontological nurse practitioner.

Dr. Kazer earned her baccalaureate in nursing from Boston University, a Master’s of Science in Nursing from Yale University and a PhD from New York University. Please join me in welcoming Meredith to her new role as Dean for the SON!

And finally, Dr. Jim Simon is serving a one-year term as the dean for the College of Arts & Sciences. Jim is no stranger to the College where he has served as the chair for the English department and most recently the Associate Dean for the College. Jim is the recipient of numerous awards for his writing and teaching has also been a successful political reporter and editor for the Associated Press.

Dr. Simon earned a BA from Rutgers University, majoring in Community Development: Urban Journalism, and a Masters in Journalism & Telecommunication and PhD in Public Affairs from Arizona State University. Please join me in welcoming Jim in his new role as Dean for the CAS!

We are so pleased to be welcoming 17 new tenure track and 10 visiting faculty to our ranks. I will call on each of the deans to introduce the new faculty.

Dean Don Gibson called on Prof. Walt Hlawitschka to introduce his new colleagues.

Mike McDonald is originally from Waterbury, grew up in Scranton PA, and then went to college at Clemson for his undergrad engineering degree, and his Master's in Economics.

Subsequently, he worked in investment banking before getting his PhD in finance from the University of Tennessee.

The stifling-hot 100-degree summers, and the absence of snow for skiing convinced Mike of the error of his ways and he has now returned home to the green (but periodically cold!) state of CT.

Mike's research is focused on using unorthodox information to generate excess returns in investments. His dissertation on Politically Connected Stock Analysts was presented at the prestigious American Finance Association Meetings, and was subsequently written up in the Wall Street Journal.

Mike is just back from his honeymoon in Europe, and living in Shelton with his new wife Ashleigh.

Sila Alan teaches Financial Management at the undergraduate level and Corporate Finance at the graduate level. She also serves as a faculty advisor to the Fairfield Investor Group (FIG), a student-managed investment fund.

Sila received a Ph.D. in Finance from Baruch College at the City University of New York. Prior to that, she completed a BA in Business Administration at Bogazici University in Istanbul (Turkey), and an MS in Finance at Hofstra University. She also worked in a commercial bank in Istanbul.
Sila's primary research area is market microstructure, with a focus on price discovery process and market volatility. Her work entitled, "Price Discovery: The Economic Function of a Stock Exchange," has recently been published in the prestigious Journal of Portfolio Management.

She likes to play tennis, and she has dabbled in aerial silks both as a form of exercise and performance.

Dean Hannafin called on Profs. Diana Hulse, Emily Smith, and Paula Gill Lopez to introduce their new colleagues.

Prof. Hulse welcomed JoAnn O’Connell as a visiting faculty member in Counselor Education. She is a retired school counseling professional who brings expertise both as an adjunct faculty member and as a professional. She spent 35 years in the Trumbull public school system, including serving as the Director of the guidance department at Trumbull High School. She loves dogs, like to cook, shop, spend summers on Block Island, and misses Walter and Jesse from Breaking Bad.

From Prof. Smith:

Three years ago this month, I introduced you to Bryan Ripley Crandall as Instructor of the Practice in Literacy and Director of the CT Writing Project-Fairfield. Bryan came to us from Syracuse, New York, where he completed his PhD in English Education. Bryan’s dissertation—A Responsibility to Speak Out: Perspectives on Writing From Black African-Born Males With Limited and Disrupted Formal Education—was awarded the 2012 all-university doctoral prize at Syracuse University. Bryan’s research interests center on urban education, adolescent literacy, technology and writing instruction. His most recent publications focus on research on writing with marginalized populations of the United States and providing stronger professional development on writing in secondary schools.

Since his arrival in 2011, Bryan has helped to secure over $350,000 in state, federal and corporate funding to promote literacy instruction in local K-12 schools through his directorship of the CT Writing Project-Fairfield. He began the Writing Our Lives conference tradition at Fairfield University and has worked with several K-12 schools in the area to promote writing across the curriculum, digital storytelling, and the publication of student work. This past summer, he oversaw a five-week writing institute for teachers on campus and coordinated 8 young adult literacy labs. His contributions helped the Connecticut Writing Project at Fairfield receive the New England Reading Association’s Literacy Award in 2012 and the New England Board of Higher Education’s Excellence Award given to the University in 2014.

On behalf of the Graduate School of Education & Allied Professions, I am thrilled to re-welcome Bryan Crandall to Fairfield University as an Assistant Professor of English Education and Director of the Connecticut Writing Project.

Prof. Gill Lopez offered the following remarks:

The Search Committee for this position set the bar very high. We required the candidate to not only have a doctorate specifically in Special Education, but also to have expertise in and experience teaching low incidence populations in public schools, as well as higher ed teaching experience and scholarly engagement in the profession.

Our job description was our ideal, and I wasn’t sure we were actually going to find a real person with all the qualifications we required. However, I am very happy to report that we were able to check every box with Alyson Martin!

Alyson received her doctorate from Columbia University’s Teachers College in Special Education with a specialization in Autism and Intellectual Disabilities. Check. Check.

She has been a special education teacher in both the Fairfield and Westport Public Schools. Check.

As an adjunct, she has taught at the University of New Haven and most recently at Teacher’s College at Columbia University. Check.

She has had work published and has presented her work at regional and national conferences. Check.
Alyson’s research interests include models of co-teaching for pre-service special educators, working with families of children with disabilities, and predictors of burnout and self-efficacy among special education teachers, which was the topic of her dissertation.

I have to say, don’t let Alyson’s diminutive stature fool you. She is a giant in front of the classroom. As soon as we saw how at home she obviously was in her interactions with our graduate students during her teaching demonstration, we knew she was a keeper!

Beginning this fall as a tenure-track assistant professor in Special Education at Fairfield brings Alyson full circle. She both met her husband here as an undergrad and received her BA in psychology. Alyson and her husband live on the beach in Stratford with their two little girls. Most recently, Alyson adds to her list of considerable accomplishments – high tea at the American Girl store in Manhattan where she just celebrated her eldest’s 7th birthday.

Please join me in welcoming Alyson back to Fairfield!

Dean Bruce Berdanier introduced two new faculty in the School of Engineering:

Dr. Uma Balaji, Assistant Professor of Electrical Engineering, received her Ph.D. in Electrical Engineering from University of Victoria, Canada. Her research interests are in the design of Radio frequency and microwave components for wireless and satellite applications. She is a Senior Member of the Institute of Electrical and Electronic Engineers (IEEE). Prior to joining Fairfield she has some years of experience in industry and teaching. She received the University Grants award from IEEE EMC society to teach Electromagnetic Compatibility in one of her previous assignments. She was the Chair of the IEEE Women in Engineering, Long Island Section in 2012 and 2013 and looks forward to serving in the contests organized by IEEE Connecticut section as well.

Dr. Sriharsha Sundaram, Assistant Professor of Mechanical Engineering, received his PhD in Mechanical Engineering from The University of Texas at Austin in 2013. Harsha was working as an Assistant Professor in the Mechanical and Manufacturing Engineering Department at St. Cloud State University, MN the last 8 months. His research interest is in the broad area of micro/nano manufacturing and in specific large scale processing of advanced micro/nano structured materials with applications in energy storage and biomedicine.

Dean Wallace Kazer introduced her colleagues as follows:

Susan Bartos began at the School of Nursing as a visiting lecturer. Susan earned a baccalaureate in nursing from Moravian College and is currently completing her PhD from the University of Connecticut. Her dissertation focuses on measuring self-care in women with heart failure. She really enjoys competitive fitness and is an avid crossfitter and weight lifter. She is competing in a national event taking place in Disney world in October.

Audrey Beauvais has joined the School of Nursing as the new associate dean for undergraduate programs. Dr. Beauvais holds a BSN from Fairfield University, an MSN and MBA from Sacred Heart University, and a DNP from Case Western Reserve University. Immediately prior to Fairfield, she was an assistant professor, director of the undergraduate nursing program, and coordinator of the patient care services administrative track at Sacred Heart University's School of Nursing. She met her husband at Fairfield University in Bannow 254 in a Religion and Psychology class with Professor Lang and was married in Fairfield University's chapel years later by Fr. Thomas Regan.

Rose Iannino-Renz is a recent graduate of Quinnipiac's DNP program, focusing her work on diabetes and wound care. Iannino-Renz has extensive experience as a family nurse practitioner and nurse educator. Her first date with her husband was arranged by her mother-in-law who she had worked with for many years.

Linda Roney comes to the School of Nursing this fall as a visiting lecturer. She is currently completing her doctorate of education from Southern Connecticut State University. Her clinical experience is as a pediatric trauma coordinator at Yale and her scholarship focuses on pediatric trauma education. I have worked with Linda for a while and despite her extraordinary accomplishments, she
shocked me by sharing that she learned to ice skate only last year. However, she is planning on continuing her exploration of winter sports and is going to learn to snowboard this year.

**Joyce Shea**, Associate Professor of Nursing, accepted the position of Associate Dean for Graduate studies effective July 1, 2014. Dr. Shea is a graduate of Fairfield's BSN program and has masters and Doctorate of Nursing Science Degrees from Yale University School of Nursing. She is a specialist in Psychiatric Mental Health Nursing and a long-standing member of our faculty and university community.

Dean Simon called on chairs from 9 different departments to introduce 14 new faculty in the College.

Prof. Olivia Harriott said she was happy to welcome two new colleagues, both nutritionists, to the Biology Department. **Catherine Andersen** earned a BS, MS and PhD from UConn. She became a registered dietitian at Iowa State and completed a research fellowship at McGill University. She studies the regulatory role of nutrients in obesity and nutritional strategies to reduce the risk of chronic disease.

**Jackie Vernarelli** has a BA from Skidmore and PhD from Boston University School of Medicine. She did a postdoc at Penn State in the lab that developed the basis for the Jenny Craig diet. She also served on the faculty at Penn State. Her work is on nutritional epidemiology.

Prof. Harriott noted that her two new colleagues have 27 peer-reviewed articles between them, as well as having given talks around the world, served as journal referees, and co-directed grants. They will be working together to develop a nutritional science program at Fairfield.

Prof. David Gudelunas offered the following introduction:

The Department of Communication is thrilled to welcome our newest colleague Dr. **Audra Nuru**. Audra recently completed her PhD at the University of Nebraska-Lincoln. Her work examines how individuals from minority social groups communicate to make sense of themselves, their relationships, and their relational roles. Her research on multiethnic-racial identity has been recognized by non-profit organizations in the southeast for linking research with praxis. Further, she has worked with family therapists and guidance counselors to design workshops, seminars and outreach programs to facilitate the development of healthy self-concepts among multiethnic/racial and LBGTQ communities. She has earned fellowships with the University of Georgia to do research in Costa Rica and has studied at the Sorbonne in Paris, France. Welcome Audra.

Filling in for Prof. Kathy Nantz, Prof. Ania Aksan introduced a new faculty member in Economics:

**Michael Gallagher** joins the Economics Department this year as a visiting instructor. Michael had a career in the financial industry, including extensive trading experience in global futures, equities, and derivatives in both London and New York. He is currently completing his Ph.D. at Fordham University. His specialties are in the area of money and investments, monetary policy and finance. Michael received a BS in Finance and an MS in Mathematics from Fairfield University. He and his wife Angela, a graduate of the Dolan School of Business with a BS and an MBA, live in Stratford. We welcome Michael to the department and hope you have a chance to get to know him.

Prof. Cecelia Bucki introduced her new colleague as follows:

**Jennifer Adair** completed her PhD in Latin American history at NYU in 2013. Her current research examines the politics of human rights and welfare during the Argentine transition to democracy in the 1980s. A self-described “Jersey girl,” she lived for many years in Buenos Aires, where she worked with Memoria Abierta, a leading human rights organization. Her MA in History is from NYU. She got her BA in History and Latin American Studies at Vassar. Jennifer had been teaching at Bates College for the past two years.

Prof. Joan Weiss introduced new faculty in Mathematics:

**Shurong “Rebecca” Fang** was hired last year; however she postponed her arrival until this fall. Rebecca is a statistician. In 2013 she earned her Ph.D in statistics in the mathematical sciences.
department at Michigan Technological Institute. Her research areas include biostatistics, statistical genetics, applied statistics, and engineering statistics. Rebecca has a certificate in statistical genetics from the University of Washington and a BS and MS in Finance from Jilin University in China. She was recently a visiting scholar at the University of Newcastle in Australia and was doing research in Europe last year on statistical engineering. Rebecca is looking forward to engaging in many productive collaborations, especially with her new colleagues in the sciences and engineering. In addition, on May 1st Rebecca had twin baby boys. The twins are healthy and adorable and one of the reasons Rebecca had to postpone her arrival until this fall.

**Jessica Pfeil** earned her Ph.D. from Columbia University after completing a BS from Virginia Tech and an MA from New York University. She comes to Fairfield University with seven years of experience teaching mathematics at the high school level and four years in the mathematics department at Sacred Heart University. Her research interests are in mathematics education.

Prof. Jerelyn Johnson introduced new members of the Department of Modern Languages and Literatures. **Sergio Adrada Rafael**, Assistant Professor in Spanish, just finished his PhD at Georgetown. He has an MA from San Diego State and BAs from the University of Zaragoza and the University of Valladolid (both in Spain). He studies second language acquisition and pedagogy and enjoys "real" football.

The department is also joined by two visiting faculty members. **Laurie Lomask** just completed her PhD at Yale. She studies Spanish peninsular literature. **Liz Hernández** has taught here part-time for two years. She is currently ABD at Houston University.

Prof. Joy Gordon introduced the newest members of the Philosophy Department. **Maggie Labinski** is finishing her PhD at Loyola University of Chicago. She has been teaching at Stonehill for the last two years. She studies feminist and medieval philosophy.

**Greg Lew** is a longtime adjunct faculty member at Fairfield who is now a Visiting Assistant Professor. His PhD is from Boston College where he received awards for teaching excellence. He studies hermeneutics.

Prof. Ron Davidson offered the following remarks:

**Dr. Lydia Willsky-Ciollo** comes to us having taught at both Whittier and Connecticut College, so she’s had the East-West bi-coastal experience. Her degrees are from Connecticut College, Harvard, and a Ph.D. from Vanderbilt in American Religious History. Her scholarly focus is on 19th and 20th century reform movements, unitarianism and the dynamics of scripture and authority in American religious life, including alternative scriptures, alternative hermeneutics and Biblical epistemology. She has a book contract for her first book, on the Unitarianism and the Protestant problem of Biblical authority, and has published articles and a book chapter. In her courses she tries to help students move beyond the master narrative of Euro-American Christianity, and is one of the most dynamic new teachers we have seen in our department, and one of the most personable. We welcome Lydia to Religious Studies.

Prof. Laura Nash closed out the introductions as follows:

**David Lerner** received his PhD in 2012 in critical studies from the USC School of Cinematic Arts. He has been teaching at LMU and Chapman University since then. That's University of Southern California, not South Carolina. His MA also is from USC and he received his BA in Language and Literature from the University of Maryland. David’s research focuses on American film and television – equally on the industry and texts, with a special interest in independent, experimental, and cult cinema. What this really means is horror films and since I spent most of his scholarly presentation with my eyes covered, I'm still not exactly sure what he does. David and his wife, Kate, drove across the country in a Prius and made multiple trips from IKEA with said vehicle. Not recommended. Kate returned to USC and David is living the life in downtown Fairfield with 2 roommates.

All new faculty were welcomed to Fairfield with warm applause.

4. **Remarks by the Senior Vice President for Academic Affairs**
As you all can see, we are fortunate to again welcome a new group of very interesting and diverse faculty. Please spend some time getting to know them and to help them as they integrate into our culture.

I want to begin with a brief update on student enrollments. As of 9/5 we have 1076 freshman (and 49 transfer students). We had a higher yield, stronger students (higher SAT scores, more merit scholars accepted our admission offer) and lower summer melt than usual. The first year class is 37% male and 63% female with an average SAT score of 1767.

We have a total of 3512 undergraduates- 895 sophomores, 732 juniors, and 818 seniors, with 14% students of color.

All these things are good, but – a 44% discount rate for the freshman class, meaning that over 60% of our students are receiving some financial aid– is too high.

As of 9/5 we have 1121 graduate students (note that graduate student enrollment tends to increase through the second week of classes). The breakdown is: GSEAP- 430; SOE- 254; SON- 191; DSB-133; CAS- 118). They include 38% students of color and 24% international students.

Three major searches are currently underway: Director of the Quick Center (Arts Consulting Group); Director and Chief Curator of University Museums; CAS Dean (Isaacson & Miller)

It is now my privilege to address you today as the Senior Vice President for Academic Affairs. Supporting the academic division where you, the faculty are the heart and soul, is my major responsibility.

Leadership is described as a social influence in which one person enlists the aid and support of others to accomplish a common task. It is about inspiring a vision while providing the environment and resources where members can flourish and goals can be accomplished. I take this role very seriously and look forward to working with you all to be successful in achieving common goals.

As I have said at a variety of venues this fall, our time is NOW – as faculty, we are in the best position to meet the challenges before us and guide the University in successfully adapting to the challenges we face today.

Higher education is at a crossroads – as the population of college students declines, and current business models become more unsustainable, we need to take the driver's seat in examining our programs, pedagogies and methods of teaching. Our students demand this for they have changed too – they learn differently and require and demand new and different ways of engaging in the learning process.

As faculty we are in the best position to address these challenges and seize the new opportunities that emerge and carve our path moving forward. I am confident that we can meet that challenge. We must look forward as this is a NEW DAY!

Fairfield University is a liberal arts university with a strong CORE - committed to a humanistic educational approach to learning focused on excellent teaching and student mentorship with amazingly productive faculty who share their expertise with students in the classroom, though their research, and on and off campus is the many service related activities they engage in.

We are primarily known as an excellent place for a 4-year residential college experience with the primary objective of developing the creative intellectual potential of our students and fostering in them ethical and religious values and a sense of social responsibility. We want to continue to nurture and strengthen our commitment to our students and to excellence in education, but we also need to examine ourselves to make sure we remain committed to these values and continue to provide cutting edge approaches in our teaching and learning.

In addition to our excellent four-year residential college experience, our graduate and part time programs are growing. There is a demand in the marketplace for high quality, graduate and part time
undergraduate programs that provide flexibility for the post traditional student. We at Fairfield are in a
great position to develop and launch such programs. As a Jesuit institution, we are committed to
educating all students.

People have asked me about my goals this year. My goals are to learn more about our programs, meet
faculty and provide the support we need to accomplish our goals of providing a high quality Catholic
Jesuit education to all of our students. I have a strong commitment to innovation and entrepreneurship.
With all of the great minds and creative talents of this faculty, we are in an enviable position to
examine our current educational programs and build new ones that meet the challenges of an ever
changing and challenged society. I also realize that not everything we do will be successful. My
philosophy is that if you don’t fail, you are not really trying- embrace failure and learn from it. Albert
Einstein said “A ship is always safe at the shore- but that is NOT what it was built for.”

With that- I welcome you to a new year and look forward to getting our working together.

Now, on to the celebration!

But first, the floor was opened to questions.

Prof. Bucki asked how she intended to service this large freshmen class. SVPAA Babington said that we'll
work together as we have been in providing the necessary teaching resources. Student support also requires
more resources and we're carefully examining needs and realigning resources as necessary.

Prof. Lynne Porter said that the talk of new programming is exciting and we understand that higher education
is changing. But she noted that an existing program might be seen as failing because it has low enrollment. In
fact, low enrollments may be due to poor marketing rather than a bad program; sometimes we have amazing
programs that no one knows about. She asked about the role of marketing and admissions moving forward.
SVPAA Babington responded that opportunities for improvement in marketing abound. There is a new
director with a great background who is re-examining marketing. She explained that this summer, at the
annual senior leadership retreat, she had insisted on including the deans, who will continue to be included in
meetings of the senior leadership team. At the retreat, the new head of marketing, in her first week on the
job, noted that she and the rest of her department didn't know all of what went on here. The SVPAA expects
big improvements in that area. That comment was met with a round of applause.

There were no further questions.

5. Adjournment

A motion to adjourn [Rafalski/Bucki] was uncontested at 4:44 p.m.

Respectfully submitted,
Prof. Susan Rakowitz
Secretary of the General Faculty
Proposed *Handbook* amendment regarding counting maternity leave toward tenure

The following motion was passed by the Academic Council on April 28, 2014:

to recommend that the General Faculty approve amending the *Faculty Handbook* [II.A.3.c] as shown [new language underlined and bold; items following insertion to be renumbered]:

- **c. Other Matters**
  1. The normal maximum probationary period shall be…
  2. Time spent on leave from Fairfield University will not …
  3. **Upon return from an approved maternity leave, an untenured faculty member may choose that the time of her probationary period toward tenure not include the academic year in which the maternity leave was taken. This declaration will be made in writing to the SVPAA by the 15th of October subsequent to a spring maternity leave or the 1st of March subsequent to a fall maternity leave. The faculty member will send copies of this letter to her department chair and Dean.**
  4. A candidate may be required to spend up to …”

Background

AC motion forming a subcommittee to address this issue, May 8, 2013:

Fairfield’s maternity policy was designed so that women would not necessarily have their careers interrupted and tenure delayed when taking a leave from teaching for childbirth. A subcommittee, including faculty with recent experience on the Rank and Tenure Committee, should be charged with drafting language for the *Handbook* and/or Journal of Record clarifying how time spent on maternity leave will ordinarily be treated with regard to tenure.

Excerpt from the report of the subcommittee (Patricia Behre, Ryan Drake, Paul Fitzgerald, Dina Franceschi) on maternity leave policy:

**Recommendations**

2. include wording on *when* a faculty member is to notify the appropriate administrator (SVPAA) as to whether or not they want to stop their tenure clock on account of their leave.

Suggested wording for insertion in the 11th edition of the Faculty Handbook, 2013:

“3. Tenure ... c. Other Matters
  1. The normal maximum probationary period shall be …
  2. Time spent on leave from Fairfield University will not …
  3. A pre-tenure faculty member who has been approved for a maternity leave may request, after having returned after the end of the leave, that her tenure clock be stopped for that academic year. This request shall be made in writing within six weeks of the start of the subsequent academic term, to the SVPAA, with a copy sent to the faculty member’s department chair and Dean.”
  4. A candidate may be required to spend up to …”

Excerpt from 4/22/14 memo from AC Executive Committee to AC re: Further consideration on maternity leave language:

The report from the AC Subcommittee on Maternity Leave policy was in the packet for the 4/7/2014 meeting but not taken up at that meeting. Following that meeting, Prof. Thiel suggested
alternative language for one of the Subcommittee’s recommendations and the AC Executive Committee considered the alternative language along with all the recommendations in the report. Our suggestions, beyond what is already in the report, are as follows…. 

(II) The AC Executive Committee, with thanks to Prof. Thiel, suggests the following language for the Faculty Handbook:

c. Other Matters

(1) The normal maximum probationary period shall be...

(2) Time spent on leave from Fairfield University will not ...

(3) Upon return from an approved maternity leave, an untenured faculty member may choose that the time of her probationary period toward tenure not include the academic year in which the maternity leave was taken. This declaration will be made in writing to the SVPAA by the 15th of October subsequent to a spring maternity leave or the 1st of March subsequent to a fall maternity leave. The faculty member will send copies of this letter to her department chair and Dean.

(4) A candidate may be required to spend up to …”

Excerpt from the AC minutes of 4/28/14:

4d. Subcommittee on Maternity Leave

SVPAA Fitzgerald presents the recommendations drafted by the subcommittee, which consisted of Professors Patricia Behre, Ryan Drake, Dina Franceschi, and himself (see memo on pp. 10-11 of packet)

The changes propose allowing a mother to decide if a return year will count or not towards tenure clock. If not counted, this would amount to one academic year of clock stoppage. SVPAA notes the suggestion to consider paternity leave in the future.

Professor Dennin asks for clarification on the clock stoppage. SVPAA Fitzgerald clarifies the timing of declaration.

Professor Mulvey moves to approve the memo (p. 12 of the packet) from the Executive Committee concerning the language on Maternity Leave in the Journal of Record.

MOTION. [Mulvey/Greenberg] to recommend that the General Faculty approve amending the Faculty Handbook [II.A.3.c] as shown on page 12 of the packet for today’s meeting [new language underlined and bold; items following insertion to be renumbered]:

c. Other Matters (1) The normal maximum probationary period shall be... (2) Time spent on leave from Fairfield University will not ... (3) Upon return from an approved maternity leave, an untenured faculty member may choose that the time of her probationary period toward tenure not include the academic year in which the maternity leave was taken. This declaration will be made in writing to the SVPAA by the 15th of October subsequent to a spring maternity leave or the 1st of March subsequent to a fall maternity leave. The faculty member will send copies of this letter to her department chair and Dean. (4) A candidate may be required to spend up to ...

SVPAA Fitzgerald speaks in favor, noting that the language of “declaration” removes the possibility of denial.

MOTION PASSES 15-0-0
Proposed Handbook amendment updating the membership of the Educational Technologies Committee (ETC)

The following motion was passed by the Academic Council on September 8, 2014:

recommend that the General Faculty approves the changes to Faculty Handbook as proposed by ETC (deletions struck through, insertions in bold face):

Seven members elected from the faculty for three-year overlapping terms; one member to be elected from each of the following electoral divisions: Behavioral and Social Sciences; Natural Sciences, Mathematics and Engineering; the Graduate School of Education and Allied Professions; School of Business; and School of Nursing; and two members from two different departments in the Humanities. The Directors of Library Services, Distance Education for University College, Administrative Computing, Media Center, and Computing and Network Services The Senior Vice President for Academic Affairs or designee, the University Librarian or designee, the Chief Information Officer, and the Directors of Academic Computing and the Media Center shall be ex officio members.

Background

Memo

To: Academic Council

From: Mark Scalese, SJ
Educational Technologies Committee

Date: April 24, 2014

Re: Restructuring of ex officio membership in Faculty Handbook

In light of the motion from the Academic Council in May 2013 (below), the Educational Technologies Committee proposes a restructuring of its ex officio membership in the Faculty Handbook.

Motion from Academic Council in May 2013:
In light of the recent administrative restructuring of information technology services at Fairfield, we recommend that, in the Fall of 2013, the Educational Technologies Committee propose restructuring its ex officio membership. The proposal should add the newly created Chief Information Officer as an ex officio position and decrease the total number of ex officio seats.

Current handbook language:
Seven members elected from the faculty for three-year overlapping terms; one member to be elected from each of the following electoral divisions: Behavioral and Social Sciences; Natural Sciences, Mathematics and Engineering; the Graduate School of Education and Allied Professions; School of Business; and School of Nursing; and two members from two different departments in the Humanities. The Directors of Library Services, Distance Education for University College, Administrative Computing, Media Center, and Computing and Network Services shall be ex officio members.

**Proposed changes (in bold italics below):**
Seven members elected from the faculty for three-year overlapping terms; one member to be elected from each of the following electoral divisions: Behavioral and Social Sciences; Natural Sciences, Mathematics and Engineering; the Graduate School of Education and Allied Professions; School of Business; and School of Nursing; and two members from two different departments in the Humanities. *The Senior Vice President for Academic Affairs or designee, the University Librarian or designee, the Chief Information Officer, and the Directors of Academic Computing and the Media Center shall be ex officio members.*

**Explanations:**
1. Because neither University College nor its Director of Distance Education no longer function at the university, that *ex officio* position has been eliminated.
2. The Director of Computing and Network Services has been replaced by the Chief Information Officer.
3. The Director of Administrative Computing has been replaced by the Director of Academic Computing.
4. The position for the University Librarian (or designee) has been retained.
5. The position for the Senior Vice President for Academic Affairs (or designee) has been added. This is at the request of the SVPAA’s office, because a member of that office is in charge of assessment and is the primary liaison between Academic Affairs, ITS and the Registrar’s Office -- all of which concern the ETC in some way.

Thus, with the elimination of one position and the addition of another, the number of *ex officio* seats on the committee will remain the same.

**Relevant Committee Minutes:**

**From ETC meeting on February 19, 2014**

**Item 3. Propose amended language for committee ex-officio membership**
Chair Scalese stated that this is work from September. We need to change the language in the faculty handbook for this committee, in particular the ex-officio membership, to account for changes like Computing and Network services (CNS) reorganizing into Information Technology Services (ITS).

The current membership reads:

*“Membership*  
Seven members elected from the faculty for three-year overlapping terms; one member to be elected from each of the following electoral divisions: Behavioral and Social Sciences; Natural Sciences, Mathematics and Engineering; the Graduate School of Education and Allied Professions; School of
Business; and School of Nursing; and two members from two different departments in the Humanities. The Directors of Library Services, Distance Education for University College, Administrative Computing, Media Center, and Computing and Network Services shall be ex officio members.”

**Director of Library Services:**
The committee decided to replace “Director of Library Services” with “University Librarian or designee.” Joan Overfield had pointed out that the older language stemmed from the days when James Estrada was both “Vice President” and “University Librarian.”

**Director of Distance Education for University College:**
Aaron Perkus stated that he is currently Director of Distance Education for College of Arts & Sciences. Janice Dunn was Director of Distance Education for University College; but her position was eliminated. Aaron Perkus said that each college may want to handle their own online education. In addition, there is a role of online education for the 2020 launch. Dr. Salafia asked Aaron Perkus if there is a reason he needs to be here, in this position or his regular position as the Associate Dean of the College of Arts and Sciences. Dr. Vinekar said that if an ex-officio position is created for the Director of Distance Education for the College of Arts & Sciences, then each school may want a similar ex-officio position. Aaron Perkus said that that is handled through the faculty positions on the committee. The committee decided that the faculty on the committee can represent their College and Schools, and this position needs to be eliminated.

**Director of Administrative Computing:**
Jay Rozgonyi said that this title is from when Administrative Computing was run separately by SunGard and Ellucian. Now it’s part of ITS; headed by Russ Batista. Jay Rozgonyi represents Academic Computing. Christine Siegel added that the registrar’s office, degree auditing, classroom scheduling, etc. is administrative computing. If there is a specific topic, we can invite Russ. It’s not good use of his time go be on all the meetings. Jay Rozgonyi stated that can answer basic questions about administrative computing now. Christine Siegel said that Jay could point out when Russ needs to come.

Chair Scalese indicated that the titles that need to be added are Chief Information Officer (CIO) and Director of Academic Computing (DAC). Ron Salafia said we should reword this as “University Librarian or designee, Chief Information Officer, and Directors of Academic Computing and Media Center shall be ex-officio members” so that we do not repeat the word ‘director’.

**New ex-officio position for Academic Affairs:**
Christine Siegel stated that she is the primary liaison between Academic Affairs, ITS and the Registrar’s Office. Professor Scalese asked about the language for this. When Paul leaves, might there be another configuration? Christine Siegel replied that they want a representative from Academic Affairs.

Chair Scalese then asked whether the ex-officio members should have voting rights. Joan Overfield stated that her understanding is that the ex-officio members work in tech related areas, and might have some knowledge that might be helpful to the committee in terms of academics. They are here to share what they know, not to push decisions.

**Motion:** Replace the current ex-officio membership with: “The Senior Vice President for Academic Affairs or designee, the University Librarian or designee, the Chief Information Officer, and the Directors of Academic Computing and the Media Center shall be ex-officio members.”

The motion was moved by Ron Salafia, and seconded by Jackie Conelius. Motion passed unanimously.
From meeting on March 12, 2014

- Revisiting the revised membership rules in the Faculty Handbook:
  Mark reminded us about a motion the AC had passed in May 2013, which we had not considered in our revision of membership rules for the ETC. "In light of the recent administrative restructuring of information technology services at Fairfield, we recommend that, in the Fall of 2013, the Educational Technologies Committee propose restructuring its ex officio membership. The proposal should add the newly created Chief Information Officer as an ex officio position and decrease the total number of ex officio seats."

  The last part of that motion: “…. decrease the total number of ex officio seats” had not been taken into consideration in our deliberations during the February 19th meeting.

  After reviewing the changes we had made to update membership, it turned out that we actually had eliminated one member, the “Director of Distance Education for University College,” but had added a new ex-officio position, the “Senior Vice President for Academic Affairs or designee.” Thus the total number of ex officio members remains the same.

Excerpt from the AC minutes of 9/8/14:

7b. Proposal to amend the Faculty Handbook from Educational Technologies Committee

As part of last year ETC, Prof. Rusu provides an overview of the charge for the ETC to restructure the ex officio membership, and the suggested way to do that was to add the new CIO as an ex officio position and decrease the number of ex officio seats overall. ETC has updated some of the ex officio positions to better reflect the current job names as well as eliminating the Director of Distance Education ex officio position. However, a new ex officio has been added for SVPAA’s office as the liaison between Academic Affairs, ITS and the Registrar’s Office, so that the number of ex officio members stayed the same. Along these changes, ETC provided new language to be included in the faculty handbook based on the proposed changes.

MOTION [Rusu/Steffen] to recommend that the General Faculty approves the changes to Faculty Handbook as proposed by ETC (deletions struck through, insertions in bold face):

Seven members elected from the faculty for three-year overlapping terms; one member to be elected from each of the following electoral divisions: Behavioral and Social Sciences; Natural Sciences, Mathematics and Engineering; the Graduate School of Education and Allied Professions; School of Business; and School of Nursing; and two members from two different departments in the Humanities. The Directors of Library Services, Distance Education for University College, Administrative Computing, Media Center, and Computing and Network Services The Senior Vice President for Academic Affairs or designee, the University Librarian or designee, the Chief Information Officer, and the Directors of Academic Computing and the Media Center shall be ex officio members.

MOTION PASSED 11-0-1
MEMORANDUM
Faculty Salary Committee
Fairfield University

TO: All Members of the General Faculty

FROM: Faculty Salary Committee (FSC)* and Trigger Committee**

DATE: November 11, 2014

RE: Report from Trigger Committee and FSC on Health Insurance Cost-Shares for 2015

WITH ACADEMIC COUNCIL MOTIONS ADDED AT THE END

On September 17, 2014, the Faculty Salary Committee received from the administration proposed health insurance cost-shares for 2015. These have employee cost-shares increasing by 14.7%. The Trigger Committee, approved by administration and the faculty last year, is “triggered” when cost-shares increase by 6% or more and is charged to determine whether the increase is justified and report their findings to the General Faculty through the FSC before the rates take effect.

In short, based on all the information provided to us by the administration, we find that the proposed health care cost-share increase is not justified. There is no evidence to indicate that the rates have been developed accurately. The rates are not consistent with agreements reached between the faculty and the administration in prior years.

1. The amount that covered employees contribute to health insurance costs is increasing by 14.7%. The amount that the University contributes is increasing by only 2.5%. (Mercer “Fairfield University 2015 Medical and Pharmacy Projection,” 10/23/2014, page 8).

2. From the data we have seen, there appears to be no connection between the premium determined for Fairfield employees by the administration’s consultant and any actual premium charged by Aetna for equivalent coverage. We are concerned that the administration (and its consultant) have an inherent incentive to overestimate projected costs. According to the University spokesperson, the rates were set after much discussion among administrators with many different positions being raised. Although the FSC is charged to discuss salary and benefits with the administration, the FSC was neither included in nor even aware of these discussions. The 2015 rates appear to have been set not in relation to any cost but to an already inflated 2014 budget.

3. Faculty agreed to increase their share of premiums beginning January 1, 2014 in exchange for an increase to base salary of $1480 per employee. The employees’ share in 2014 (for Option 1 and HSA) did not reach the intended 20% of the premium (but, see 4. and 5. below). The administration’s proposal increases our share with no additional increase into base salary.

4. The most recent figures for our most widely used plan (Option 1), show that the amount set aside to cover health care costs turned out to be higher than actual health care costs (Mercer’s "Fairfield University Experience Report," 10/3/2014, page 9):
   a. Over 12 months ending August 2014, the budgeted cost of this plan is $6,571,097.
   b. Over 12 months ending August 2014, the actual cost of this plan is $4,011,001.
   c. Budgeted costs for this plan option are over actual costs by 63.82% ($6,571,097/4,011,001) – a surplus of over $2.5 million dollars.
   d. The administration wants to raise faculty premiums for this plan by 15.1% for 2015.

5. The most recent figures for our second most widely used plan (Option 4), show that the amount set aside to cover health care costs is also higher than actual health care costs (Mercer’s "Fairfield University Experience Report," 10/3/2014, page 12):
   a. Over 12 months ending August 2014, the budgeted cost of this plan is $3,440,138.
   b. Over 12 months ending August 2014, the actual cost of this plan is $3,119,489.

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c. Budgeted costs for this plan option are over actual costs by 10.3% ($3,440,138/3,119,489).
d. The administration wants to raise faculty premiums for this plan by 15.1% for 2015.

6. Instead of lowering faculty premiums to reflect the overcharge of 63.82% for Option 1 and 10.3% for Option 4, the administration is proposing to raise faculty premiums by 15.1% for Options 1 and 4. These two plans cover roughly 75% of all employees (faculty and staff).

7. Looking further back, our actual costs for health care claims have gone down: health insurance claims for the current 12-month period (ending August 2014) are 7.55% lower than health insurance claims for the previous 12-month period (ending August 2013). (Mercer “Fairfield University Experience Report,” October 3, 2014, page 4)

8. Over the same time period, the administrative costs have gone up: administrative costs for current 12-month period (ending August 2014) are 9.1% higher than administrative costs for previous 12-month period (ending August 2013). (Mercer “Fairfield University Experience Report,” October 3, 2014, page 4)

9. It is important to put this current report in context. For decades, Fairfield University guaranteed healthcare for all its employees as a benefit of employment; this institutional policy was in the tradition of the Jesuits. A few years ago, the president pressed the faculty to share some of the rapidly increasing costs. After accepting below-inflation raises for many years (to absorb some of the above-inflation increasing costs of healthcare), the faculty reluctantly agreed to cost-share health insurance premiums, not inflated budgeted costs.

The Trigger Committee finds that the proposed cost-share amounts for 2015 are not justified and recommends that the FSC reject these rates for the reasons articulated here. The FSC agrees with these conclusions and accepts the recommendation of the Trigger Committee. The FSC does not accept the proposed 2015 cost-share amounts.

The FSC would like to acknowledge the very hard work of the Trigger Committee under extreme time pressure, and both the FSC and the Trigger Committee would like to acknowledge the administration for sharing relevant data. The FSC will continue to work with the administration on this matter (a regular meeting is scheduled for Thursday 11/13), and we are working with the Faculty Welfare Committee/AAUP. Please watch your email for further information.

*FSC: B. Crandall, J. Dennin, R. Epstein, S. Huber, I. Mulvey
** Trigger Committee: J. Dennin, W. Hlawitschka, S. Huber, I. Mulvey

The FSC brought this matter to the Academic Council on 11/10/2014 as a Petition for Immediate Hearing, and the following motions were passed. The first and third motion passed unanimously; the second motion was 16 in favor and 1 opposed.

**MOTION.** The AC instructs the FSC to investigate the annual equivalent premium from Aetna for our health insurance options, and discuss the 2015 cost-share amounts with the administration in light of that information.

**MOTION.** The AC requests that the Executive Secretary send a letter to President Von Arx requesting that he send a representative to the AC to explain exactly how the health insurance premiums for 2015 have been determined.

**MOTION.** The AC strongly recommends that the MOU/BPO for next year has a cap on the increase for cost-share amounts.
Comparison of 2014 and 2015 Cost-Share Amounts

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