These minutes were approved by the General Faculty on September 18, 2015.

Proxies were held by: for:
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Peter Bayers Emily Orlando
Audrey Beauvais Suzanne Chaplik
Patricia Behre Elizabeth Hohl
Cecelia Bucki Anna Lawrence
Cecelia Bucki Danke Li
Pat Calderwood Paula Gill Lopez
Bob Epstein Dennis Keenan
Johanna Garvey Kris Sealey
Johanna Garvey Elizabeth Petrino
Shannon Gerry Shelley Phelan
Sonya Huber Jocelyn Boryczka
Jen Klug Geoff Church
Jen Klug Tod Osier
Joan Lee Dawn Massey
Margaret McClure Linda Henkel
Laura McSweeney Shannon Harding
Iman Naderi Arjun Chaudhuri
Laura Nash David Lerner
Jessica Planas Catherine Sumpio
Jessica Planas Joyce Shea
Shawn Rafalski Matt Coleman
Shawn Rafalski Ryan Drake
Kraig Steffen Eileen Reilly-Wiedow
Kraig Steffen John Miecznikowski
Toby Svoboda Marcie Patton

General Faculty Secretary Susan Rakowitz called the meeting to order at 4:00 p.m. and announced that President von Arx had appointed Prof. Alison Kris as 2015-2016 Chair of the General Faculty.

1. Announcements

Provost and Senior VP for Academic Affairs, Lynn Babington, made the following announcement:

I recognize that during the first scheduled faculty meeting this year on 9/18, I will be introducing new faculty and kicking off the new year, but I wanted to take a few minutes this afternoon to share with you the progress we have made in identifying ways to reward and incentivize innovation.

The handouts that you hopefully picked up on your way in today [attached to these minutes] outline three general areas of innovation.

The first is pedagogical innovation and we have been offering faculty workshops and stipends through various centers to support new course development for some time. In addition to those opportunities, we launched the IPad distribution this week to all faculty. This has been very successful and as of this afternoon, we have distributed 182 iPads.

The second are that we have been able to procure money to support new on-line course development. Faculty can apply for a $2500 grant to support the development of an online course, either a new course or taking an
existing course and moving it to online. Our goal is to have at least one online course offered next summer in all of the general areas of the Core. If we can achieve that, we will not allow our current students to take required courses at other institutions over the summer if they are offered online at Fairfield. The details of this application process will be available in the next week or so and will be sent out on faculty announcements and placed on the Academic Affairs (AA) website.

To support this initiative, we are hiring an educational technology specialist with expertise in online education. This person will be hired in the next few weeks and will be located in AA, but will work in collaboration with academic computing and the CAE. Their role will be specifically to work with faculty.

The final area is faculty research. There are two opportunities here.

a. Currently there are a number of faculty (particularly in the STEM fields) who are PIs on government sponsored grants (federal, state and local) where the University receives indirect cost allocations. In working over the summer with my colleagues from other AJCU schools, I have been able to get FU to agree to support a fund share with faculty/department/schools of 15%. This is actually higher than at other AJCU schools. What this means is that 15% of the administrative fees awarded to the University will go back to the PI/department and/or school. Schools and departments will determine the split between the PI and the general department or school fund. These monies can support student workers, research, travel to disseminate study results, money to fund pilot projects, etc. The policy supporting this initiative with all of the details will be posted on the AA website.

b. Finally, we have procured some funding to support the development of larger research grants at both the corporate, foundation and governmental levels. Details are on the handout and again, faculty announcements will include the application process (and it will be on the AA website).

Finally there will be 10 Presidential Innovation Awards ($5000) each to recognize faculty and staff who generate innovations that result in significant cost savings to the University or generate additional revenue. Details of this award will be forthcoming.

We hope that this is only the beginning of a University wide movement toward innovation in both the way we do business at the University and our educational programs.

You, our faculty, are not only experts in your own specific disciplines but possess the creativity and energy to identify and develop innovations that contribute to the education of our students and the success of the University.

I would be happy to take questions, however I know that we have a very short time today for this important agenda, so I suggest that if you have specific questions, you can speak with me after the meeting OR if you send me questions by email, then during the 9/18 first faculty meeting, I will attempt to answer them.

Thank you!

2. Consideration of a 2015-2016 Memo of Understanding/Benefits Plan Overview

Prof. Chris Bernhardt, Chair of the 2015-2016 Faculty Salary Committee (FSC), made the final presentation from the 2014-2015 FSC. The slides accompanying his presentation are attached.

He began with an overview of the official timeline, noting that if we approved the MOU/BPO under consideration today, then we could be back on track for receiving the new salary in September. He reminded the Faculty that we tried to finish the process at the end of last semester. The FSC was close to an agreement with the administration and on May 27 brought a proposal to the General Faculty that they hoped would be acceptable to the administration. That proposed MOU was accepted by the Faculty, and its terms were almost entirely acceptable to the administration, but the administration insisted on some additional language.

Prof. Bernhardt then reviewed the terms. There is a 1.5% salary increase, distributed as standard merit. There is an additional 1% salary give-back for all continuing faculty. Furthermore, the BPO contains changes, detailed on slide 5. Most significantly, a deductible has been added to the PPO, and the HSA deductibles are increasing. All of these terms were accepted by the Faculty and the administration in May. The changes in terms from the May 27 proposal concern adjunct/overload pay and salaries at the associate professor rank. [These changes are explained in the memo from the FSC accompanying the materials for today’s meeting.]
The new language requested by the administration consists of 3 paragraphs shown on slides 7-9. The first paragraph relates back to the 2011-2012 academic year when we had a shortfall in students. The administration asked for givebacks and the Faculty agreed to a 1% decrease in the university’s contribution to our retirement accounts. Last year, when the administration restored staff compensation cuts from that same period, the FSC asked for restoration as well for faculty. The administration agreed to 1%, but in salary, not retirement. They also insisted that the initial give-back was never formally described as temporary and that moving forward, all agreements need to be put in writing. That’s what paragraph a of the new language is about. In addition, paragraph c states that the 1% is not an offset for health care plan design changes in the 2015-2016 BPO.

Prof. Bernhardt went on to explain paragraph b. The Journal of Record describes our current merit pay system. Part of that system is that when salary increases are above cost of living, higher levels of merit pay should kick in. The FSC has argued that considering cost of living in only one year is problematic so that language should be tweaked. In the meantime, they asked to have all of this year’s increase distributed as sustained merit. The administration agreed but insisted on the language in paragraph b forming a committee to look into post tenure review. He thinks that this language is talking about merit because it explicitly says that if no agreement is reached then the current merit system remains in effect.

He concluded by stating that the 2014-2015 FSC, Profs. Crandall, Epstein, Huber, Mulvey (chair) and himself, are unanimously recommending acceptance of this MOU/BPO. He also acknowledged the help of the other faculty members from the Healthcare Committee, Profs. Hlawischka and Tucker.

At this point, the floor was opened for questions. Prof. Gisela Gil-Egui asked whether the new language meant that there is no commitment from the administration that the 1% increase will be permanent. Prof. Bernhardt explained that the 1% is going into base salary.

Prof. Eric Mielants asked about the administration’s rationale for revisiting the merit system. Prof. Bernhardt said that he thought it was a response to the faculty’s concerns about the current distribution system. He doesn’t think there’s an ulterior motive. They want to talk about problems raised by faculty.

Prof. Cecelia Bucki began with her appreciation for the interminable hours put in by the members of the FSC. Returning to the 1%, she noted that restoration in salary is not equivalent to getting that amount in retirement contribution because salary is taxable. Prof. Bernhardt said that faculty members could choose to divert it into their retirement accounts tax-free. He acknowledged Prof. Bucki’s point that that is only true if the faculty member has not already maxed out his or her retirement contribution.

Prof. Bucki asked if we will ever see the retirement contribution back at 10%. Prof. Bernhardt said that we can’t talk about going to 10% as restoration for the change made in 2011-12, but we could argue for an increase. Prof. Bob Epstein, member of the FSC, reminded the Faculty that we weren’t forced to reduce the retirement contribution; we agreed to do so for the health of the institution in a moment of crisis. This language says that the discussion of what we’re owed is over. It doesn’t foreclose any future discussion of what the retirement contribution should be.

Prof. Bucki then noted the administration’s new emphasis on what’s written. She wondered whether there is a danger in committing in writing to a committee examining post-tenure review. Prof. Bernhardt said that if the MOU passes then the Academic Council will set up the faculty membership for the committee and give it a charge. Any recommendations will come back to the faculty, so he doesn’t see much danger.

There were no further questions.

Motion [Bernhardt/Scheraga]: that the General Faculty accept the MOU/BPO presented with the materials for the 9/2/2015 General Faculty meeting.

Motion passed with 15 opposed.

3. Adjournment

A motion to adjourn [Bernhardt/Caster] was uncontested at 4:27 p.m.

Respectfully submitted,
Prof. Susan Rakowitz
Secretary of the General Faculty
Faculty Incentives for Innovation

The fast-paced and globally interconnected world that unfolds before us is asking use to recreate and reimagine our institution if we are to remain true to our mission – to transform the world for the better through education.

We are introducing the following incentives in calendar year 2015-16.

FACULTY INCENTIVES

1. Pedagogical Innovation
   a. NEW ipads for all full time faculty and used ipads for part time faculty
   b. CAE Grants and Programs
      i. Pedagogical Innovation Mini-grants
      ii. Use of mobile devices in the classroom
      iii. The ins and outs of flipping a classroom
      iv. Teaching computer applications through the Cloud
      v. Meeting the needs of the 21st century learner through use of technology
      vi. Course Design Institutes
   c. Office of Service Learning Course Development Grants
   d. Applied Ethics Course Development Grants
   e. Humanities Institute Grants

2. On-line Course Development
   Faculty can apply for a grant to support the development of one of the Core courses (either the University Core or the core classes in the major) as an on-line course to be taught within the next calendar year (Spring 16, Summer 16, Fall 16). The deans will review applications and award $2500 grants on the following schedule: October 15, 2015, January 15, 2016 and May 15, 2016.
   Details on the application process will be forthcoming.

3. Faculty Research
   a. Faculty/Dept./Schools share in administrative overhead on extramural funding. To further support research, when a grant includes indirect costs for the University, a portion of those funds will be returned (to the school/ Dept/ investigator) will be 15% of the monies allotted to the University. A detailed policy is forthcoming.
   b. Support for developing and submitting research and institutional grant proposals (competitive process)
      i. Budgets over $500,000 = $2000 incentive
      ii. Budgets between $100,000-$500,000 = $1000 incentive
      iii. Special circumstances for budgets less than $100,000 = $500.
   Details on the application process will be forthcoming.

FACULTY AND STAFF INCENTIVES

4. President’s Annual Innovation Award for Faculty and Staff: There will be 10 awards for $5000 each that recognize innovations that either generate additional revenue for the University or decrease expenses.

More details on the annual innovation award will be forthcoming.
Faculty Salary Committee 2014/2015
Presentation to the General Faculty
September 2, 2015

Official Timeline

- October  Faculty/administration discussions start
- February Faculty approve MOU/BPO
- March Trustees approve budget
- June Contract letters sent to faculty
- September Faculty start receiving new salary
- January New health insurance premiums start

Reminder

- Proposed MOU contained:
  - 1.5% salary increase distributed as standard merit
  - 1% salary give-back for each faculty member

Reminder – cont.

Proposed BPO changes:

- Current PPO 2 becomes framework for single PPO option.
- Introduce deductible to PPO: $500/$1,000
- Lower in-network OOP maximum to $2,500/$5,000
- PPO: OON deductible increase from $200/$400 to $700/$1,400
- PPO: OON OOP maximum increase $1,200/$2,400 to $1,700/$3,400
- HSA: increase in deductible $1,500/$3,000 to $2,000/$4,000
- HSA: Increase OOP maximum: from $3,000/$6,000 to $3,500/$7,000

May 27 meeting of General Faculty

- FSC presented an MOU/BPO that had not been approved by the administration.

- The motion to accept the MOU/BPO is passed by the General Faculty (93 – 19)

Subsequent events

- The Administration agreed to accept the MOU/BPO approved by the GF provided additional language was included in the MOU. The BPO was accepted without change.

  (Corrections were made to the max/min associate rank and to adjunct pay.)
The increase [of 1% of 2014-15 salary to each faculty member] is agreed to and conditioned on the following stipulations:

(a) all claims regarding past retirement contribution reductions and/or other undocumented claims are resolved and that going forward, any material commitments be reduced to writing, and

(b) the agreement to form an appropriate group made up of faculty and administration to discuss in earnest the feasibility of a post-tenure review system that could replace the current merit system and be in place for FY 17 (2016-2017). If no change is mutually recommended by this group, it is understood that the current system for distribution of merit remains in full force and effect.

(c) the faculty acknowledge that the increase does not constitute an offset to compensation for changes made to health care plan design as set forth in the BPO.

It is the unanimous recommendation of the FSC that the GF pass the following:

MOTION: The General Faculty accept the MOU/BPO presented with the materials for the 9/2/2015 GF meeting.