

FWC/AAUP NEWSLETTER

Faculty Welfare Committee/American Association of University Professors

February 28, 2005

NOTICE!

GENERAL FACULTY MEETING RECONVENING

NOTICE!

**Thursday, March 3
4:15 -- SON Auditorium**

A motion was on the floor last Friday, and being debated, when a request for a quorum call revealed that the group was one member short of a quorum. As a result, the meeting was recessed. The motion came after the Salary Committee reported that about half of the money freed up by increasing co-pays would be used to fund merit pay. The motion is below.

MOTION. The General Faculty rejects raising co-pays for the purpose of funding additional merit.

We urge you to come to the reconvened meeting this Thursday to vote on this motion, which is still on the floor. If you cannot attend, assign your proxy to another faculty member. Note that a faculty member can be assigned at most two proxies. Also, stick around for the FWC reception and social following the meeting. We all need to work together to resolve these issues.

If you have any questions, please email or call Irene Mulvey, General Faculty Secretary, (mulvey@mail.fairfield.edu, x. 2199).

Funding Merit on the Backs of the Ill

In a startling presentation to the General Faculty last Friday, the Faculty Salary Committee distributed a proposal from the administration to increase substantially the co-pay for a variety of medical services. An administration representative claimed this plan would benefit an outstanding faculty member who is healthy and hurt a sustained faculty member who is ill, according to the FSC report. This statement implies that the additional funds realized by the benefit cut-back would be fed into additional merit, not sustained merit.

Only half of the savings from the new plan would be returned to the faculty in the form of salary, and that money would now be taxable. To honor the spirit of the *Guiding Principles for Faculty Compensation at Fairfield* and to maintain buying power over the years for those receiving sustained merit, the sustained merit this year must be set at 4.7%. Yet the current proposal for the entire salary pool, reports the FSC, is 4.0%. Whether one looks back three years or seven years, those receiving sustained merit are 1.4% behind the increases in the CPI.

It's already unfortunate and unfair to have many faculty trailing the CPI so as to fund additional merit. And now, under the administration's new proposal, the burden of funding the additional merit pool would be borne by those needing the most medical attention: people with chronic illnesses, recovering from injuries, on maintenance drugs, with a number of dependents, and needing surgeries. The proposal penalizes anyone who gets sick. It's hard to imagine a more morally bankrupt system.

Last Friday, a motion was made to oppose using co-pay increases to fund additional merit. The sense of the motion was that if co-pay increases are going to be discussed, these new funds should not be used to reward outstanding faculty members. After a motion to table by Dean Snyder was soundly defeated, discussion came to an awkward halt when Dean Solomon invoked section I.A.4.e. of the Faculty Handbook by requesting a roll call to determine the presence of a quorum. The body was one person short of a quorum. The meeting of the General Faculty was recessed until called to reconvene by the Secretary of the General Faculty.

The administration refers to "savings" from this proposal, but their "savings" is you paying more when you need medical attention. No faculty member wants his or her raise to be funded by the illnesses of colleagues and their families.

ANNOUNCEMENTS

SAVE THE DATE!

Thursday, April 14, 6:00 p.m. – 9:00 p.m.

Connecticut State Conference - AAUP Annual Meeting

Keynote speaker – Svetlana Mintcheva, Ph.D.

Director, Arts Program, National Coalition Against Censorship, New York City

The Graduate Club, New Haven

Please contact George Lang (x. 2217, lang@cs.fairfield.edu) if you would like to attend. The FWC will pay for a portion of your dinner.

From Our Retiring Colleagues

This May will see the retirements of several faculty members who have contributed tremendously to the faculty at Fairfield University, and to the growth and development of our faculty governance structure and the FWC. Please look for a series of newsletters that will highlight their comments as they complete their lengthy careers on our faculty. We will feel the loss of these terrific colleagues!

BROWN BAG LUNCH – FDR Wednesday, March 16, 11:00 – 1:00

“Designing Appeals Processes for Merit Pay Decisions”

Come discuss this important issue with faculty colleagues. The FWC will provide delicious desserts!

UPCOMING AAUP EVENTS

Annual Meeting -- June 9 - 12, 2005 -- Washington, DC

Summer Institute – July 21 – 25, 2005 – University of New Hampshire

If you are interested in the activities of the state or national AAUP, please contact George Lang. (lang@cs.fairfield.edu, x. 2517, Math Dept.) The FWC will defray expenses for faculty who are willing to attend workshops and meetings and then return to campus and share their experiences with others. For further information on any of these opportunities, see the AAUP website at <http://www.aaup.org>.



Check us out at <http://www.faculty.fairfield.edu/fwc>