

## **FWC/AAUP CONSTITUTION**

### Article I - Name of Organization

The name of the organization shall be the Faculty Welfare Committee/American Association of University Professors (FWC/AAUP). This organization is an ad hoc committee of the General Faculty of Fairfield University and an affiliate of the national American Association of University Professors.

### Article II - Purpose

The FWC/AAUP shall facilitate cooperation among teachers and research scholars at Fairfield University and other universities and colleges, for the promotion of the interests of higher education and research, and in general to increase the usefulness and advance the standards, ideals, and welfare of the profession. FWC/AAUP activities promoting these professional interests shall be restricted to activities within the meaning of section 501(c)(3) of the Internal Revenue Code. FWC/AAUP activities will include promoting academic freedom and tenure, promoting the economic status of the faculty, encouraging participation in faculty governance, facilitating the dissemination of information on higher education principles and practices, informing the academic community about AAUP standards and policy statements, and developing necessary and proper chapter programs for the accomplishment of the aforementioned purposes.

### Article III - Membership

Any member of the General Faculty of Fairfield University may join the FWC/AAUP. Dues for such members are set annually by the membership and may be paid through payroll deduction or in semi-annual amounts. An adjunct faculty member at Fairfield who is a member in good standing of National AAUP may join the chapter by paying chapter dues each semester. Dues for such members are set annually by the Executive Committee and are paid directly to the Treasurer.

### Article IV - Officers

- A. Officers shall be President, Vice-President, Secretary, and Treasurer. They shall be elected by the membership for two-year terms that shall begin June 1 of even-numbered years.
- B. The President shall assume executive responsibility for all organizational activities and preside over meetings of the Executive Committee and of the FWC/AAUP membership.
- C. The Vice-President shall assume such functions and responsibilities as the President may delegate, and in the absence of the President shall act as President.
- D. The Secretary shall be responsible for the taking and maintaining of minutes at Executive Committee and general membership meetings, and shall be a member of the Communications Committee *ex officio*. In the absence of both the President and the Vice-President, the Secretary shall act as President.

E. The Treasurer shall be responsible for dues collection, whether by semi-annual payment or by payroll deduction, for the payment of all bills approved by the Executive Committee, for the preparation of an annual budget and financial report, and for maintenance of a membership list.

F. In the event of a vacancy in the office of President, the Vice President shall assume that office for the remainder of the unexpired term. In the event of a vacancy in any other office, the President shall, within two weeks, name an interim replacement, with the advice and consent of the Executive Committee. If the length of the unexpired term is more than six months, a special election shall be held to fill the position, following the procedures of Article IV.

G. Removal of officers shall be initiated by a majority vote of the Executive Committee or by petition of ten percent (10%) of the membership. Elected officers may be removed by a two-thirds vote of the membership.

H. The Executive Committee shall appoint a Membership Director to oversee the maintaining of the membership list and the active recruiting of new members for the FWC/AAUP.

#### Article V - Executive Committee

The ordinary workings of the FWC/AAUP shall be governed by an Executive Committee composed of the officers of the FWC/AAUP and four members elected at large, for two-year terms to begin coincidentally with the terms of the officers. An effort will be made by the individual conducting the election to encourage nominees from all schools. Meetings are open to the general membership.

#### Article VI – Distribution of Revenue

No part of the revenues of the FWC/AAUP shall inure to the benefit of, or be distributable to its members, officers, or other private persons, except that the Executive Committee shall be authorized and empowered to approve reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in this document.

No substantial part of the activities of the FWC/AAUP shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the FWC/AAUP shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office.

Notwithstanding any other provision of these articles, the FWC/AAUP shall not carry on any other activities not permitted to be carried on (a) by an entity exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or (b) by an entity, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

#### Article VII – Distribution of Assets Upon Dissolution

Upon the dissolution of the FWC/AAUP, assets shall be distributed to the American Association of University Professors, which is a charitable and educational organization, and such assets shall be used for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of Fairfield County, Fairfield, CT, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

## Article VIII - Constitution Ratification and Amendment

This Constitution shall be ratified or amended by a vote of two-thirds of the members.

### By-Laws

#### I. Meetings

General membership meetings shall be called at the discretion of the Executive Committee or by petition of ten percent (10%) of the members. Members unable to attend a meeting may vote by proxy; no member may hold more than 4 proxies.

#### II. Elections

Elections for officers and at-large members of the Executive Committee shall be held before the close of the academic year in even-numbered years. The election shall be conducted by a member appointed by the President who has served on the Executive Committee in the last 5 years and is not running for any office. Winners shall be decided by a simple majority of those present or voting by proxy. Nominations shall be from the floor.

#### III. Standing Subcommittees

The following Subcommittees shall be staffed by volunteers from the general membership. Subcommittee size is not fixed except for the Steering Subcommittee. Chairs of these Subcommittees shall be appointed by the President after consultation with the Executive Committee. Recommendations of the Subcommittees shall be forwarded to the general membership through the Executive Committee.

##### A. Academic Freedom and Tenure

Committee A, the Academic Freedom and Tenure Committee, shall promote AAUP Policies in the area of academic freedom and tenure. Its activities shall include reviewing related policies at Fairfield University and providing advice and counsel to individual faculty in such matters. Its efforts will be coordinated with state and national AAUP organizations.

##### B. Committee on Contingency and the Profession

The Committee on Contingency and the Profession deals with issues related to, and works to improve conditions for contingent faculty.

C. Committee on the Status of Women

Committee W, the Committee on the Status of Women, shall promote AAUP policies on the status and concerns of women in the academic profession. Its efforts will be coordinated with appropriate university committees. Committee W will provide advice and counsel to individual faculty members on gender issues and on family issues. The Committee acknowledges that issues traditionally viewed as concerning women also have an impact on male faculty.

D. Steering

The Steering Committee shall be active during negotiations and during periods of formal university-wide planning. Its membership shall consist of the Executive Committee and those members of the Salary Committee who are also members of the FWC/AAUP. It shall assist the Salary Committee in the development of negotiating strategies, provide support through the national AAUP Collective Bargaining Congress, and coordinate efforts with the Communication Committee. During formal periods of university planning, the Steering Committee shall invite participation of those members of the University Planning Committee who are also members of the FWC/AAUP. It shall assist the faculty members of the University Planning Committee in the development of plans which further the cause of excellence in education. The President shall serve as Chair of the Steering Committee.

E. Communications

The Communications Committee shall have editorial responsibility for the publication of the FWC/AAUP Newsletter. It shall, subject to review by the Executive and/or Steering Committee, determine the frequency and content of the Newsletter. The Secretary shall serve as chair.

F. Membership

The Membership Committee shall assist the Treasurer and the Membership Director in maintaining the membership list and actively seeking new members for the FWC/AAUP.

IV. Procedure for Use of Funds

The President, Vice President, Secretary, and Treasurer of the Committee on Faculty Welfare are authorized to act as follows:

1. The Treasurer shall have charge of and be responsible for all funds paid to the Committee by its members;

2. The Treasurer shall deposit all such funds in the name of the Committee in bank accounts selected by a majority of the officers of the Committee;
3. All expenditures of funds must be for a purpose approved in advance by a majority of the dues-paying members of the Committee;
4. All withdrawals of funds shall be authorized by a majority of the officers of the Committee up to a total of **\$5,000** in any single three-month period, and any expenditures above that amount shall be authorized by a majority of the dues-paying members of the Committee;
5. The Treasurer shall keep all records and accounts of the funds paid to the Committee and shall account annually to the members of the Committee on the status of the Committee accounts;
6. All records and accounts of the Committee, other than the identities of the contributors, shall be open for inspection by any member of the Committee at any reasonable time and place.
7. The officers are authorized to spend up to \$1,000 per semester from the fund, at their discretion, for minor expenses incurred on behalf of faculty welfare.

V. Ratification and Amendment of By-Laws

These By-Laws shall be ratified or amended by a vote of fifty-one percent (51%) of the members.

Revised April 2014