

Faculty Welfare Committee

Excellence in Education



Greetings from the FWC/AAUP President:

Greetings to all from the Faculty Welfare Committee/AAUP. This edition of the newsletter will bring you up to date on activities that we have sponsored in the past few months, and inform you of events scheduled for the near future.

The FWC/AAUP is a unique creation of the Fairfield University faculty insofar as it joins with the national American Association of University Professors, endorsing that organization's objectives and goals, but also establishing its own specific priorities. These include protecting academic freedom, preserving the faculty's role in shared governance, improving salaries and benefits, and pursuing a grievance process and accountability.

In recent years, the FWC has sponsored events such as:

- Faculty attendance at workshops on leadership, bargaining, and other topics
- Consultants to the faculty on university finance and merit pay
- Picnics and softball games
- Brown bag lunches on topics related to improving the quality of faculty life
- Receptions following faculty meetings and graduation

Although the FWC/AAUP is just beginning its second decade, Fairfield's faculty has leaned on the AAUP for many years. Our Faculty Handbook includes a commitment to the AAUP statement on Academic Freedom and Tenure, and our maintaining our standing in the annual AAUP salary survey is part of our Memo of Understanding. The AAUP statements on academic freedom, tenure, governance, and justice are some of the best articulated comments on the academy.

The growth and strength of the FWC, our local AAUP chapter, has had two major effects. Consistent with the original goal in establishing the FWC, we have resources to bring professional help as we face complex issues. We consulted a labor attorney when we amended the description of medical coverage in our Handbook, brought an expert on compensation systems on campus to illuminate issues on merit pay, and sent colleagues to workshops on negotiation and governance.

We also support faculty in the state and nation by maintaining a strong local chapter. Our faculty members have helped with organizing efforts at other campuses, served on national and state committees, and given workshops at national meetings. Like public radio, the AAUP's services are available to everyone but, like public radio, its effectiveness depends on the support of a large number of faculty.

Though our training in our disciplines labels us as economists, theologians, writers, etc., we are all university professors. The strength of any university is grounded in the strength of its faculty and the strength of the faculty is grounded in its ability to articulate and promote fundamental academic values. There is a good body of faculty serving our interests through the FWC/AAUP, faculty continually striving to infuse the academy with the highest ideals.

Kathryn Nantz
President, FWC/AAUP

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Academic Freedom
for a
Free Society



FWC AND AAUP NEWS AND EVENTS

Upcoming events - mark your calendar!

UPCOMING FWC AND AAUP EVENTS:

Faculty Welfare Committee
Brief Meeting Open to all Faculty Members
Friday, October 17 at 3:30 in SON 203
(School of Nursing Auditorium)

We're going to kick off the academic year with a brief, open meeting for all faculty members. Watch your email for an agenda and, *of course*, the meeting will be followed by a gala reception - hosted by your FWC/AAUP. The Executive Committee meets regularly to conduct business on your behalf, but since there's so much going on this year, we want to include the membership more closely in our planning efforts. Here's your chance to get informed of our plans for the academic year. Our goal is to *promote faculty welfare, in the broadest sense*, so give us your input, and get more involved in giving direction to our efforts. Then, catch up with colleagues over snacks and beverages. We hope to see you there.

Brown Bag Lunch: Making the Committees Work for you
Wednesday, October 29 in the Faculty Dining Room

Are you helping to develop a new program and looking for advice on the committee approval process? Have ideas, but are unsure where to go with them? The faculty governance structure is how faculty, working with appropriate administrators, create and implement policy. Come and learn about the system and how it can work for you. As always, the FWC will provide snacks.

Breaking News: As we go to press, we have been informed that our grant requests to the Collective Bargaining Congress of the AAUP were successful! At the Oct. 4 CBC meeting, we were awarded one grant to help with recruitment efforts and another grant to fund a visit to campus by an outside expert to help the faculty deal with the current governance issues on campus. More in the next issue...



FWC AND AAUP NEWS AND EVENTS

Brief reports on recent events:



RECENT FWC AND AAUP EVENTS:

FWC Faculty Family Picnic and Softball Game: Although the softball game may have been a little more competitive (and the score decidedly more lopsided) than in years past, a good time was had by all. The picnic was a great success, as evidenced by the need to send out for emergency pizza when the softball players joined the picnic-ers. (Thanks, Kraig!) We had a delightful time welcoming our new faculty colleagues to our community. Check out photos from the picnic on this page and page 2. We look forward to a pleasant and productive year together. Get involved!

CT State Conference-AAUP Annual Spring Meeting:

We had a wonderful turnout at the CSC-AAUP spring meeting, including a large contingent of faculty members from Fairfield. Check out the detailed report on pages 4 and 5 of this newsletter.

AAUP Summer Institute 2008 at the University of RI in

Kingston July 24-27: Four members of our chapter attended the AAUP's Summer Institute at URI. Kathy Nantz and Rick DeWitt attended workshops on faculty advocacy, Faculty Handbooks, and developing shared governance. Susan Rakowitz attended a four-part workshop on contract negotiations. Irene Mulvey attended workshops on organizing and building your chapter, and on Higher Education Data and Research. We all agreed that this was a good opportunity but it would be even more useful if we were able to send a couple of faculty leaders along with up-and-coming faculty leaders. Interested in attending Summer Institute 2009? There are lots of funding opportunities available. Talk to any FWC officer.

Ninety-fourth Annual Meeting of the AAUP, June 12-15 in DC:

As always, there was a full program of events at the annual meeting; complete information is at www.aaup.org. The theme was "Scholars in Peril", evidenced by the fact that the keynote speaker, Adam Habib, addressed the group via telephone since his visa has not been restored since being unexpectedly revoked without explanation in Oct. 2006. Of local interest, the AAUP voted to censure the University of New Haven. Read the details at www.aaup.org/AAUP/protect/academicfreedom/investrep/2008/newhaven.htm

2008 Capitol Hill Day, June 12 in DC: Thanks to CSC member, Anne Doyle of UConn for making arrangements again this year. The CT contingent (about 8 faculty members representing Fairfield, the University of Hartford and UConn) visited with aides to all 7 member of the CT congressional delegation to discuss issues related to higher education.

Lots more info at our chapter site, www.faculty.fairfield.edu/fwc, and the national site, www.aaup.org.

The George E. Lang Jr. Award was established October 11, 2007 by the Connecticut State Conference-AAUP Executive Committee in cooperation with Fairfield's Faculty Welfare Committee-AAUP.



The Award recognizes a young faculty member at Fairfield University who has shown awareness of and dedication to important AAUP issues such as academic freedom, faculty governance, and faculty rights and responsibilities.



The first annual George E. Lang, Jr. award was presented to Professor Jocelyn Boryczka at the Connecticut State Conference-AAUP Annual Spring Meeting May 8, 2008

CSC-AAUP Annual Spring Meeting:

The Annual Spring Meeting of the Connecticut State Conference of the AAUP was held on May 8, 2008 at the Graduate Club in New Haven. Fairfield and the Faculty Welfare Committee, our chapter of the AAUP, were prominently featured. Terrence Dwyer (Justice & Law at Western CT State University), Scott Plous (Psychology, Wesleyan University) and our very own Jocelyn Boryczka (Politics, Fairfield) discussed the effect of the "war on terror" on teaching and research in higher education. In addition, the CSC-AAUP presented the first annual George E. Lang, Jr. Award to Jocelyn Boryczka. We had a *great* turnout of Fairfield faculty at the event and were delighted that George's wife, Mary-Beth, and his sister-in-law, Leslie Lang, were able to join us. The citation, which was read by Prof. Irene Mulvey (CSC-AAUP Executive Committee member) is below. The program notes describing our colleague, George Lang, and the George E. Lang, Jr. award are on page 4. The CSC-AAUP continues to accept donations to the George E. Lang, Jr. award fund. If interested in donating, contact any FWC officer.

Citation read to present the first annual George E. Lang, Jr. award Connecticut State Conference Annual Meeting:

I'm thrilled to be presenting the first annual George E. Lang, Jr. award on behalf of the Connecticut State Conference-AAUP. George Lang leaves a legacy of important work at the local, state and national levels - work devoted to the fundamental AAUP principles of academic freedom and strong faculty governance. Some of you are more familiar with his work at the state and national level than I am, but I can tell you from 22 years of working with him and learning from him, his work at Fairfield on behalf of faculty - faculty rights as well as the attendant responsibilities is *unparalleled*. Instead of just dwelling on the enormous loss George's sudden passing left us with, we at Fairfield have redoubled our efforts to continue the kind of faculty advocacy and faculty activism that is surely making him smile down upon us from heaven where I imagine he is working to unionize the angels so they can have more decision-making power over the issues that affect them. (My current standing as a member of the CSC Executive Committee is due to my being appointed to complete George's unexpired term. I can't think of a better place to be.)

The CSC Executive Committee put a lot of effort into figuring out the best way to honor George and his work on behalf of faculty. The subcommittee charged with this task last fall thought that the most appropriate honor would be one that continues his work by honoring a new faculty member at Fairfield who has shown an awareness of the key AAUP issues that underlie faculty governance. The effects of the award are many: it honors George, it recognizes and honors a young faculty member willing to work on behalf of the greater academic community, it strengthens our chapter, and hopefully will breed new faculty activists for years to come. George always made an effort to get to know the new faculty, which is one of the reasons our chapter continues to be very relevant to our current faculty.

The Fairfield AAUP Chapter has decided that the CSC's first annual George Lang award should go to **Jocelyn Boryczka**. Here's why: Jocelyn is, at her core, an activist and local organizer. In her short time at Fairfield, she assumed leadership of the Peace and Justice Studies program and, in that role, organized a group of over 60 students, faculty and staff to attend Iraq War protests in NYC (a huge number for us). She organized a series of public, direct action events on Fairfield's campus called, "Cry for Peace". She facilitated the organization of a student group, Fairfield for Peace Now, as well. She is completing her fourth year on our Faculty Salary Committee where she consistently provided a voice of quiet reason in difficult times. She never shies away from engagement with difficult questions, even when sitting across from the President of the University and discussing faculty positions. She is always willing to do the actual labor of committee work as well, researching mortgage assistance programs at peer institutions and forwarding a proposal that has led to increased attention to the housing pressures on new and continuing faculty at Fairfield.

Faculty advocacy *AND* activism for peace: both very dear to George's heart. Not only will you have a plaque with George's name on it to hang in your office, but the award comes with a most appropriate monetary component: here is a check from the CSC to pay your AAUP dues for one year. Congratulations!



Program Notes from the CSC-AAUP Annual Spring Meeting

George E. Lang, Jr.
6/29/1942 - 5/9/2007

Professor of Mathematics and Computer Science, Fairfield University, 1970-2007

Thoughts from a colleague and friend

One of the most exceptional things about George Lang was his thoughtfulness, in both senses of the word. He always listened thoughtfully and he never spoke unless he had something thoughtful to say. Because this contemplative nature was coupled with a deep understanding, based on years of scholarship and faculty advocacy, of the fundamental principles underlying academic freedom, faculty governance, and faculty rights and responsibilities, he was an invaluable resource to his colleagues at Fairfield, the Connecticut State Conference and the national AAUP, as well as a formidable opponent to any who would oppose those principles.

A list of the offices he held and the accomplishments over his long career is impressive, but it doesn't capture the integrity of his service. George was a man of honesty and intelligence, but he was also a pragmatist – well aware of political realities. One example is how he always made an effort to get to know the new faculty members on a personal level. When a young faculty member managed to speak up at a faculty meeting about a politically charged issue, he would often contact them afterwards to tell them how much he appreciated their remarks. A small gesture perhaps, but this is the kind of thoughtfulness that makes new faculty members feel included, supported and appreciated.

I asked someone, just after George's death, how in the world were we going to manage without him. It was a genuine question – at that moment, I honestly could not imagine life at Fairfield continuing without him. The mutual friend whom I had asked said, "We'll all have to do more." I think it would make George exceedingly happy to know that many of us are doing a lot more, as an inevitable and natural tribute to our friend.

He leaves the best kind of legacy, really. While he was working with us, we never stopped to realize the extent of his accomplishments. Now that he's gone and we reflect on his work and his life, and realize how selflessly he devoted himself to his colleagues and to faculty issues, we're motivated to continue his good work. I'm not sure he would have expected this, but if he were able to somehow see how his colleagues have doubled and tripled their efforts on behalf of faculty and faculty governance, I know he would take it all in very thoughtfully and, when he was ready, have something really interesting to say.



Flo Hatcher, CSC Executive Director; Jocelyn Boryczka, recipient of the first annual George E. Lang, Jr. award; Charles Ross, CSC President



Mary-Beth Lang with Jocelyn Boryczka.

The Faculty Welfare Committee/AAUP at Fairfield University is an ad hoc committee of the General Faculty and an affiliate of the national AAUP. Any member of the General Faculty at Fairfield may join by contacting the membership chair or any officer. Dues are set annually by the membership and can be paid in semi-annual installments or deducted from each paycheck. If you aren't a member, please consider joining. We promote the professional and economic interests, broadly defined, of the Fairfield University Faculty. All our activities are open to all members of the faculty but we are funded entirely by our dues-paying members.

From the Archives:

The following is an excerpt of a memo from Secretary of the General Faculty, Vin Rosivach, to the General Faculty dated August 15, 1985

The following is a schedule of General Faculty activities for Tuesday, Sept. 3:

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| 9:15 | A Mass of the Holy Spirit will be celebrated for the General Faculty in Loyola Chapel. All faculty are welcome to attend. |
| 10:00-10:30 | Coffee/tea and danish for the General Faculty in the Campus Center Faculty Dining Room |
| 12:45 | General Faculty Meeting in the School of Nursing Auditorium. The agenda will be limited to the introduction of new faculty and other announcements. |
| 1:30 | Faculty Development Day in the School of Nursing Auditorium. The topic of the Day will be "The Impact of New Telecommunications Technology on Higher Education". |
| 4:15 | Cocktail Hour. Refreshments at the end of the Faculty Development Day will be provided by the Academic Vice President [Chris Mooney, S.J.] |

One or more of the individual schools may also have faculty meetings scheduled for the morning of the third; if your school is having a meeting, you will be notified by your Dean. Those of you who are Freshman Advisors will receive word from Father Henry Murphy, S.J., on the schedule of morning meetings with your advisees. The morning of the third will be a busy one for all, but I hope you will still find time to stop by the Campus Center from 10 to 10:30 for a danish pastry with your fellow faculty.



Executive Committee: Kathy Nantz, President; Joe Dennin, Vice-President; Bill Abbott, Secretary; Rick DeWitt, Treasurer; Betsy Bowen, Membership; and at-large members: Marcie Patton, Cheryl Tromley, Kate Wheeler, Bob Epstein. Newsletter Staff: All of the above plus Irene Mulvey and Susan Rakowitz.

Faculty Welfare Committee/AAUP
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