

Faculty Welfare Committee

Excellence in Education

FWC/AAUP Recruitment Drive Issue



Thanksgiving greetings from the FWC/AAUP President:

Dear Colleagues,

Welcome to the latest issue of our newsletter, as the end of the fall semester comes into view. Inside you will find information about our Recruitment Drive and the rationale behind our much-needed and long overdue dues increase.

In conjunction with our Recruitment Drive, we are looking forward to a visit on 12/3 from National AAUP staff member, Pat Shaw (see below). Pat's visit is funded by a grant from the National AAUP and we are, as always, grateful to National for their unwavering support of our chapter.

I hope you enjoy this issue put together for you by our newsletter staff. We believe that Fairfield faculty are singularly devoted to our community and to what's best for Fairfield. In keeping with our mission *to promote faculty welfare, broadly defined*, this issue hopes to strengthen and grow our chapter and, to help faculty educate themselves on important issues in order to facilitate conversations across schools and disciplines - and all over campus - on what's best for Fairfield and how we might move forward.

Kathryn Nantz
President, FWC/AAUP

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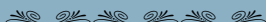
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Academic Freedom
for a
Free Society



Pat Shaw, National AAUP staff, to visit Fairfield on December 3

We are *delighted* to announce that Mr. Pat Shaw, Associate Secretary in the Department of Organizing and Services (DOS) in the national office of AAUP will visit Fairfield all day on December 3 as part of our chapter's Recruitment Drive.

Everyone will have a chance to meet Pat and to talk about AAUP and its value to us as individual faculty members, as a chapter, as a member of the CT State Conference, and as a member of National AAUP. Pat has deep connections and a long history with Fairfield, beginning just after our two-year contract settlement in 1989, going through the arbitration of 1992, and continuing as a consultant and advisor on many issues to many of Fairfield's faculty leaders. Pat is extremely knowledgeable about issues of academic freedom and shared governance and we are honored to have him visit our campus. Scheduled meetings are below. Mark your calendar and watch email for further details.

12:00-1:30 MEETING FOR UNTENURED AND NEWER FACULTY ONLY

Drop in anytime for pizza and informal conversation with Pat and other new faculty members. This is a great opportunity to learn more about AAUP and get an outsider's perspective on Fairfield's chapter. Location TBA.

4:00-5:00 OPEN MEETING FOR ALL FACULTY MEMBERS (Location TBA)

Panel discussion on the history of Fairfield's FWC; brief address by Pat Shaw, raffles and other surprises! As always, followed by a *gala* reception hosted by you (the FWC)!

FWC/AAUP Recruitment Drive/Dues Increase

News Briefs

FROM JANIE LEATHERMAN (POLITICS DEPARTMENT, DIRECTOR OF INTERNATIONAL STUDIES): A recent legislative alert from AAUP informed members of new policies from the Department of Homeland Security regarding border searches of laptops, PDAs and other electronic materials. The new regulations have dismissed the “reasonable suspicion” standard, so Customs and Border Protection can not only search, but copy, keep and distribute materials at will - including copies of entire hard drives. Surely, this will affect research and collaboration for faculty members. For example, faculty working in the areas of human rights, anthropology, ethnography or any other field that depends on confidentiality could find that their contacts and information are at risk. The AAUP signed onto a letter requesting legislation that would provide oversight of Homeland Security on this issue, and members are encouraged to lobby for restoration of more stringent regulations and oversight.

THANKS! to Rick DeWitt and Susan Rakowitz for leading the Brown Bag Lunch discussion on “Making the Handbook Committees Work for You”. We appreciate the feedback from faculty at these events since it helps us to plan future BBLs. If you have a suggestion for a topic of discussion, please contact us.



FWC/AAUP: What's it worth to you?

As we gear up for our Recruitment Drive/Dues Increase project, each member will be required to sign a new payroll deduction form. Current and new members might wonder, “Are the new dues too high?” by which they probably mean, “Are the new dues too high for what I get in return?” That’s an excellent question and we propose to help you answer it in this article. It would take a lot more space than we have to fully describe the benefits of AAUP, but we’ll say what we can. Lots more information is available from any member of the Executive Committee and be sure to make an effort to attend the activities on December 3 when Pat Shaw from National AAUP will visit Fairfield.

First of all, where do your dues go? Well, many of our members may not realize that a large portion of your dues goes to the National AAUP and an increasingly smaller portion remains with our FWC for local activities. From each tenured faculty member, FWC collects \$168/year (\$7/pay period) and this amount has remained the same for **nearly 20 years**. National dues go up every year - they are indexed to the average annual salary increase for faculty and inflation. Last year, National AAUP dues for a tenured faculty member were exactly \$168/year; this year \$173. The amount we have left for local chapter activities has gotten smaller and smaller each year and, since that amount is now less than zero, we have no choice but to increase our dues. (We are reminded of Mr. Micawber’s profound insight from *David Copperfield*, “Annual income twenty pounds, annual expenditure nineteen nineteen six, result happiness. Annual income twenty pounds, annual expenditure twenty pounds ought and six, result misery.”)

What are the National dues used for?

We absolutely cannot do justice in this small space to the scope and importance of the work done by the National organization, but we’ll describe some highlights. Every year, National AAUP receives *thousands* of inquiries from faculty members concerned about violations to academic freedom, tenure, due process and shared governance. Some of these incidents lead to informal resolutions and others lead to full-blown Committee A investigations which may lead to sanction or censure of the offending administration. The May-June issue of *Academic* is devoted to the Committee A investigations; check it out online at aaup.org for the compelling narratives. This important work helps to uphold the standards of our profession and culminates each year at the annual meeting in June where Committee A presents recommendations and the association votes on whether to impose or remove censure. **YOUR FWC DUES PAY FOR THIS IMPORTANT WORK BY NATIONAL AAUP STAFF AND COMMITTEE A.**

Fairfield’s Board of Trustees has committed to keeping faculty compensation at or above the 95th percentile in the AAUP rankings for IIA schools. We applaud this commitment, and the work by faculty colleagues on the FWC and the FSC that led to it being formalized in our Memo of Understanding. But, where do those data come from? **YOUR FWC DUES MAKE POSSIBLE THE COLLECTING, COMPILING AND PUBLISHING OF THIS INVALUABLE DATABASE.**

FWC/AAUP Recruitment Drive/Dues Increase

In addition, the AAUP puts out a number of publications: The "Redbook" a collection of policy documents and reports - some of the most articulate statements on every aspect of the profession; *Academe* with thoughtful, timely articles, delivered to your mailbox and archived online, including the Annual Report on the Economic Status of the Profession; Government Relations newsletter (online and available for free electronic delivery) tracking legislation relevant to our profession at the federal and state level. And, more. **YOUR FWC DUES MAKE ALL THESE PUBLICATIONS POSSIBLE.**

Also, grassroots organizing of faculty all over the country in all sorts of institutions. Litigation to protect the profession: *AAUP, Habib, et. al. v. Secretaries of State and Homeland Security* (ongoing), *AAUP, Ramadan, et. al. v. Secretaries of State and Homeland Security* (ongoing), any number of amicus briefs filed in conjunction with ACLU, National Women's Law Center, AFL-CIO, National Education Association, etc. **YOUR FWC DUES SUPPORT THE AAUP IN ALL THESE ACTIVITIES.**

What are the local dues used for?

The portion of your dues that we collect that does not go to National is kept in the FWC treasury for local activities. All FWC activities are entirely funded by our dues-paying members. As you know, all FWC activities are open to all members of the faculty, but we are funded entirely by your FWC dues. (Think public radio without so many membership drives.)

We work hard to put together, print and distribute newsletters with information that should be useful to all faculty members. We organize Brown Bag Lunch discussions on timely topics. We run the annual faculty attitude survey and put the results online and in a newsletter. **YOUR FWC DUES FUND ALL THESE ACTIVITIES THAT ARE DESIGNED TO INFORM FAIRFIELD FACULTY AND START MEANINGFUL CONVERSATIONS.**

We organize, on a shoestring budget, gala receptions after faculty meetings, breakfast before the General Faculty election meeting in May, picnics and softball games, which are the only events at Fairfield open to all faculty members and their families. And, we're constantly looking for more opportunities to bring people together socially. **YOUR FWC DUES PAY FOR THESE SOCIAL EVENTS, PUT TOGETHER ON A SHOESTRING BUDGET, AND DESIGNED TO BRING FAIRFIELD FACULTY TOGETHER.**

Most importantly, FWC dues have paid for legal counsel when needed. At least twice in the last 5 years, the Faculty Salary Committee consulted an attorney. Once, over unilateral increases in medical co-pays which we were unable to stop, and again over unilateral changes to our contract language that removed reference to the Memo of Understanding; in that case, new, corrected contract(s) were issued. It is essential, going forward, that we have a robust litigation fund since we cannot predict when the faculty might need legal assistance again. **YOUR FWC DUES CONSTITUTE THE LITIGATION FUND.**

Need more reasons to support the local chapter? Talk to any member of the chapter and make an effort to meet Pat Shaw on 12/3. The AAUP is only as strong as its chapters and our chapter is only as strong as its members.

Cold, hard financial facts:

AAUP National dues go up a little bit each year since national dues are indexed to CPI and the average annual salary increase for faculty.

Fairfield's FWC/AAUP dues have not increased since 1989.

In 2008-09, the amount Fairfield's FWC/AAUP collects from each tenured faculty member for dues: \$168

In 2008-09, the amount Fairfield's FWC/AAUP must pay to National AAUP in dues for each tenured faculty member: \$173.

FACT: this leaves us a total of less than 0 dollars for local FWC/AAUP activities. A dues increase is overdue.

Please support Fairfield's Faculty Welfare Committee/AAUP by filling out a membership/payroll deduction form and sending it to the Membership Director, Prof. Betsy Bowen, English Department, DMH 130.

The Faculty Welfare Committee/AAUP at Fairfield University is an ad hoc committee of the General Faculty and an affiliate of the National AAUP.



The Mission of the AAUP:
to advance academic freedom and shared governance, to define fundamental professional values and standards for higher education, and to ensure higher education's contribution to the common good.



From the Archives:

The amount faculty pay at Fairfield for Faculty Welfare Committee/AAUP dues was last increased in 1989.

Remember 1989?

In 1989: George H.W. Bush was US President and Dan Quayle was VP. The Dow Jones industrial average hit a high of 2791 and a low of 2168. The Exxon Valdez spilled 10.9 million barrels of oil off the coast of Alaska; oil, by the way, was selling for \$15/barrel. Hundreds died in Tiananmen Square when troops opened fire on demonstrators. The Soviets completed all troop withdrawals from Afghanistan. Congress approved a \$166 billion taxpayer bailout of the Savings and Loan industry. The US Supreme Court ruled 5-4 that flag burning is protected free speech. Nolan Ryan set a record with his 5000th strikeout at age 42. And, Fairfield faculty, after a year in which the faculty were united and organized around important compensation issues (1) **approved a two-year contract** arrived at through collegial discussions between the administration and the Faculty Salary Committee with **annual salary increases of 12% and 9%**, (2) reached agreement with the administration to keep faculty compensation at or above the 95th percentile in AAUP rankings, (3) with recognition for the essential nature of the support we had received from AAUP in our efforts, decided to have our newly strengthened Faculty Welfare Committee **join the National AAUP**, and (4) **set the dues at \$7/pay period** for tenured faculty members.

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

Faculty Welfare Committee/AAUP
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