

Faculty Welfare Committee

Excellence in Education



From the FWC President:

Greetings and welcome to the start of a new academic year from the Faculty Welfare Committee Executive Committee! This newsletter will provide you with a summary of our recent activities, many funded by your FWC dues. For those of you who are new to campus, the Faculty Welfare Committee/AAUP is an ad hoc committee of the General Faculty and a chapter of the National AAUP. Our goal is to promote the professional and economic interests of the Fairfield faculty. These interests include academic freedom, tenure, the economic status of the faculty, and governance issues on campus. Any member of the Fairfield faculty may join the FWC. (Please contact the Membership Director, Prof. Betsy Bowen at bbowen@fairfield.edu for information.) Our activities are designed to benefit all faculty members, but are funded entirely by the dues paying members. At last count, over 71% of our faculty are FWC members.

As the governance issues and matters related to fiscal policies in the *Faculty Handbook* come before the Academic Council and the General Faculty, I would like to remind you that the FWC has decided not to take a position on the proposals but to do what we can to help educate the faculty on the matters to be decided. Watch for future newsletters with this educational goal in mind. Although the leadership of the FWC is uncharacteristically divided on the best course of action for the faculty, I feel confident that each member of the FWC Steering Committee has the best interests of the faculty at heart. I am convinced that we will be able to work through the situation collegially, despite our differences, and come out a stronger organization in the end.

I hope you enjoy this edition of the newsletter and I encourage you to become involved in the FWC. As a faculty organization, we are only as strong as our membership makes us.

Kathryn Nantz
Faculty Welfare Committee/AAUP President

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The FWC continues to accept pledges to our **FWC Litigation Fund**, which will be used only if legal action is required with regard to the current governance situation. **Pledges to donate** to the fund can be emailed to FWC Treasurer, Rick DeWitt. We are hopeful that a legal challenge will not be necessary but feel the need to be prepared.

FWC AND AAUP NEWS AND EVENTS

UPCOMING FWC, AAUP AND OTHER FACULTY EVENTS:

ACADEMIC COUNCIL MEETING

**Monday, 9/14, 3:30-5:00
CNS 200**

The Academic Council is the executive arm of the General Faculty, empowered to consider, make decisions and make recommendations on matters that fall within the purview of the faculty. The AC consists of 17 faculty members elected by their colleagues and 7 *ex officio* non-voting members (the SVPAA, the Deans of the 6 schools, and the General Faculty Secretary (GFS)). At the first meeting on 9/14, they will hear a report from the AC Subcommittee on Governance from the Faculty Salary Committee on upcoming proposals, both reports include proposed amendments to the *Faculty Handbook*. The FWC/AAUP encourages faculty to educate themselves about these proposals. Materials can be found on the GFS website at www.faculty.fairfield.edu/gfs. Consult any member of the AC Subcommittee or the Salary Committee for more information. It's essential that every faculty member understand the proposals

coming to the faculty for consideration. Any faculty member should feel free to contact any member of the AC to discuss and/or provide input.

GENERAL FACULTY MEETING (TENTATIVE)

Friday, 9/25, 3:30-5:00

Location TBA

Depending on what action is taken by the Academic Council at their first meeting on 9/14, the General Faculty may be asked to consider the proposals from the AC Subcommittee and the Salary Committee at the next GF meeting, tentatively scheduled for 9/25. Watch email for details and information. As we often remind our students, it's probably not a wise decision to put off digging into the material until the last minute.



RECENT FWC, AAUP AND OTHER FACULTY EVENTS:

FACULTY FAMILY PICNIC AND SOFTBALL GAME

Thursday, August 27

The FWC was happy to be invited to New Faculty Orientation to meet the new faculty members and tell them about our Faculty Welfare Committee. The FWC picnic and softball game, later that afternoon, was a rousing success. The weather was perfect for picnic-ing, lawn games, crafts on a blanket, families, friends, new colleagues and softball. The food lasted longer than last year! An eyewitness to the actual softball game, which many of us ignored, reported nearly full teams for both sides with a good handful of new faculty members joining in. The Naser/Greenberg team lost by a not too lopsided score to the Sapp/Steffen team. Our reporter reported: no double plays, no home runs, no injuries, lots of bloop singles and lots of fun. An eyewitness to the picnic reported more people and especially children than we've ever had before. Good food, good company, *great* new colleagues. An all-around auspicious start to the new academic year. (See photos on this page and pages 3-4.)

What the FWC did last April:

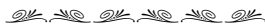
On the recommendation of National AAUP, the Ohio State Conference invited four members of Fairfield's FWC to Columbus, Ohio to make a presentation on how to develop and maintain a strong advocacy chapter. Professors Rick DeWitt, Irene Mulvey, Kathy Nantz and Susan Rakowitz gave a very well-received presentation to members of AAUP chapters from all over the state of Ohio. As members of an extremely strong advocacy chapter, we often don't realize how the Fairfield FWC story continues to inspire others.



What the FWC did on its summer vacation I:

FWC member dues were used to pay for legal advice on contract issues twice this summer. On July 8, seven faculty members had a meeting with our attorney at his office to discuss the "Letter of Appointment" which the administration proposed and then dropped. Later on in July, FWC President Nantz consulted with the attorney by phone with questions from the Salary Committee about the contract extension letter. Being organized as a faculty body is crucial, but the dues paid by each and every member of the FWC/AAUP is essential when issues arise that require outside expertise. Thank you to the over 70% of the faculty who are FWC members. Interested in joining? Contact

Membership Director, Betsy Bowen.



What the FWC did on its summer vacation II:

The Summer Institute is the AAUP's premier resource for training in faculty leadership and advocacy. Last July, the SI was held on the campus of Macalester College in St. Paul, MN. Four faculty leaders were able to attend due to very generous funding from National AAUP and the CT State Conference. Cheryl Tromley, a first-timer, attended a four-part workshop on *Contract Negotiations*, designed to provide training in the complexities of bargaining and negotiations. Susan Rakowitz, Rick DeWitt and Irene Mulvey (all returnees) attended a variety of workshops, including, *Faculty Advocacy: Understanding and Strengthening Faculty Handbooks*, *Developing Shared Governance*, *Organizing 101: Building a Strong Chapter*, and *Higher Education Data and Research*. Highlights included connecting with colleagues from previous summers and meeting up with a new team from Assumption College in Worcester, MA. Kathy Nantz and Irene Mulvey were invited to their institution last March when they were just thinking about forming a chapter and now they're sending members to the SI! All Fairfield's attendees were funded by external sources. We'd love to have new members attend next summer. Full scholarships are available for first-time attendees.





What the FWC did on its summer vacation III:

Fairfield's FWC/AAUP Newsletter receives the Assembly of State Conferences Award for Outstanding Chapter Newsletter



At the AAUP's annual meeting in June, we were thrilled to accept, on behalf of the chapter, the award for Outstanding Chapter Newsletter from the Assembly of State Conferences newsletter award committee. The award is for our newsletters for calendar year 2008 (ours are all online under Miscellaneous Publications on the FWC website, see footer), so the judges hadn't even seen our terrific six and eight page newsletters from last spring. All the entries were praised for thoughtful and useful content, a sense of responsibility to a constituency and the linkage to National AAUP's principles and organizational needs. The particular citation, read by Ruth Anne Baumgartner, for the FWC as winner of this year's outstanding chapter newsletter, is as follows:



“Last year the Fairfield newsletter won an Honorable Mention in this category; in the course of a year it has only gotten better. This year Fairfield's newsletter was the unanimous winner, although I should mention that since I teach part-time at Fairfield I cast my vote in this category only to make the decisive majority unanimous. This excellent publication is

newsy and chock-full of the kind of information a faculty organization would want to have. The committee especially mentioned some of the ongoing features, such as "From the Archives"—which, we should note, might sometimes benefit from more context. The writing is clear; the layout is clean and creative; the overall feel is of energetic community.”

The award comes with a plaque and a check for the chapter for \$100. Irene Mulvey, who attended the Annual meeting as a member of the National Council and president-elect of the CT State Conference was on hand to accept the award. Many thanks to all of our members who contributed to the newsletter last year. We hope to solicit more opinion pieces in the year ahead. If you have a good idea for an article, please contact any member of the Executive Committee. We'd love to have your input into our *award-winning* newsletter.



In this photo: National AAUP General Secretary, Gary Rhoades, Assembly of State Conferences **OUTSTANDING CHAPTER NEWSLETTER AWARD** and award check for \$100 for the FWC/AAUP. Irene Mulvey accepted the award, on behalf of the chapter, at the AAUP annual meeting in June in Washington, DC.



A final note on the FWC and its summer work:

In case you missed it, Fairfield's FWC was profiled in *Academe*, the bulletin of the National AAUP. The editors began a brand new feature in which they profile a noteworthy chapter and our FWC was chosen as the inaugural chapter to be profiled. The profile appeared (with a photo of Team Fairfield) in the July-August 2009 issue of *Academe*, which every member should have received by US mail. In case you missed it, the profile is online (sans photo) at <http://www.aaup.org/AAUP/pubsres/academe/2009/JA/chap/chpr.htm>



Connecticut State Conference/AAUP Annual Spring Meeting

The theme of the CSC/AAUP Annual Spring Meeting last May was "Managerial Discretion and Professional Autonomy in a Time of Fiscal Crisis". There were a record number of close to 80 attendees, including at least thirteen members from Fairfield's FWC. Speakers were Judith Greiman, President of the Connecticut Conference of Independent Colleges, Elsa M. Nuñez, President of Eastern Connecticut State University, and Gary Rhoades, General Secretary of the AAUP. The discussion was extremely thought-provoking. In fact, it was remarks at this event by panelist Dr. Nuñez that

prompted the FWC Steering Committee to write to President von Arx, S.J., last summer responding to the layoffs with a call for transparency in criteria and process, and more open participation by the community in decision-making. (See 7/15/09 FWC newsletter on the FWC website.)

Presentation of the CSC/AAUP George E. Lang, Jr. Award

A highlight of the CSC Annual Spring meeting was the presentation of the Lang award. Our colleague, George Lang, passed away suddenly in May 2007 after a brief illness. As most everyone knows, he was extremely active in the FWC, the CSC and National AAUP. The CSC established an award to honor the memory of George by recognizing a faculty member at Fairfield who early in his or her career has shown awareness of



and dedication to important AAUP principles such as academic freedom, faculty governance and faculty rights and responsibilities. The award comes with a plaque, an AAUP lapel pin, a *Redbook*, and the CSC picks up the recipient's AAUP dues for a year. Fairfield's FWC has the honor of selecting the recipient and the FWC Executive Committee chose Bob Epstein. In addition to his ongoing service to FWC as a member of the Executive Committee and past newsletter editor, he was cited for consistently presenting clear-headed arguments on any number of matters that affect faculty as well as being fearless in speaking truth to power. We think George would be pleased.



At the CSC/AAUP Annual Spring Meeting. From left to right, Dick and Leslie Lang, Bob Epstein, (2009 George E. Lang, Jr. awardee), and Mary-Beth Lang

**FROM THE ARCHIVES:
Snippets unearthed by the Secretary of the General Faculty...**



**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.*



As we begin another academic year, we dip into the not so archival archives. Below are excerpts of Fairfield University's mission statement. The entire mission statement can be found in the Journal of Record, section 1, online at www.faculty.fairfield.edu/gfs.

Fairfield educates its students through a variety of scholarly and professional disciplines. All of its schools share a liberal and humanistic perspective and a commitment to excellence. Fairfield encourages a respect for all the disciplines - their similarities, their differences, and their interrelationships. In particular, in its undergraduate schools it provides all students with a broadly based general education curriculum with a special emphasis on the traditional humanities as a complement to the more specialized preparation in disciplines and professions provided by the major programs. Fairfield is also committed to the needs of society for liberally educated professionals. It meets the needs of its students to assume positions in this society through its undergraduate and graduate professional schools and programs.

Fairfield University values each of its students as an individual with unique abilities and potentials, and it respects the personal and academic freedom of its members. At the same time it seeks to develop a greater sense of community within itself, a sense that all of its members belong to and are involved in the University, sharing common goals and a common commitment to truth and justice, and manifesting in their lives the common concern for others which is the obligation of all educated, mature human beings.

Faculty Welfare Committee/AAUP Executive Committee: Kathy Nantz (President), Joe Dennin (Vice-President), Bill Abbott (Secretary), Rick DeWitt (Treasurer), at-large members Bob Epstein, Marcie Patton, Cheryl Tromley, Kate Wheeler. Newsletter Editor: Irene Mulvey. Membership Director: Betsy Bowen.

Faculty Welfare Committee/AAUP

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