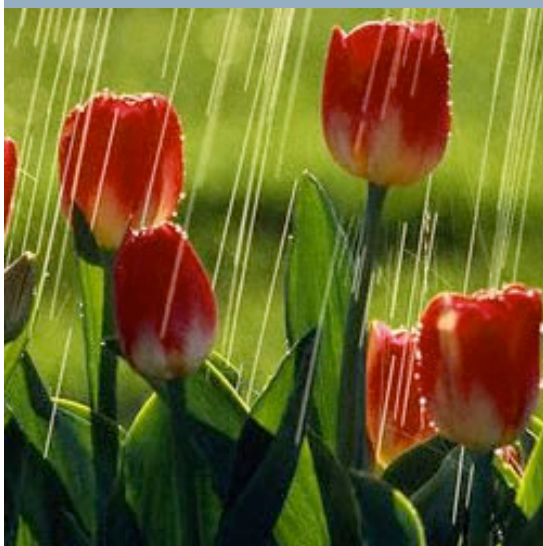


Faculty Welfare Committee/AAUP

Excellence in Education



From the FWC/AAUP President:

Greetings from the FWC/AAUP.

This time of year finds the FWC membership busy with a variety of activities -- brown bag lunches, presentations at national AAUP conferences, awards dinners, and the annual spring family picnic and softball game. You'll see these described in this issue of the Newsletter; please join us for opportunities to discuss important campus issues and to socialize with colleagues. The FWC/AAUP Executive Committee has worked hard this year to engage faculty in these activities, which we believe help to build the kind of academic intellectual community that enriches us all.

This is my last semester as President of the FWC/AAUP. I look forward to passing the torch on to someone else who will bring new ideas and directions to our work. I want to thank everyone who has supported me in this office over the past eight years, and promise a smooth transition to new leadership.

Best regards,
Kathy Nantz
FWC/AAUP President



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Join the FWC/AAUP:

As the academic year draws to a close, we urge all faculty members who are not members of the Faculty Welfare Committee/AAUP to consider joining the organization. Information on how to join is on our website at www.faculty.fairfield.edu/fwc. We hope you've enjoyed our newsletters and participated in our many events this year. Many more events, both recent and upcoming, are described in this issue. All of our activities are open to all members of the General Faculty, *but we are funded entirely by our dues-paying members*. Join the roughly 70% of your colleagues who support the AAUP and our chapter, the Faculty Welfare Committee.

FWC/AAUP and AAUP RECENT NEWS AND EVENTS

Brown Bag Lunch: Choosing an Appropriate Handbook Committee

Thank you! to Professors Kathy Nantz, Irene Mulvey, and Susan Rakowitz for answering questions and leading the discussion at the BBL on *Handbook* Committee service, on of our most popular events.

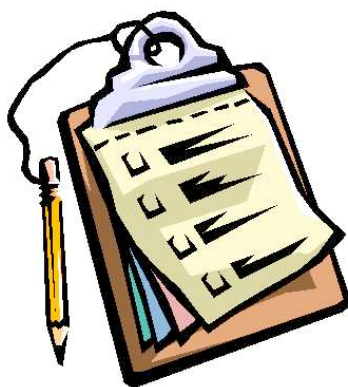


We had great attendance and great questions from our newest colleagues, as well as useful comments and input from the usual Faculty Dining Room crowd. Faculty governance is only as strong as the faculty who volunteer for our *Handbook* committees, and we are happy to do whatever we can do to help our faculty colleagues find important work that they will enjoy.



VISIT: www.aaup.org

FWC/AAUP Survey on Faculty Attitudes:



We hope you completed the FWC Faculty Attitudes Survey. Your opinion on a variety of issues from governance to community and the direction of the University is very important to the FWC. You should have received email from FWC President Kathy Nantz inviting you to participate in the survey - the last reminder was sent on 4/16 at 8:38 AM. Questions about the survey should be directed to Kathy at nantz@fairfield.edu. Technical questions should be directed to Curt Naser at cnaser@fairfield.edu. As always, the FWC is *extremely grateful* to Prof. Naser for offering his services to the FWC again this year to assist us in collecting and compiling the data. Thanks, Curt! The last day to fill out the survey is April 30.



Fairfield's FWC/AAUP invited to present at the Ohio State Conference Meeting:

For the second year in a row, Fairfield's FWC will be involved in a presentation at the annual Ohio State Conference meeting in Columbus, Ohio. This year, Prof. Rick DeWitt was invited by the national AAUP to give a joint presentation with Jenn Nichols, Associate Secretary in the AAUP Department of Organizing and Services. Their workshop entitled, "Increasing Faculty Presence in Campus Affairs" was presented on April 17 as part of the annual OSC meeting. Last year, Professors Rakowitz, Nantz, Mulvey, and DeWitt (aka "Team Fairfield") gave a very well-received workshop at the OSC meeting on reflections of an advocacy chapter after 20 years. Below, we are pictured at the lecture and luncheon before our afternoon workshop.



FWC/AAUP and AAUP UPCOMING NEWS AND EVENTS

FWC Brown Bag Lunch: The Yeshiva Decision: Collective Bargaining at Private Universities Tuesday, April 27 at noon Faculty Dining Room

Ever wonder why faculty at private institutions face legal hurdles to forming collective bargaining units, while faculty at institutions such as UConn do not? Come join us for an FWC/AAUP sponsored Brown Bag Lunch discussion on this and related issues presented by Professors Rick DeWitt and Deb Strauss. There will be a brief overview of the Supreme Court's Yeshiva Decision and its impact on higher education followed by Q&A. Bring or buy your lunch. The FWC will provide light snacks.

FWC Brown Bag Lunch: Guidelines for a Phased Retirement Plan

The Academic Council recently created a subcommittee to draft Guiding Principles for a Phased Retirement Plan. We are still attempting to organize a Brown Bag Lunch Discussion in order to allow faculty to provide input to the AC subcommittee. Watch your email for information.

FWC Chapter Meeting Elections and other FWC business

Friday, April 30 at 3:30
DSB 110A

Please come to an FWC chapter meeting open to all FWC members. Following nominations from the floor, we will elect, by secret ballot, the members of the Executive Committee (four officers and four at large members) to begin two-year terms beginning June 1. If interested in serving or finding out more, check out the Constitution at our website (address in footer) for job descriptions or contact any member of the current Executive Committee, whose membership is listed on page 6.



We certainly hope that it goes without saying that the meeting will be followed by a *gala to end all galas* as we bid adieu to our fabulous President as she steps down after eight incredible years. Please join us.

FWC Breakfast before the Faculty Meeting Friday, May 7 at 9:30 Outside DSB 110A and 110B

Show up early for best selection and to help the hardworking Executive Committee set-up. Look forward to the slower tempo of summer over coffee and danish with colleagues.

Softball Game and Picnic Tuesday, May 18 afternoon Women's Softball field

The FWC Faculty Family Picnic and Softball Game is an event for all faculty, families and friends, to gather and socialize. Softball, *extremely* optional. But, *hey*, you're never too old to swing a bat.



In our next issue:

- ✓ AAUP Annual Conference on the State of Higher Education, June 9-12 in Washington, DC.
- ✓ AAUP Summer Institute, July 29-August 1, San Diego State University



The Graduate Club, New Haven Connecticut

CT State Conference/AAUP Annual Spring Meeting

at the Graduate Club

155 Elm Street, New Haven, CT

Thursday, May 6 from 5:30-9:00

The Connecticut State Conference-AAUP is an umbrella organization for AAUP chapters in the state. Its purpose is to facilitate cooperation among members of the academic community and to advance the principles and ideals of the American Association of University Professors. Every member of the Faculty Welfare Committee/AAUP is a member of the state conference - the bulk of your FWC/AAUP dues goes to the national AAUP office to support all its important activities and a much, much smaller portion is sent to the state conference.

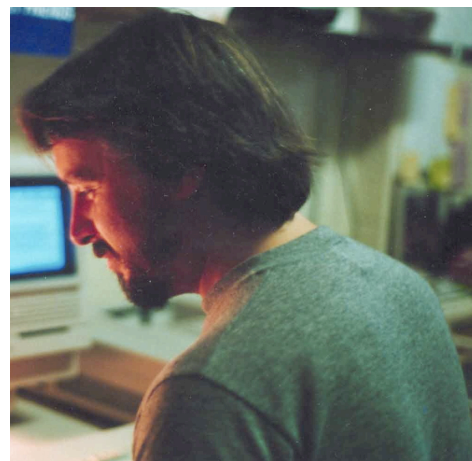
The annual spring meeting of the state conference will take place on Thursday, May 6 from 5:30-9:00 PM at The Graduate Club in New Haven. The theme of this year's meeting is "The Kitchen Table in the Ivory Tower: The Personal and Professional Impact of Economic Hard Times". Our theme will be addressed by two panelists: Dan Livingston, Esq., a labor attorney and progressive activist, who works closely with the State Employees Bargaining Agents Coalition (SEBAC), the Congress of Connecticut Community Colleges, Citizens for Economic Opportunity, the Connecticut State Police Union, the UAW, the CWA, and more. He will be joined by Jenn Nichols, Ph.D., a Senior Program Officer in the national AAUP Department of Organizing and Services, who travels all over the country interacting with full and part-time faculty who are experiencing the effects of our current economic situation - reductions, furloughs, layoffs, etc. The presentation will be moderated by Dave Walsh, long-time AAUP activist, SCSU faculty member, Political Science department chair, and President of the 3200 member CSU-AAUP chapter.

Of special interest to Fairfield's faculty, the third annual CSC-AAUP George E. Lang, Jr. Award will be presented. The state conference funds and presents this award, which honors our colleague George Lang, who was extremely active in the AAUP at the local, state and national level. The award is presented to a faculty member at Fairfield University 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. It is a wonderfully fitting tribute to George since the effect is to maintain and strengthen our chapter by recognizing an up-and-coming faculty leader.

More information about the spring meeting, including a registration form, is available at the CSC-AAUP website: people.wcsu.edu/nairv/AAUPCSC.htm. The FWC subsidizes the cost of this event for our members; contact FWC President, Kathy Nantz for more information on that. For more information on the CSC-AAUP spring meeting, contact the current CSC-AAUP President, Irene Mulvey.

It Was Twenty Years Ago Today

We would like to draw your attention to a new blog that premiered on March 12, 2010, chronicling the events at the University of Bridgeport surrounding the longest strike in higher education that began twenty years ago. The blog is written by Alexander Kulcsar, the only staff member to the UB faculty union from 1981 to 1992 (pictured at right, in his office, before the strike). The strike began with an unsuccessful attempt by the administration to unilaterally terminate 50 tenured faculty members without notice or severance pay and “restructure” the entire institution within two weeks, followed by negotiations for a new contract in which the administration demanded a 30% wage cut from remaining faculty and unprecedented new rights for management, including the ongoing right to fire without notice or severance. Before it was over, the institution and its reputation were damaged, possibly beyond repair, the lives and careers of many faculty members were ruined, the University lost its law school, was bankrupt and sold control of its board of trustees to a branch of the Unification Church in order to avoid closing its doors forever. It is a fascinating story, compellingly written by an eyewitness who was there and on the front line throughout. We urge you to follow the story at ubstrike.wordpress.com.



Happy Birthday, Faculty Welfare Committee!!!

From the above-mentioned blog chronicling the events at the University of Bridgeport during the longest strike in higher education that began twenty years ago, the entry on March 23, 1990 bears reprinting here:

3/23/90: At Fairfield University, the Faculty Welfare Committee votes overwhelmingly to become a member chapter of AAUP and CBC (Collective Bargaining Congress). The faculty and administration have already concluded five months of negotiations, and will soon ratify a collective bargaining agreement. The contract has been negotiated by the FWC without formal certification by the National Labor Relations Board. Mark C. Blum, Associate Director for Organizing in the CBC office, says: “This shows what a faculty can achieve even without a certified union, if it commits to developing a broad-based activist chapter.” The two-year contract is enforceable by third-party binding arbitration.



*Academic Freedom
for a
Free Society*

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.*



MEMO

DATE: March 26 [1990]
TO: GSEAP Faculty
FROM: [Professor] Dick Hackney
RE: FACULTY WELFARE COMMITTEE

At the faculty meeting last Friday, the faculty voted 95-3 to affiliate with AAUP and to use payroll deduction as our means for soliciting faculty membership. The Fairfield chapter will be known as FWC-AAUP, and will continue as the pressure group to help us obtain fair negotiations with the administration. I think you will agree that we were highly successful this year in getting a two year contract with 12% and 9% salary increases, FACHEX for children of faculty, an appeal process for individual faculty, and perhaps most important, administration concession that the salary agreement and the Faculty Handbook do constitute a legal contract with the faculty.

[...]

At the risk of sounding like an automobile salesman, let me just say that I am sure we would be receiving our standard 5 1/2% raise and a pat on the head next year, were it not for the FWC and the assistance given to us by [national] AAUP. I hope you will share the responsibility to keep this organization alive and well by signing up for payroll deduction.

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

Kathryn Nantz, President
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