

Faculty Welfare Committee/AAUP Excellence in Education

Special Member Appreciation Issue



From the FWC/AAUP President:

Colleagues,

Let me first, on behalf of the FWC/AAUP Executive Committee, say THANK YOU for your support of the FWC/AAUP. Our chapter is well known and well respected, most notably for our success at promoting and protecting the fundamental academic principles and practices that are at the core of our profession. Our success at doing this is a direct result of your support. So again, thank you.

In this newsletter we wish to express our appreciation to you and to all of our members. In addition, we provide information on how your dues support the invaluable work of the National AAUP, the work of the AAUP CT State Conference, and how your dues are used locally. As always, if you have any questions about any matters involving the FWC/AAUP, please do not hesitate to ask.

I hope your spring semester is winding down smoothly, and I look forward to speaking with you at upcoming events.

Regards,
Rick

Rick DeWitt
President
Fairfield University FWC/AAUP

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Awarded the AAUP Assembly of State Conferences

Outstanding Chapter Newsletter Award 2009

Awarded the AAUP Assembly of State Conferences

Outstanding Chapter Newsletter Award 2008

FWC AND AAUP NEWS AND EVENTS

RECENT FWC/ AAUP EVENTS:

FWC/AAUP Open Meeting on April 1:

Thank you to all members of the Faculty Welfare Committee/AAUP who were able to attend the FWC meeting on April 1. We elected our delegate to the annual meeting of the Collective Bargaining Congress (CBC) in a secret ballot election, which is necessary since the CBC is required to follow regulations in the Labor-Management Reporting and Disclosure Act. The CBC is more important than ever, now that collective bargaining rights are under attack nationwide. We will provide a report of the CBC meeting in a newsletter next fall.



Amendments to the FWC Constitution:

Thank you to our members who voted in the electronic election to amend the FWC/AAUP Constitution. The Executive Committee worked for several meetings on the language and consulted with the legal department at National AAUP on the revisions which are entirely for the purpose of assuring that our chapter meets the IRS requirements as a 501(c)(3) tax exempt organization.



Annual FWC Faculty Attitude Survey:

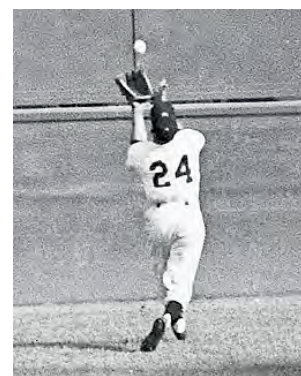
The FWC/AAUP is in the process of conducting the Annual Faculty Attitude Survey. You should have received an email from the chapter President, Rick DeWitt, with the information directing you to the anonymous survey. The deadline for responding to the survey was extended to May 4. Our survey is intended to measure on an ongoing basis changes in faculty attitudes from year to year and will help the FWC to better plan our activities.



UPCOMING FWC, AAUP AND OTHER FACULTY EVENTS:

Breakfast Before the GF Meeting on May 5:

Celebrate the end of classes by catching up with colleagues over breakfast before the General Faculty meeting on May 5! Breakfast will be available after 9:30 and the meeting starts promptly at 10:00.



End-of-the-Year Picnic and Softball Game, May 19:

Really celebrate the end of a successful academic year with friends, families and colleagues at the FWC picnic and softball game on May 19. Mark your calendar now, and watch your email for a flyer with all the relevant information. Bring friends, family and lawn chairs.

Your FWC/AAUP dues and National AAUP

The FWC/AAUP is a committee of the General Faculty and a chapter of the national American Association of University Professors. Any member of the General Faculty at Fairfield may join our chapter by contacting any member of the Executive Committee. Dues are collected by payroll deduction. The major portion of each member's dues payment goes to National AAUP. Although it's impossible to convey the volume, the breadth and the importance of the work done by the national office, here are some of the highlights that your dues payments support.

Salary Survey

At this time of year, there is a lot of talk about "the 95th percentile" since our administration and Board of Trustees are committed to keeping the average compensation in each rank at or about the 95th percentile. This benchmark refers to the AAUP's annual survey of faculty compensation, data collected from universities all over the country and collated by the national AAUP. This data represents the standard of our profession and without an incredible amount of work *each year* by senior staff in the national office would not exist.

ACADEME

The salary survey, by which we benchmark our salaries, is published every year in the March-April issue of ACADEME. Every member of the AAUP receives ACADEME, the magazine of the AAUP which contains higher education

new articles, opinion pieces, book reviews and feature articles. In addition to ACADEME, the AAUP publishes statements on current issues on their website, and publishes *AAUP Policy Documents and Reports* (The Redbook), the authoritative source for the principles underlying sound academic practice. The 1940 statement is referenced in our *Faculty Handbook* and on most campuses with genuine shared governance. It's hard to imagine American higher education without the fundamental AAUP principles so articulately presented in the Redbook.

Government Relations

Within the office of Research and Public Policy (the office responsible for the salary survey), the Government Relations (GR) program tracks legislation, works to build relationships with policymakers, and is, in general, a valuable resource to members who want to become more active in influencing policy making and decisions at the local, state or national level. Capitol Hill Day, which CT faculty members have participated in for many years, is an event held every June. Members of the GR staff provide lobbying seminars and talking points so that faculty, organized by state, descend on Capitol Hill to lobby their senators and representatives on current issues affecting higher education.

Legal Department

The Legal Department in the National office, working with experts from around the country,



Anita Levy and Greg Scholtz from the AAUP Dept. of Academic Freedom, Tenure & Governance in DC at a Solidarity Rally 2/23/2011

submits amicus briefs in key cases in order to shape the law in ways that support AAUP principles. Lately, many of these amicus briefs have been successful (all are on the AAUP website). The Garcetti campaign, in particular, is an ongoing effort to assist faculty in defining academic freedom as a professional standard that encompasses all aspects of faculty work and should be integrated as such in institutional governance documents.

Skeletal Staff

This is only a fraction of the work done at national. We haven't discussed the work leading to censure or sanction of an institution or the tireless work of the Department of Organizing and Services. Believe it or not, all the work in the national AAUP office is done by a few dozen individuals. Furthermore, all the work of the national office is funded by the dues of AAUP members like you.

Thank you Faculty Welfare Committee/AAUP members

COLLEGE OF ARTS AND SCIENCES

Biology

James Biardi
Anita Fernandez
Olivia Harriott
Tod L. Osier
Shelley A. Phelan
Glenn R. Sauer
Brian Walker

Chemistry

Matthew A. Kubasik
John Miecznikowski
L. Kraig Steffen

Classical Studies

Vincent J. Rosivach

Communication

Colleen Arendt
Robbin Crabtree
Margaret A. Wills
Gisela Gil-Egui
David J. Gudelunas
Michael Pagano
Qin Zhang
Dina Franceschi
Philip J. Lane
Mark S. LeClair
Laurence A. Miners
Kathryn A. Nantz
William F. Vasquez-Mazariegos

English

Peter Bayers
Elizabeth Boquet
Betsy Bowen
Kim Bridgford
Robert Epstein
Cinthia Gannett
Johanna X. K. Garvey
Edrik Lopez
Sally E. O'Driscoll
Nels Pearson
Elizabeth A. Petrino
Richard J. Regan
David A. Sapp
James Simon
Michael C. White

History

William M. Abbott
Steven J. Bachelor
Patricia E. Behre
Cecelia Bucki
Danke Li
David W. McFadden
Derrick McKisick
Gavriel D. Rosenfeld
Yohuru Williams
Ali Yaycioglu

Mathematics and Computer Science

Chris Bernhardt
Vera Cherepinsky
Matthew P. Coleman
Mark Demers
Joseph B. Dennin, Jr.
Benjamin Fine
Adam P. King
John Lasseter
Laura A. McSweeney

Irene Mulvey
Shawn Rafalski
Stephen F. Sawin

Peter Spoerri
Chris Staecker
Janet Striuli
Joan W. Weiss

Modern Languages and Literatures

Javier Campos
Joel D. Goldfield
Jerelyn Johnson
Marie-Agnès Sourieau

Philosophy

Steven M. Bayne
Sara Brill
Rick DeWitt
Ryan Drake
King J. Dykeman
Joy Gordon
Manyul Im
Dennis K. Keenan
R. James Long
Lisa H. Newton
Kris Sealey

Physics

Angela Biselli

Politics

Jocelyn Boryczka
Kevin J. Cassidy
Ed Dew
David Downie
Donald W. Greenberg
Eunsook Jung
Janie Leatherman
Marcie J. Patton

Psychology

Michael Andreychik
Shannon Harding
Linda Henkel
John F. McCarthy
Susan Rakowitz
W. Ronald Salafia

Religious Studies

Francis T. Hannafey, S.J.
Angela Harkins
Paul F. Lakeland
Martin Nguyen
John E. Thiel

Sociology and Anthropology

David L. Crawford
Dennis Hodgson
Terry-Ann Jones
Scott Lacy

Eric Mielants
Rose P. Rodrigues

Visual and Performing Arts

Suzanne Chamlin
Philip Eliasoph
Marti S. LoMonaco
Marice Rose
Roxana Walker-Canton
Kathryn Jo Yarrington

**Your membership in the Faculty Welfare Committee/AAUP
helps faculty members everywhere. *Thank you!***

GSEAP

DOLAN SCHOOL OF BUSINESS

Counselor Education

Diana Hulse

Tracey Robert

Curriculum and Instruction

Marsha Alibrandi

Patricia E. Calderwood

Anne Campbell

Jennifer Goldberg

Wendy Kohli

Emily Smith

Barbara Welles-Nystrom

Marriage and Family Therapy

Rona Preli

Anibal Torres

Psychological & Educational Consultation

Gayle Bogel

Paula M. Gill Lopez

Elizabeth Langran

Christine Siegel

David Aloyzy Zera

Accounting

Bruce M. Bradford

Paul Caster

Michael Coyne

Ahmed Ebrahim

Milo W. Peck, Jr.

Patricia M. Poli

Finance

Walter Hlawitschka

Gregory D. Koutmos

Nikiforos Laopodis

John McDermott

Michael Tucker

Information Systems and Operations Management

Gerard M. Campbell

Christopher L. Huntley

Patrick S. Lee

Yasin Ozcelik

Vishnu Vinekar

Management

Mousumi Bhattacharya

J. Michael Cavanaugh

Catherine Giapponi

Donald E. Gibson

Carl A. Scheraga

Debra M. Strauss

Mukesh Sud

Cheryl L. Tromley

Marketing

Mousumi Bose Godbole

Nikki Lee-Wingate

Rajasree K. Rajamma

SCHOOL OF NURSING

Suzanne H. Campbell

Jaclyn Conelius

Sally Gerard

Sheila C. Grossman

Meredith Kazer

Alison Kris

Jean W. Lange

Doris T. Lippman

Eileen R. O'Shea

Carole A. Pomarico

Joyce Shea

Kathleen Wheeler

SCHOOL OF ENGINEERING

Jack Beal

Shahrokh Etemad

Amalia Rusu

Your FWC/AAUP dues and the State Conference

A state conference is an umbrella organization serving all the chapters in that state. About 30 states have state conferences and Connecticut has an extremely active state conference. A tiny portion of your FWC/AAUP dues (\$7/member/year) goes to fund the activities of the CT State Conference-AAUP.

The CSC-AAUP Executive Committee meets every month to conduct conference business.

The conference holds an annual spring meeting for all the members in the state on a topic of interest to the members and with speakers addressing that topic. (See information in box below). The CSC-AAUP publishes *Vanguard*, an award-winning conference newsletter. On April 13, conference members participated in a day of

action in defense of higher education by lobbying state legislators at the state Capitol on the education provisions in the governor's budget and the proposed legislation to reorganize Connecticut's public colleges.

Many individuals who find themselves involved in a conflict involving academic freedom, tenure or shared governance are not members of the AAUP and/or work at institutions which do not have an AAUP chapter.

Without a chapter to turn to for advice, these individuals turn to the state conference or to national AAUP. Typically, the state conference is the first step in attempting to resolve a dispute.

Two years ago, an adjunct faculty member at the University of New Haven, who was wrongly terminated without due process,

contacted the state conference.

This case resulted in UNH being put on the AAUP's censure list in June 2008, then revising relevant policies to be in line with AAUP principles in 2008-09 in order to be removed from the censure list in 2009. The CSC-AAUP was totally involved in this case from start to finish, providing advice and support to the affected faculty member and to the investigating team that undertook the investigation which led to censure.

The conference budget is small and most of the work is done by the faculty members elected to the CSC-AAUP Executive Committee. But the important work of the conference is funded by dues payments from AAUP members in the state of Connecticut like you. Thank you.

UPCOMING EVENTS

CT State Conference-AAUP Annual Spring Meeting

Thursday, May 12 at 5:30 to 9:00 at the Graduate Club in New Haven, CT

A pleasant and informative dinner meeting. This year's theme is "Community Colleges in the National Spotlight: Gateway to a Better Future" Speakers are Dorsey L. Kendrick, President of Gateway Community College and Vijay Nair, President of Connecticut State University-AAUP. The CSC-AAUP will present the fourth annual George E. Lang, Jr. award.

AAUP Annual Meeting and Conference on Higher Education

June 9-12 in Washington, DC. More information at www.aaup.org/AAUP/about/events/anconf/

AAUP Summer Institute: training and workshops on faculty advocacy

July 21-24 at Suffolk University, Boston, MA

The Summer Institute is training for faculty activists. There are workshops on a wide variety of topics (legal roundup, government relations, contract negotiation, grievance administration, faculty advocacy, lobbying, analyzing financial data, more). Scholarships are available for first time attendees. The FWC/AAUP usually sends a team - we learn, we strengthen our chapter, we have fun. Join us!

Your FWC/AAUP dues and the Chapter

Fairfield's Faculty Welfare Committee/AAUP is an AAUP advocacy chapter that is affiliated with the national AAUP. As you've read, affiliate chapters provide the finances for the AAUP to conduct all its business, and build a strong membership base for the organization. Being an AAUP member indicates that a faculty member is concerned about academic freedom and about the way that basic freedom protects teaching and research. Having an AAUP chapter indicates that there is a cohesive group of like-minded faculty members who want to participate in meaningful faculty governance and genuine shared decision-making. Having a chapter as active and as well-respected as Fairfield's FWC/AAUP, with membership at over 70% of the faculty, means that the vast majority of Fairfield faculty believe it is their professional responsibility "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."

All of the FWC/AAUP activities are open to all members of the General Faculty, but are funded entirely by our dues-paying members. Some of our activities are designed to bring us together as colleagues - the gala receptions after faculty meetings and breakfast before the election meeting are rare opportunities to connect with fellow faculty members across departments and schools. Our picnics and softball games are the *only* events for all Fairfield faculty and their friends and families. And, we run these events on a shoestring budget. Your dues fund our award-winning newsletter and the snacks at our Brown Bag Lunch discussions. We are always looking for input from our members so if you have an idea for a Brown Bag, or a newsletter or a new event, contact any member of the Executive Committee, listed on the back page.

Our FWC/AAUP treasury is crucial when we need legal advice. Several times in the past eight years or so, the Faculty Salary Committee consulted an attorney over various contract

issues. Simply put, this would not have been possible without the FWC. Our attorney's advice on contract language and strategy has been invaluable to all of Fairfield's faculty but is entirely funded by the dues-paying members of the FWC. Our chapter now has a "legal fund" of several thousand dollars set aside for legal expenses, when needed.

The Executive Committee meets every month to conduct business on your behalf. At the last meeting, it was decided that the time was right to remind the membership of the important work done by the AAUP at the local, state and national levels and to thank the members because it is member support and member dues that make our chapter strong.

The FWC Executive Committee thanks you for your ongoing support of the Faculty Welfare Committee and the AAUP.

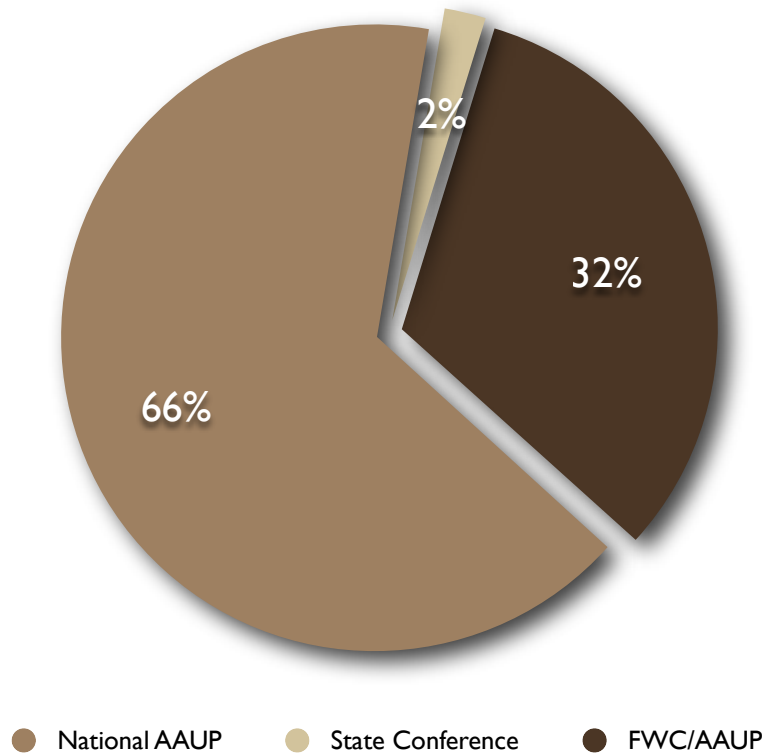
If you aren't a member and want to join, contact any member of the Executive Committee.



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.

Dues Breakdown.

The FWC/AAUP subsidizes untenured faculty members since the amount we collect in dues for untenured faculty is slightly less than national and state dues. For tenured faculty members, the rough breakdown of your dues payment is shown.



Faculty Welfare Committee/AAUP Executive Committee: Rick DeWitt (President), Joe Dennin (Vice-President), Bill Abbott (Secretary), Rona Preli (Treasurer), at-large members Jocelyn Boryczka, Susan Rakowitz, Deb Strauss, Kate Wheeler. Membership Director: Cheryl Tromley. Newsletter Editor: Irene Mulvey

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