

Faculty Welfare Committee/AAUP Excellence in Education

Rally for Unity May 9, 2012

Photographs and Comments



IN THIS ISSUE:

✓ **Photographs from the rally and comments from participants**

✓ **Insert: the informational leaflet distributed at the march/rally**

✓ **All photos: G. Ruffini**

“I was incredibly impressed by the turnout of students and faculty members at the Rally for Unity this past Wednesday; it was the first time in my four years at Fairfield that I saw such support between faculty and students in order to promote such an important cause. I was proud to participate in the meeting as well, voicing my unwavering support for the faculty who have supported me for these past four years. Fairfield cannot be a successful university without a respected faculty - the faculty support and respect Fairfield, and they deserve the same in return. Thank you!”

-Mikaela Tierney, Class of 2012



“The faculty display of determination to uphold the 95th percentile was impressive, as were the questions asked of the President. However, his responses were embarrassingly contradictory, and utterly unconvincing.”

- Marcie Patton, Politics, CAS



“Administrators come and go but faculty are here for the long haul. It was truly encouraging to see the younger (from my perspective) faculty taking possession of their University.”

- Vin Rosivach, Classical Studies, CAS

**Awarded the AAUP Assembly of State Conferences
Outstanding Chapter Newsletter Award
in 2007, 2008 & 2009**

FWC/AAUP Action Committee's Rally for Unity May 9, 2012

“I thought that the Rally for Unity was a beautifully organized and effective means for faculty to express their deep disappointment with the recent actions of administration regarding our Memo of Understanding/contract. I was especially impressed with the level of support articulately expressed by the students who chose to join us. I continue to hope that administration will recognize the value of the principles involved for faculty and that they will demonstrate a willingness to work with the professionals who make this a University of which we can all be proud.”

-Joyce Shea, Nursing, SON

“As a senior Peace and Justice Studies minor, I couldn't help but have the chills as a result of participating in this incredible display of unity. Each time the cry of collective voices called out a chant such as, “Fairfield UNITED, we'll never be DIVIDED!,” I felt proud to be standing side by side with the men and women who have worked tirelessly to bless students like myself with such a wonderful education. The rally was not only a perfect culmination of my relationship to Fairfield's Peace and Justice Studies department, but it was also an exemplary manifestation of my commitment to, and passion for, collective activism.”

-Chandler Oliphant, Class of 2012

“Faculty spoke with unity but will the President or the Board of Trustees listen? The final student question/comment in the General Faculty meeting should certainly make them think long and hard about their goals.”

-Michael Tucker, Management, DSB



Faculty and students gathered in Barone Campus Center.



The march from BCC to Gonzaga in support of quality education.



~150 members of our community took part in the march/rally.

FWC/AAUP Action Committee's Rally for Unity May 9, 2012



Marchers lined the entrance to Gonzaga Auditorium



to greet President Jeffrey P. von Arx, S.J.



A full house for the annual address by the President.

"It was truly inspiring to see the support at the rally from students and staff.

Given the position of the administration, I was not at all happy to see Senior VP for Academic Affairs, Paul Fitzgerald, S.J., at the rally. He may want to show his support for faculty, but if he does, then he should show it by publicly endorsing a continuing commitment to compensate faculty at or above the 95th percentile.

When I saw Jeff von Arx, S.J., wearing an FWC/AAUP button on his jacket as he walked past rallying students, faculty, and staff, I was briefly hopeful that he would announce that he had decided to reverse his position and to agree to a continuing commitment to total faculty compensation at or above the 95th percentile. Unfortunately, my hope was quickly shattered when the president spoke, and it makes me feel as if he is mocking us by wearing an FWC/AAUP button at this time."

-Steve Bayne, Philosophy, CAS



"The rally was a way for the community to show unity and speak out - and speak out we did! The 95th percentile is not about money; it's about what kind of an institution we want to be. Take away the 95th percentile and it will be harder to recruit excellent faculty. Not getting our top candidates for faculty searches will affect the quality of the education we offer. It's that simple. Furthermore, the 95th percentile was *promised* to us as ongoing protection for our benefits; the President called the commitment "steadfast" in his address to the faculty in May 2010. What is a commitment? It's a promise you keep. Our administration seems to view a commitment as a promise you keep until you don't feel like keeping it anymore. I find this insulting. Faculty showed their commitment to quality education/95th percentile with their vote of 185 to 0 at the 4/27 General Faculty meeting. Faculty showed their willingness to take public action on this matter at the 5/9 rally. In 27 years, I've never seen this kind of solidarity. Quality Education/95th percentile. This is a hill to die on."

-Irene Mulvey, Mathematics, CAS



The administration's arguments don't make any sense. The 95th percentile is not an issue in this year's contract, so there's no reason to insist that this year's contract address the issue. It's insane for the administration to expect us to sign away the 95th percentile now for a benchmark we have yet to figure out. The administration's stated problem with the 95th percentile is that it injects unknown costs into the budget in the middle of the fiscal year. Fair enough, but the faculty have suggested a compromise that solves that problem and is even a concession on the part of faculty. The administration's response to our solution/concession? The same stated problem about unknown costs in the middle of the fiscal year. It's baffling. They cannot be telling the truth about why they want to abandon the commitment to the 95th percentile. I want straight talk. If they want to pay us less, they should just say so and say how much less. 90th? 80th? 25th? Meanwhile, it is ridiculous for the administration to expect the faculty to abandon the present system when we don't need to, and while they have not even begun to explore, much less propose, an alternative.

-Dave Crawford, Sociology & Anthropology, CAS

Every year since 1994, we compare the average compensation in each of three ranks to the AAUP's 95th percentile. Since the 95th percentile was mutually agreed to as an ongoing contractual commitment 18 years ago, there have been 54 numbers to compare to the corresponding benchmark (18 years, 3 ranks each year). How many times have we gone below the benchmark? Four. How much has it cost? See below.

- **2001-02 Professors below by \$26; total cost to the University: \$1,768.**
- **2002-03 Professors below by \$347; total cost to the University \$23,596**
- **2007-08 Professors below by \$3839; total cost to the University \$272,569**
- **2010-11 Assistants below by \$276; total cost to the University \$17,940**

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