

Faculty Welfare Committee/AAUP Excellence in Education

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Photo of the Haymarket Monument in
Chicago taken on the Chicago Labor
History Tour, part of the AAUP's
Summer Institute, July 2012.

From the FWC/AAUP President:

Welcome to the start of another academic year!

Many thanks for the vote of confidence that elected me President of the Faculty Welfare Committee/AAUP last spring. I am looking forward to a productive and collegial term as your President.

The FWC/AAUP, our university's chapter of the AAUP, worked incredibly hard last spring and into the summer to support the Faculty Salary Committee (FSC) as its members continued to engage in collegial discussions with the administration to come to a Memo of Understanding (MOU) that the FSC could bring to the General Faculty. This Friday, September 7, the FSC will present an MOU to the General Faculty, an MOU that results, in large part, from the strong organizing campaign led by the FWC/AAUP and its Action Committee.

This campaign, just to refresh everyone's memory, began last April when it became clear that the administration was no longer engaging in genuine discussions on the MOU. The FWC/AAUP Executive Committee printed an unusually large number of newsletters, one of which contained an "I SUPPORT THE FACULTY SALARY COMMITTEE" flyer that faculty across the University posted on their doors to show solidarity with the FSC. At the April 27 General Faculty meeting, the faculty overwhelmingly approved a motion - 185 in favor, 0 opposed, 2 abstentions - stating that "The administration's language changes and financial conditions in their proposed MOU are unacceptable to the General Faculty." Voting down the terms in the MOU mobilized the FWC/AAUP, led by its Action Committee - co-chaired by Professor Kevin Cassidy and me - to take a series of actions aimed at bringing the administration back to the table to come to better terms on the MOU.

Attended by nearly 150 faculty, students, and staff, the FWC organized a "Rally for Unity" on May 9, 2012. We gathered in the BCC, wearing our signs of protest, and armed with red flyers stating why we opposed the administration's threat to abandon its ongoing commitment to the AAUP's 95th percentile. We chanted and marched from the BCC to Gonzaga Auditorium where we lined up outside the building in order to greet President von Arx as he arrived to deliver his annual address to the General Faculty. Gonzaga Auditorium was covered with flyers and banners declaring the faculty's insistence that the 95th percentile be preserved. Faculty from across the university directly challenged the president following his address, underscoring what the 95th percentile means to Fairfield - it enables us to continue to attract and retain high-quality faculty ensuring the high-quality education for which (continued on page 4)

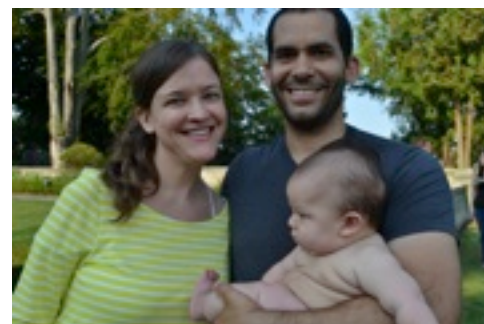
WELCOME from the FWC/AAUP!



The Faculty Welfare Committee/AAUP welcomes everyone back to the start of a new academic year. We had a great turnout at our fall picnic and thank the organizers for perfect planning. Good food, cold beer, great weather, beautiful lawn & wonderful new colleagues. We look forward to welcoming our new colleagues officially at the General Faculty meeting on September 5 and throughout the year. And a special warm welcome and a hello to our newest members! Three faculty members joined last spring and five (so far) this fall.

Welcome to the Faculty Welfare Committee!!

Welcome to the AAUP!



FOUND AT THE FWC PICNIC: a well-worn and, presumably, *well-loved* child-sized New York Mets baseball cap. To claim, please contact any member of the Faculty Welfare Committee/AAUP Executive Committee (listed on page 4).



A Note from the Faculty Salary Committee

Dear Colleagues,

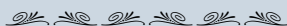
As you know, the Faculty Salary Committee (FSC) will make a presentation at the General Faculty Meeting on Friday, September 7 at which the FSC will recommend that the General Faculty vote to approve the 2012-13 Memo of Understanding/Benefits Plan Overview (MOU/BPO). In this brief note, we reiterate and update what we wrote to the General Faculty on June 29 on the important changes to the MOU/BPO. Complete documents with all changes shown are on the General Faculty Secretary's website at <http://faculty.fairfield.edu/gfs/> (see item 8).

1. 0% salary increase and the University's contribution to retirement decreased from 10% to 9%.
2. Beginning January 1, 2013, faculty will pay not more than 10% of total healthcare premiums for Option I or HSA with no yearly cap on the increase. Similarly, in Options II or III, the maximum is 10% of the basic healthcare premium and 100% of the cost of optional enhancements. (The only difference between this proposal and our current contract is that the yearly inflation cap of 6% is removed.)
3. The maximum amount of life insurance provided at no cost will be \$50,000 (down from \$150,000). There will be an option to buy more at "reasonable" rates. Information will be available before the enrollment period.
4. Office visit co-pays will go from \$20 to \$30. Copays for prescriptions will be \$10 for generic (no change), \$25 for formulary (up \$5), \$40 for non-formulary brand name (up \$10).
5. Adjunct salaries will be up by 1%.
6. Revisions to section F (95th percentile) of the MOU (new language **bold and underlined**; deletions with ~~strikethrough~~):

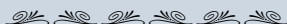
- F. The Administration ~~and the Board of Trustees~~ ~~are~~ **is** firmly committed to maintaining the average of the compensation of ~~the~~ Assistant, Associate and Professor ranks at the 95th percentile for Class IIA institutions in the national AAUP ratings, ~~subject to financial limitations~~ **until an agreed upon, revised benchmarking system, to be developed through collegial discussions between the Faculty Salary Committee and the Administration as part of the MOU process, is in place. Implementing this commitment means that if** the current average compensation in any rank is below the corresponding 95th percentile figure, then, in addition to the increase described in section C ~~above~~, each faculty member in that rank will receive the amount of the difference between Fairfield's average compensation for that rank and the corresponding 95th percentile figure. ~~In addition,~~ **That difference, plus the standard merit percent of that difference, will be added to the next year's minimum starting salary for that rank. Both this commitment and its implementation are subject to financial limitations. The revised benchmarking system shall be in place for the 2013-14 MOU and the FY 14 budget.**

The revisions to section F have been reviewed by our attorney. The FSC would have preferred to have language explicitly stating that if no agreement is reached, then the old benchmark stays in place, but the administration would not agree to that since then there would be no incentive for the faculty to discuss benchmarks and our benchmarking system in good faith. The FSC did convince the administration to include language that the revised benchmarking system must be agreed upon and that the old one remains in place until then. We and our attorney realize there is ambiguity with the last sentence of that paragraph. However, the administration's original language said that if no agreement was reached, then the Board of Trustees would impose a new benchmark, and the FSC would not agree to that since there would be no incentive on the part of the administration to discuss benchmarks and our benchmarking system in good faith. The FSC can document the fact that the administration formally withdrew their language saying the Board would impose a new benchmark if no agreement is reached. In the proposed MOU, the FSC is agreeing to discuss developing a new benchmarking system for the 2013-14 MOU. We are not agreeing to give up our current benchmark of the 95th percentile, but to begin good faith discussions about changing the benchmarking system, most likely to be about how the compensation payments will be made if, in a given year, a shortfall occurs. We hope to see you at the GF meeting on Friday.

From the 2011-12 FSC: Joe Dennin (Chair), Don Greenberg, John Miecznikowski, Rona Preli, Deb Strauss.



The Faculty Welfare Committee/AAUP at Fairfield University is an *ad hoc* committee of the General Faculty and an affiliate of the national AAUP. 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. To join, contact any member of the Executive Committee



AAUP
Academic Freedom for a
Free Society

FROM THE PRESIDENT: (con't from page 1) Fairfield and its faculty are known. Over 50 FWC/AAUP members worked for *weeks* to make this event a success, an event that helped to open the door to further discussions with the administration.

To keep up the pressure, a small contingent of FWC/AAUP members, dressed in full academic regalia, passed out flyers to parents, friends, and families at the 2012 Commencement. The flyers congratulated the families on their child's graduation and explained why the faculty were wearing red FWC buttons: to support the 95th percentile as a benchmark essential to ensuring the quality of a Fairfield education. The FWC members were approached by Public Safety and Fairfield police officers and told to leave the graduation grounds; we refused to leave and successfully handed out 3500 flyers that morning.

After faculty voted that minutes of our GF meetings and FWC/AAUP newsletters be sent to every member of the Board of Trustees, faculty were asked by the Board Chairman to make a presentation to the full Board at its meeting on June 7. Faculty representatives from the FSC, Academic Council Executive Committee, and the Committee on Conference with the Board of Trustees joined the Faculty Secretary to explain the faculty's position. The following week, the administration and FSC were back at the table and soon afterwards hammered out the MOU we will vote on at our September 7th General Faculty meeting. That MOU, sent out to the faculty in early July 2012, reflects the outcomes of a hard fought campaign by our chapter and its members, by *you*.

When I attended the AAUP Summer Institute in Chicago this July, I was overwhelmed by the stories from faculty across the country and across Connecticut who are fighting to protect their rights, their salaries, and their benefits. Moreover, I was heartened by the knowledge that we are an exceptionally well-organized chapter and faculty. The current MOU has its limits and flaws. Yet, it is the outcome of a long, hard campaign waged successfully by our FWC/AAUP in support of our FSC.

As the new president of the FWC/AAUP, I am excited to work with our membership and its Executive, Steering, and Action Committees to continue our collective efforts to protect faculty rights, freedoms, and fair compensation and benefits. I look forward to a productive year as we move forward collectively.

In solidarity,
Jocelyn M. Boryczka
President, Faculty Welfare Committee/AAUP

FWC/AAUP Executive Committee: Jocelyn Boryczka, President; Joe Dennin, Vice-President; Bill Abbott, Secretary; Irene Mulvey, Treasurer; At-large members: Shah Etemad, Wendy Kohli, Dee Lippman & Cheryl Tromley. Membership Director: Yohuru Williams.

Faculty Welfare Committee/AAUP
Jocelyn Boryczka, President
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