

# Faculty Welfare Committee/AAUP

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### **From the President:**

Dear Colleagues,

A great deal of uncertainty over our contracts and compensation for next year exists as we head down the home stretch of the spring semester. The FWC/AAUP leadership and the FWC Action Committee, as you probably know and will read about in this newsletter, have been working hard and planning ahead.

Collegial discussions continue with the Administration and there is not yet a Memo of Understanding (MOU) for the faculty to approve. Despite this, a recent University press release announced that the Board of Trustees approved the fiscal year University Budget at their meeting in March. This press release, although describing details on health care cost share as “being proposed,” states that the budget includes “a salary increase pool of 3% for employees making less than \$50,000, and 2% for employees earning above \$50,000.” If collegial discussions remain ongoing, how have such decisions regarding faculty salary already been decided?

Our FSC, despite the level of detail in the press release that is surprising and frustrating for us all, continues to meet with the administration in an effort to reach a mutually agreed to MOU. The FWC will continue to do everything that we can to support our colleagues in that effort. We need you. We need everyone. And, we look forward to seeing you at all our upcoming events.

In solidarity,  
Jocelyn Boryczka  
FWC/AAUP President

### **New Chapter Button Haiku**



**Made in USA**

**Buttons have a “union bug”**

**Strength in unity**

# Faculty Welfare Committee/AAUP NEWS AND EVENTS

## RECENT FWC/ AAUP EVENTS

### **CBC Regional Meeting PSC CUNY 2/23/2013**

Irene Mulvey attended on behalf of the chapter. Complete program and info at <http://www.aaup.org/event/aaup-cbc-east-coast-regional-meeting>.

### **FWC Steering Committee Meeting 2/27/2013**

Thank you FWC President Jocelyn Boryczka for keeping the Steering Committee informed and on track.

### **AAUP President Rudy Fichtenbaum in Connecticut 2/28/2013**

President Fichtenbaum spoke on "A Better Path Forward: How Corporate Culture Threatens the Quality of Higher Education and What We Can Do to Resist its Encroachment on our Campuses". Irene Mulvey attended along with members of the CT State Conference-AAUP.

### **FWC Action Committee Meeting 3/6/2013**

Thank you FWC Action Committee Co-chairs Kevin Cassidy and Sonya Huber for keeping us so well-organized.

### **SHOW SOLIDARITY BY WEARING RED! 3/21/2013**

Thank you to *all* the faculty members who wore red and FWC buttons on the day the trustees were on campus! Thanks especially to the members of the Committee on Conference with the Board of Trustees!

## UPCOMING EVENTS

### **Brown Bag Discussion 4/10/2013**

#### **FDR 11:00-12:30**

Members of the FSC will be available to answer questions on the current state of negotiations in advance of the 4/12 GF meeting. The FWC will provide snacks.

### **FWC Meeting/GALA 4/12/2013**

#### **Gonzaga Auditorium right after GF Meeting**

Open to all members of the faculty covered by the MOU. *Gala* food and drink by FWC!



*Everyone* wearing red at a service learning workshop on March 21: Professors Huber, Bowen, Gil-Egui, Hohl, Kohli, Biardi, Calderwood, Burrell Storms, Bose-Godbole, Ligas.

## In advance of the GF meeting on 4/12: UPDATE FROM THE FSC

The Faculty Salary Committee has not reached agreement with the administration on a Memo of Understanding to bring to the General Faculty. At the General Faculty meeting on April 12, we will make a brief presentation in order to bring the faculty up to date on the collegial discussions. Please see the FSC memo sent by the Secretary of the General Faculty for additional details.

### **Background on terms of compensation.**

- Salary increases – Increases to salary have not kept pace with inflation. Please see the presentation made by the FSC at the General Faculty meeting on November 9, 2012 at [www.faculty.fairfield.edu/gfs](http://www.faculty.fairfield.edu/gfs). Last year, salaries were frozen while CPI increased by 3%. This year CPI rose an additional 1.7%.
- Retirement – For many, many years, if the individual faculty member contributed 2.5% of his/her salary to retirement, the University contributed an amount equal to 10% of that salary to retirement. Last year, the General Faculty agreed that the University’s contribution would be decreased to 9% beginning 9/1/2012.
- Health Care Premiums – Prior to January 2009, each faculty member and his/her spouse/partner and dependent children were provided with health insurance at no cost to the faculty member. In January 2009, the General Faculty agreed to begin cost-sharing health care premiums. In 2009, 2010 and 2011, the faculty member paid 10% of the premiums and these amounts could not go up by more than 6% each year. In 2012, faculty are paying 10% of the premium (although there was no inflationary cap and premiums increased by about 11% from 2011 to 2012).

### **The last proposal from the administration.**

- Salary increase pool of 2% (distributed as standard merit only)
- Retirement contribution from University remains at 9%
- Employees’ health care cost share increases to 20% of total premium
  - No inflationary cap on the increase to total premiums
  - “Offset” added to base salary of \$920 per faculty member on 1/1/2014 when the increased cost-sharing would begin

The chart below shows how the proposal would increase health care cost shares depending on health care option selected. This assumes health care costs will increase by 7% for 2014, and it includes the \$920 “offset”; it does not reflect tax consequences. For more information, contact any member of the FSC.

	2013 cost share	2014 cost share	2014 CS	dollar increase	% increase
		(assumes 7% increase)	less offset of \$920	in cost share amount	in cost share amount
Option I single	\$905	\$1,937	\$1,017	\$112	12
Option I couple	\$1,835	\$3,927	\$3,007	\$1,172	64
Option I family	\$2,457	\$5,258	\$4,338	\$1,881	77
HSA single	\$715	\$1,530	\$610	-\$105	-15
HSA couple	\$1,454	\$3,112	\$2,192	\$738	51
HSA family	\$1,937	\$4,145	\$3,225	\$1,288	67

# COLLECTIVE ACTS OF FACULTY DISENGAGEMENT

We are grateful to the faculty members serving on the Budget Committee and the Faculty Salary Committee. We appreciate the work they have done on behalf of the faculty. However, we remain very concerned about the ongoing erosion of faculty benefits and the negative impact this will have on our ability to continue to attract and retain the very best faculty, and on our core educational mission. We see a lack of the kind of long-term planning and vision on the part of the administration that is essential to ensuring financial stability while maintaining and strengthening our commitment to excellence in education. At FWC Action Committee meetings this year, we have been discussing collective actions that may be needed in order to support the Faculty Salary Committee in their work to reach agreement on a fair Memo of Understanding, while maintaining a financial stability that reinforces our core academic mission. We may call for collective faculty disengagement from the many non-contractual activities that faculty do every day as part of our commitment to Fairfield University. **We invite you to contact us with your ideas for activities from which we might disengage.** Suggested text is below. Keep an eye out for email or FWC newsletters with more information or a CALL TO ACTION!

FWC President, Jocelyn Boryczka  
FWC Action Committee Co-Chairs, Sonya Huber and Kevin Cassidy



Activist art and photo (here and page 5)  
by S. Huber

## SUGGESTED TEXT TO EXPLAIN DISENGAGEMENT:

Dear [Administrator],

Thank you for asking me [to participate in Open House for admitted students/to be a marshal at Commencement/to participate in one of the June Orientation sessions/to participate in activities with the 50 year reunion class/etc.]. I am honored to receive this invitation and I appreciate the importance of this event.

I am dedicated to Fairfield, our core academic mission, our Jesuit mission and our commitment to excellence in education. But, I am deeply concerned that the current state of collegial discussions between the Faculty Salary Committee and the administration along with the ongoing erosion of employee benefits will have a deleterious effect on our shared commitment to excellence in education, which requires that we continue to attract and retain the highest quality faculty. Because of my concern, I will not accept your invitation. I am standing up for robust, comprehensive benefits for all Fairfield employees and expressing solidarity with the Faculty Salary Committee and the Faculty Welfare Committee/AAUP. By taking part in this community action, I am personifying Fairfield's commitment to Jesuit values, Fairfield's commitment to social justice, Fairfield's commitment to educate the whole person, and Fairfield's commitment to our core academic mission. I intend to be part of the solution as we move toward true dialogue and a common vision for long-term planning and fair compensation for faculty.

Sincerely,

## MORE COLLECTIVE ACTIONS - YOUR IDEAS WELCOME!

The FWC/AAUP leadership and the FWC/AAUP Action Committee Co-chairs receive periodic updates from the Faculty Salary Committee and meet regularly for discussion and planning. In a recent email, President Jocelyn Boryczka updated FWC members on activities planned for this week - see page 2 of this newsletter. Although the leadership hopes it won't be necessary again this year, we are discussing ways of taking action to show solidarity. In anticipation of the FWC meeting that will take place on Friday, April 12 immediately following the General Faculty meeting, we are asking faculty members to think seriously about collective actions that would be effective and to commit to helping to plan and participate in these actions. Some of the ideas that have come to our attention are listed below. Please come to the FWC meeting on Friday prepared to work on these and other ideas. We will fine-tune the plans we have in the pipeline and brainstorm strategies for other visible actions. To be effective, we need widespread participation and we need folks willing to take on leadership roles. There will be plenty of food and drink at our gala meeting, so come prepared to get organized around the ideas listed here and on totally new ideas over wine and cheese.



- Every day campus tours - leaflet, protest
- Admitted Students Open House - boycott, leaflet, protest
- Commencement - leaflet, protest
- Summer Orientation Sessions - boycott, leaflet, protest
- Hold a campus-wide rally for Excellence in Education
- President's Address to the Faculty - protest
- Take action at June Board of Trustees meeting
- Turn our campus into a social justice learning environment - choose a day on which every class can discuss social justice as it relates to fair and equitable compensation
- Your good idea

The Faculty Welfare Committee/AAUP at Fairfield University is an *ad hoc* committee of the General Faculty and a chapter 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 or Membership Director, Yohuru Williams.



## From the Archives:

### General Faculty Meeting

May 7, 2008

#### Excerpt of minutes

Professor Kathy Nantz, President of the FWC/AAUP, was granted the floor to present the ***FWC Lifetime Service Award*** to ***Professor Lucy Katz***. She read the following citation, which was followed by applause:

I am delighted to present this lifetime service award to someone who has spent her career at Fairfield advocating for faculty rights and interests. She has served on a variety of *Handbook* committees, including the University Council, Committee on Committees, and the Academic Council. She also brought her legal expertise to her work on the Student Academic Grievance Board and the Institutional Review Board for research on human subjects. She was instrumental in bringing the Women's Studies program to our campus, and has been a mentor to faculty and students alike with her work in that program.

What's most important about Lucy's career at Fairfield is her unceasing willingness to advocate for individual faculty and for faculty concerns. She has been involved in resolving conflict on campus in ways that protect faculty rights and interests. She served on the "Committee of 8" that worked with the Board of Trustees on a resolution to the merit pay impasse. She was an important member of the academic freedom subcommittee, which formed to reinforce the University's commitment to the AAUP statement on academic freedom. The issue of free speech, and free speech particularly for students, was key to this group's work. Lucy Katz has been a true colleague in every sense of the word and so the Faculty Welfare Committee/AAUP has selected her to receive the *FWC Lifetime Service Award* for this year.

Professor Lucy Katz was presented with the award to a standing ovation.

**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. Newsletter Editor: Irene Mulvey. Membership Director: Yohuru Williams.**

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