

Faculty Welfare Committee/AAUP

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From the President:

Dear Colleagues,

We face continued uncertainty over our contracts and terms of compensation for next year despite the hard work of our colleagues on the Faculty Salary Committee. The FWC/AAUP leadership and its Action Committee continue to work hard and plan ahead with our main efforts spearheaded by the four Working Groups that I reported about in the last issue of our newsletter. In particular, the Banner Group, headed by the multi-talented Anna Lawrence, designed and created a new FWC banner. The banner, pictured below, is hanging in Barone Campus Center as we gear up for our May Day event to celebrate International Workers' Day and the Feast of Saint Joseph, the Worker. All our working groups are making good progress and you are welcome to join any or all of the groups by contacting the group leader listed below:

- (1) Editorial Group headed by Bob Epstein,
- (2) Banner Group headed by Anna Lawrence,
- (3) Social Justice Laboratory/Teach-In headed by Yohuru Williams,
- (4) Opt-Out/Commencement Group headed by Gisela Gil-Egui.

I will continue to be in touch with FWC members by email and encourage everyone to get involved.

In solidarity,

Jocelyn Boryczka

FWC/AAUP President



Faculty Welfare Committee/AAUP NEWS AND EVENTS

RECENT FWC/ AAUP EVENTS

Labor Rally

Saturday

4/27/13

10 AM to 1 PM

FWC/AAUP members along with students and members of the professional staff joined with our colleagues in the maintenance department and their families to show support for the workers in their attempt to reach a fair and just first contract. See article on page 3.

UPCOMING EVENTS

MAY DAY Celebration

5/1/2013

Noon to 1 PM

Raising awareness of social justice and academic labor issues

The FWC/AAUP is planning a May Day Celebration outside the BCC at the Einstein Bagel entrance. We are educating about and celebrating **International Workers' Day** and the **Feast of Saint Joseph the Worker** in order to raise awareness about social justice and labor issues related to faculty, students, part-time and contingent faculty, professional staff and maintenance staff at Fairfield, across the country and around

the globe. Members of our community will "speak out". Included in this newsletter is a sign for your office door and a sign to bring to the event. Please try to attend and invite your students, staff, and contingent faculty colleagues. Wear your FWC button!

**WE ARE ONE
FAIRFIELD!**

GF Meeting for Handbook Committee reports and elections

5/2/2013

10 AM to 12 noon

The FWC/AAUP will provide a *gala* breakfast beginning at 9:30 AM in the lobby outside Gonzaga auditorium



CSC-AAUP Annual Spring Meeting

5/17/2013

Details and an invitation will be sent by email.



GF Meeting for the annual address by President von Arx

5/8/2013 4:00 PM

DSB 110A&B

**followed immediately by
the Reception for Retiring
Faculty in the lobby of the
Quick Center at 5:30 PM**

Faculty Salary Committee Update:

Following the 4/12 General Faculty meeting at which the General Faculty voted unanimously to reject the terms of compensation offered by the administration, the Faculty Salary Committee gathered more information from the faculty through a supplemental survey funded by the Faculty Welfare Committee/AAUP.

The survey had an excellent response rate and the data was extremely helpful to the FSC in determining the priorities of the faculty, as well as acceptable levels of health care cost-share amounts for the faculty.

The FSC met with the administration on 4/16. Following that meeting, the FSC prepared and sent to the administration a proposal for terms of compensation that the FSC would recommend the faculty approve. Another joint meeting is scheduled for 4/30. We expect a proposal from the administration before then.

The FSC asked the Faculty Secretary for time on the agenda for both of the last remaining faculty meetings, if needed.

Labor Rally on North Benson Road

Fairfield University community members stand with our maintenance workers and their families

WE
ARE
ONE
FAIRFIELD



The workers in the Department of Facilities Management organized into a union last August, but they still have not reached agreement on their first negotiated contract as a union. To draw attention to their situation, the workers staged a Labor Rally with their families on North Benson Road at the main entrance to campus from 10 AM to 1 PM on Saturday. A number of FWC members, some with partners or children in tow, showed up to show support for the maintenance workers in their fight for better pay and job security. Although lively and family-oriented, the peaceful demonstration had undertones of dissatisfaction with leadership and decision-making at Fairfield over the last five years or so: “raises” that don’t keep pace with the increase in the cost-of-living, salary freezes, and cuts to important benefits can be devastating to middle class families living in Fairfield county and are simply incompatible with our Jesuit mission. This is about more than compensation, as FWC President Jocelyn Boryczka told a reporter from the Fairfield Mirror, “[S]tudents should know that the way that the administration engages with the faculty and the maintenance and professional staff at the University will have an impact on the overall value of their education.”



Our health care cost-share: some history

Faculty members here in 2008 and 2009 will remember that when faculty first began paying anything at all for health insurance, we agreed to pay 10% of the premiums because that cost-share came with an offset **into the base** of \$2250 that would cover (and then some) the cost of Option 1 for singles, couples and families. It was presented to us as a *shift* of compensation from benefits to salary.

Although everyone understood that eventually the health care cost-share would outgrow the \$2250 offset into the base, because health care costs grow faster than our salaries, the charts below and at the bottom of page 6, which were prepared by current and former members of the FSC, show that the offset has covered the cost-share for just about everyone until now. Faculty members responding to the FSC's supplemental survey suggested that faculty need to understand what happened the last time we agreed to a significant change in our health care costs because what the administration has proposed this year is quite different from what happened beginning in January 2010. That change was truly a shift of compensation from benefits to salary. What has been proposed by the administration so far this year is a genuine diminution of our health care benefits.

2010	Cost Share Amount	Amount originally added to your base salary to cover the cost-share
Option I single	\$725	\$2250
Option I couple	\$1474	\$2250
Option I family	\$1969	\$2250

2011	Cost Share Amount	Amount added to your base salary to cover the cost-share increased by 1.5% (standard merit for this year) has grown to:
Option I single	\$769	\$2284
Option I couple	\$1562	\$2284
Option I family	\$2087	\$2284

2012	Cost Share Amount	Amount originally added to your base salary, increased by another 1.5% (standard merit for this year) has grown to:
Option I single	\$815	\$2318
Option I couple	\$1656	\$2318
Option I family	\$2213	\$2318

Clarity, Consistency, and Continuity

by Carl Scheraga, Management, DSB

Every year that I have served on the Budget Committee, I have asked a simple, basic question: “What will Fairfield University look like as an institution five years from now? Ten years from now?” I have yet to receive an answer. Why do I ask the question? I ask it because as a member of the Budget Committee I want to speak and act in ways that foster the obtainment of a vision of success and growth in the context of a vibrant and caring community. I ask it because I am constantly vigilant not to let myself be overcome or seduced by selfish anger or simple self-interest. I ask it because convictions achieve their highest level of integrity when there is thoughtful and honest dialogue.

This is not a whimsical, philosophical indulgence. Rather it precisely reflects the essence of the most important activity for any organization that I explore in all of the courses that I teach. I am, of course, talking about strategic planning. *But*, strategic planning is not a template to be crafted by a consultant in order to justify that which is expedient or opportunistic. It is never that. *However*, it is a very special opportunity that can lead to important moments of communal reflection. It is that process where all constituencies come together, thoughtfully and honestly, talk, and listen to one another. There is nothing but transparency no matter how uncomfortable that might be. It is an opportunity to build community morale so strong that it cannot be overwhelmed by adversity.

A strategic plan allows every member of a community to take personal ownership in the vision that has been carefully crafted by a process that is demanding and energy-intensive but in the final analysis ever so rewarding. A strategic plan possesses three qualities that I constantly convey to my students – clarity, consistency, and continuity. Clarity implies that the strategic plan is visible to and understandable by all members of the community. Consistency implies that it applies across all segments of the community. Finally, continuity implies that there is a commitment to the plan – one that does not abdicate to short-term exigencies.

We do not have a strategic plan. We have initiatives. Initiatives are tactical but not strategic actions. They should flow from a strategic plan. When they exist divorced from a strategic plan, they become free-floating crisis management tools or marketing veneers. Most dangerously, they inherently lead to animosity among constituencies who demand resources for visions they have constructed for themselves. A strategic plan sets mutually agreed upon priorities that set logical funding agendas and timelines. Budgetary decisions are no longer ad hoc and thus no longer condemned to be nothing more than a mechanism of provocation.

Above all, strategic plan is a commitment. Nothing binds individuals together more than the commitments they make to each other. Every semester, on the first day of class, I make a commitment as to the journey I will take with my students. It is not equivocated in any way. The most special moment of any semester is when I can turn to my students and say – “Remember the destination I promised you? Well, here we are!”

Fairfield University is a special community – administrators, faculty, and staff. We can do this.

2013	Cost Share Amount	Amount originally added to your base salary, increased by another 0% (standard merit for this year) has grown to:
Option I single	\$905	\$2318
Option I couple	\$1835	\$2318
Option I family	\$2457	\$2318

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

October 23, 2009

Excerpt of minutes

Report from the Faculty Salary Committee.

Prof. Crawford, a member of the Salary Committee, made the report for the committee. He began by mentioning the administration's commitment to the 95th percentile and how that commitment provided some protection for faculty. (1) Merit pay, as currently implemented, is bad. In the packet is a universal merit plan with a clause on consumer price index (CPI) which will be better for faculty. We made compromises to get this, one is taking health benefits "at no cost to the faculty member" out of the *Handbook*. Faculty will begin to pay 10% of their health care premiums and the administration will add \$2250 to base salary for anyone who hasn't already switched to cost-sharing. In the near term, at least, this should be revenue neutral. (2) The FSC is proposing a Memo of Understanding (MOU) and Benefit Plans Overview (BPO, an appendix to the MOU) that incorporates cost-sharing and the \$2250. (3) The FSC is proposing changes to the *Faculty Handbook*. In addition to removing "at no cost to the faculty member" re health benefits, we propose to move the 10% figure of the University's contribution to retirement out of the *Handbook* and into the Benefit Plans Overview (BPO), and we propose to move (increased) life insurance out of the *Handbook* and into the BPO. With regard to what's different from the proposal the faculty voted down last May, the administration has backed off demands to move other specific details (Anthem, TIAA, tuition benefits) out of the *Handbook*.

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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