

Faculty Welfare Committee/AAUP Excellence in Education

A SPECIAL ISSUE TO CELEBRATE OUR *MAY DAY RALLY*



From the President:

Dear Colleagues:

Thanks to you all for your support of the May Day Rally last week! Over 130 people from all across our campus joined us on a beautiful May afternoon. Our FWC event brought together all sectors of our university - students, professional and maintenance staff, part-time and full-time faculty. Workers from around campus have thanked many of us for our efforts in giving voice to the critical labor issues facing our university.

The day after our rally, I was invited by the Staff Association to speak at the Staff Association luncheon to inform them about the One Fairfield "movement." Great connections are being made across campus!

We are ONE Fairfield!

In solidarity,

Jocelyn Boryczka

FWC/AAUP President



MAY DAY RALLY

REMARKS BY PROFESSOR BOB EPSTEIN



It's so encouraging to see so many of my colleagues—and my comrades—from so many different parts of the Fairfield community come together today to share our vision for One Fairfield.

The question is, what does “One Fairfield” mean? Well, I think it means that everyone in the University community is working together to advance the University in its mission. Everyone contributes to a shared mission and shared goals and it means that everyone makes sacrifices when they are necessary and that everyone benefits when progress is made toward those shared goals.

What does One Fairfield not mean? It does not mean that someone on high tells those below that for reasons that can't be explained, they have to make sacrifices.

I am an English professor and so I look toward the classics whenever I'm looking for analogies. And so whenever I hear the word sacrifice from someone, I think of the classic movie, *Shrek*. I think of Lord Farquaad who takes his people to war and then tells them, “Some of you are going to lose your lives, but that is a sacrifice that I am willing to make”.

That's not the sacrifice we are willing to accept.

First of all, as we heard, most of our maintenance staff who were here earlier had to leave to go back to work as their lunch break was over. I wish more of them were able to be here now, because I'm thinking about their contributions. Look around here - It's May Day. It's Spring, finally. This place is beautiful. The initial impulse is to look around and think that this is natural. It's not. This is maintained. It's maintained by people who work in Maintenance. That is their contribution to the university and its mission.

To make it more personal, but also connected to the University, in one of the several Storms of the Century that we had this past year, my family was evacuated from our home and we took refuge here on campus. We lived in a classroom for three days and we had safe haven here because of that. But we only had safe haven because plenty of other people who work at this University came in and did their jobs. If you look on the University's home page, you know that the University boasts and is proud of the fact that they have just announced that the town of Fairfield has made this campus its emergency location, so that the town is resorting to this location - this campus - in emergencies from now on (since we're going to have a Storm of the Century every year, apparently). In that, we need to rely on others—on those who are working at this campus. What that home page does not say is that this place is only a safe haven because of the people who maintain it. During the storms of the past year, when we were thinking about the safety of ourselves and our families, they came in and worked. They cleared the ice during the blizzard. They cleared limbs during the hurricane. They kept the university open and the students and everyone else safe.

I just saw Clayton over here. Clayton works in the Library - I see him every day; he's the friendliest guy on campus. During finals, the Library is open extended hours, sometimes 24 hours, right? [*Prof. Epstein, continued on next page*]

[Remarks by Professor Bob Epstein, continued from page 2]

That's the academic mission of the University. Who keeps that going? Guys like Clayton. And that is service towards our academic mission. The only reason that can happen is because there are librarians and maintenance workers and public safety officers who keep an institution like that open 24 hours.

Everybody here is working toward the academic core mission of this University. Now it's time for a little of what Bob Dylan used to call finger-pointin'. I think that everyone here is working towards one vision of the University. But there's a minority of people here that I'm not sure is working toward one vision of the University and I'm pretty doubtful that they're actually contributing to the core academic mission of the University. And, the problem is that those people are at the top. That's the problem. There are some references to why are we in this situation. What's the situation? The situation is a financial crisis. But, like the beauty of this campus, that did not just happen. Whatever financial problems we're facing are a result of the decisions made by the people at the top. Well, that's true but it's only partly true. It's also happened because there are too many people at the top. The organization of the University is top-heavy and that is not helping in our core mission that all the rest of us are committed to. And, what's more, it is the people at the top who make the decisions about who sacrifices in times of crisis. And, that's the problem. So, if we're going to have One Fairfield, we need to ask: Why do the people at the top think it's necessary to let go of 10 thirty thousand dollars a year workers while claiming that it's necessary to add another two hundred thousand dollars a year Vice President?

Here's what a lot of people don't realize, and the administration does not want us to know this. Not only are they not eliminating positions at the top, but at the same time as forcing painful sacrifices, including reductions in benefits, on faculty and staff, they are hiring an additional Vice President - an Executive Vice President - whose job is completely unnecessary and redundant, and they cannot even be explained to the faculty or to anybody else why this hire is needed.

The problems that we are in are due to waste, redundancy and mismanagement at the top. Exclusively. [From the crowd: consultants!] Yes, and consultants. This is a place that has a Vice President for Marketing that nonetheless hires outside marketers to rebrand the University when it is demonstrably wasteful and ineffective to repeatedly try to rebrand any corporation or institution.

So, what are we demanding? The faculty is demanding - and the Academic Council voted on this on Monday - a long-term plan for the University that makes it clear how all the divisions of the University - staff, faculty, administrators, everybody - are contributing to the academic mission of the University. We want that clear; we want it long-term.

If we're given that, then we'd be willing to accept sacrifices to achieve that long-term vision. But, in the absence of that, we're not accepting any more cuts and sacrifices. It's possible that that may include further sacrifices on our part but if we know how it's contributing to the vision that we see, we'll be willing to get behind it. I personally think it is more likely that it will call for sacrifices at the top if we have a real vision. It's possible that some Vice President may lose his or her job, but that's a sacrifice that I am willing to make.

So, we're calling this a vision of One Fairfield. It's a vision at this point. We have that vision but friends, not everybody here has that vision. We need to make that the University-wide vision. So, let's go make it happen.



MAY DAY RALLY

REMARKS BY PROFESSOR YOHURU WILLIAMS



I want to thank you for taking the time to join with us today in this important project. For as we gather to share with you our concerns about the future of this institution with regard to the manner in which it treats its workers, we invite you to reflect on how we collectively as One Fairfield can be part of the solution. As a University community we take enormous pride in the social justice mission of this institution and the fruit it bears in the work of our faculty and students.

We encourage our students, for instance, to tackle issues of economic inequality across the globe from Cuba to China, yet refuse to confront the disquieting specter of economic inequality and injustice that haunts our own campus. Author Dorothy Thompson posed the question best, "Can one preach at home inequality of races and nations and advocate abroad good-will towards all men?" Charity and justice grow from the fertile field of equality sown in the home soil and then spread far and wide by those reared in its deep and vibrant roots.

At Fairfield University that soil is nourished and fertilized in the deep spiritual wells of Ignatian philosophy.

But today, on May Day, International Workers' Day, the feast of St. Joseph, the worker, I regret, as someone so deeply reared and committed to Jesuit education, to have to ask if that well has gone dry.

For somewhere I read that "Love is shown more in deeds than in words." But in the manner in which the University has dealt with its workers, I am forced to ask where the love is - when those in charge refuse to acknowledge the detrimental impact their decisions have on those who have labored faithfully in the service of its mission.

And somewhere I read "let us put the needs of others first" utilizing our talents in the service of man as they propel us toward service and union." But in the manner in which the University has chosen to dismiss the very real needs of its workers, I regret to ask how we are putting the needs of others first. Our bottom line, that takes into account the manicured lawns and bricks that adorn this commons, fails to appreciate the cost in human capital when reasonable needs of those who have faithfully served are dismissed as inconsequential and when the families they support are regarded merely as collateral damage. Where is the service? Where is the love? Where is the love of service? Most important of all, somewhere, I read these profound words of reflection: Lord teach us

"To give, and not to count the cost
to fight, and not to heed the wounds,
to toil, and not to seek for rest,
to labor, and not to ask for any reward,
save that of knowing that we do thy will"

[Prof. Williams, continued on next page]



[Remarks by Professor Yohuru Williams, continued from page 4]

Maintenance, faculty, staff, and part time faculty are not asking for any great reward, just fair and equitable compensation; cost of living, a modicum of economic justice. If there is any place on this earth where the argument against outsourcing, for example, that threatens the economic security of our maintenance staff and their families should be obvious, it is at a Jesuit institution. The Jesuits and Jesuit trained students have fought this battle elsewhere, why not here?

If there is any place on this earth where one should *not* have to make the case for economic justice for staff, asked to bear the crushing costs of health care without any real increase to cost of living, it is on the campus of a Jesuit institution. The Jesuits and Jesuit trained students and faculty have fought this battle on other plains - why not here?

If there is any place on this earth where one would expect the work of faculty to be valued and celebrated as the model of Ignatian values and tradition and where a simple request not for more money but simple justice would not go ignored, it would be in this place steeped in the rhetoric of Catholic Social Justice Teaching with buildings named for men who if alive today would stand with those gathered in this square and not in the air conditioned halls of injustice where cold hearted ministers trade our Jesuit mission and values for gloss and platitudes in the name of a crisis of their own making.

We are not unreasonable. We understand that everyone is suffering, but we disagree with the model of disengagement and injustice being taken by the University. For more than 50 years Fairfield University's unique brand has been its commitment to training students who are committed to social justice. It has permeated all aspects of this institution, from Arts and Science and the Humanities to the School of Business and our phenomenal school of Nursing. Why abandon what has made us relevant, compassionate and strong? Rather than embracing the corporate models that have left millions unemployed, unable to feed their families, unable to secure for their children a quality education, unable to afford decent housing, or affordable health care, the very things for which the Jesuits, faculty and students who make us this community once labored in unison, Let Fairfield be a model for how to combat times of uncertainty with compassion and justice.

Long before any consultants came forward to tell us about how to brand and market this university, students were drawn here by its core values- principles of Justice that have helped Fairfield University students transform the world through engagement and service.

We need that same model of engagement here and now.

The pasture of compassion that has nourished the fight against injustice far afield must be sown again here on its home ground now cold with indifference lest the seeds of equality and economic justice that it once sown be strangled at the roots. We are those roots. We are One Fairfield, bound by love, united in service, committed to justice.

Join with us today in reclaiming the mission and identity of this institution; claim your rightful place in this community. Let me leave you with the words of the freedom fighter Gerry Adams slightly amended to meet our cause, "When others stood idly by, you and your families gave your all, in defense of a risen people and in pursuit of unity." Let one Fairfield stand for economic justice in such unity.



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.



Mark Your Calendar

SAVE THESE DATES

WEDNESDAY, MAY 8, 3:30-5:00

DSB 110A&B

General Faculty Meeting for the annual address by the President

*NOTE: The change in the start time of the meeting - 3:30 PM!

WEDNESDAY, MAY 8, 5:30-7:30

Lobby of the Quick Center

Reception for our retiring faculty colleagues

SUNDAY, MAY 19 at 9:30 AM

Bellarmino Lawn

Fairfield's Undergraduate Student Commencement Ceremony

SUNDAY, MAY 19 at 3:00 PM

Bellarmino Lawn

Fairfield's Graduate Student Commencement Ceremony

June 18 & 19 and June 24 & 25

Orientation for the Class of 20117

Weekend of June 8

Alumni Reunion Weekend

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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