

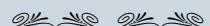
Faculty Welfare Committee/AAUP Excellence in Education

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Outstanding Chapter Newsletter Award
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From the FWC/AAUP President:

Dear Colleagues,

Welcome to a snowy spring semester! I am just back from 10 days in Dar es Salaam in Tanzania where the temperature hovers in the mid to high eighties.

Congratulations to our colleagues who were elected by the Academic Council to serve on the President von Arx's Strategic Planning Steering Committee - Professors Matt Kubasik, Paul Lakeland, Nels Pearson, Rona Preli, Shawn Rafalski, Carl Scheraga, and Yohuru Williams - FWC members all! Thank you, on behalf of the Faculty Welfare Committee, for your willingness to engage in a robust and comprehensive strategic planning process. We look forward to regular updates on your work through the Academic Council.

The chapter leadership has been busy and we are only getting busier as we progress through the academic year. You can read about our successful Campus Equity Event in this issue, as well as our ongoing work. As always, I welcome your thoughts, ideas and participation. Always feel free to contact me at jboryczka@fairfield.edu.

In Solidarity,
Jocelyn Boryczka
FWC/AAUP President

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AMERICAN ASSOCIATION OF
UNIVERSITY PROFESSORS

Faculty Welfare Committee/AAUP NEWS AND EVENTS

Recent FWC and AAUP Events:

Imagining One Fairfield Oct. 29, 2013

Fairfield's event in support of campus equity week was written up in *Academe*, the magazine of the American Association of University Professors, and there is a full story in this newsletter beginning on page 4.



AAUP Loyola Leadership Workshops Oct. 5, 2013

Chapter leaders Yohuru Williams and Irene Mulvey were keynote speakers at this half-day event held at Loyola University Maryland (See photo with organizers and some participants this page.)



Assembly of State Conferences Leadership Summit

Nov. 15-16
Columbus, Ohio

Irene Mulvey, an elected at-large member of the ASC, attended.

Upcoming FWC and AAUP Events:

General Faculty Meeting

Feb. 21 at 3:30 PM

Gonzaga Auditorium

followed immediately by a gala wine-and-cheese reception hosted by the Faculty Welfare Committee - a chance to visit with friends and colleagues



FWC/AAUP Open Meeting

Time & place TBD

President Jocelyn Boryxzka and the Executive Committee are working on changes to the constitution. A subcommittee is working on changes that would allow contingent faculty to be

members of our chapter, and another subcommittee is working on language that would streamline and improve our election processes. More soon.



AAUP-CBC Spring Regional Meeting

Apr. 12

Columbus, Ohio

More info at www.aaup.org



2014 AAUP Annual Conference on the State of Higher Education and annual business meeting of the AAUP

June 11-15, 2014

Mayflower Hotel

Washington, DC.

Registration is open now!



From the FWC/AAUP Steering Committee:

As we prepare for the Faculty Salary Committee's first presentation to the General Faculty on this year's collegial discussions intended to lead to an agreed-upon Memo of Understanding/Benefits Plan Overview, the FWC/AAUP Steering Committee would like to update the faculty on our charge and our work. And, in case it turns out to be the case that the FWC/AAUP Action Committee will be called into action again this year, we would like to briefly explain the charge to and the work of the Action Committee as well.

For new faculty, the FWC/AAUP is an *ad hoc* committee of the General Faculty and a chapter of the American Association of University Professors (AAUP <http://www.aaup.org/>). Most of us are members of our *disciplinary* associations, but the AAUP is the association of the entire *profession*, with the stated mission of "advancing academic freedom and shared governance; defining professional values and standards, promoting the economic security of those who teach and research in higher education; organizing to make our goals a reality; and ensuring higher education's contribution to the common good."

Any full-time faculty member at Fairfield may join the chapter by paying chapter dues (if interested in joining, contact Membership Director Prof. Yohuru Williams), and, in fact, over 70% of the full-time faculty at Fairfield are dues-paying members of the chapter. Most of the dues collected by the chapter go to pay our National AAUP dues, but money from the chapter treasury has been used in the past to pay for an attorney when needed to review changes to our contract, and to bring in other experts on matters of importance to Fairfield's faculty. Equally important, our membership in the National AAUP provides us with access to support, education, and training from experts on the national staff as well as from faculty leaders at institutions all across the country.

According to the FWC constitution, the Steering Committee "shall be active during negotiations and during periods of formal university-wide planning...It shall assist the Salary Committee in the development of negotiating strategies, provide support through national AAUP Collective Bargaining Congress, and coordinate the efforts of the Communication Committee." As is the case every year, the Faculty Salary Committee has been in regular communication with the FWC/AAUP leadership through the Steering Committee. Given the difficulties we had last year getting to a contract and the assurances we had when we voted to approve the doubling of our health insurance cost-shares, we had hoped for a quiet year this time. We encourage all faculty members to attend the General Faculty meeting on Friday, February 21 at 3:30 in Gonzaga auditorium for the report from our elected colleagues on the Faculty Salary Committee. As usual, the meeting will be followed by a gala reception hosted by the FWC, where faculty can talk with members of the Faculty Salary Committee and members of the FWC, and connect across departments, schools and disciplines on our common concerns.

The Action Committee - last year so ably co-chaired by Professors Sonya Huber and Kevin Cassidy - is not a constitutionally mandated committee but - as articulated in chapter founding documents - is called into action during times of political crisis. Co-chair leadership and the groups formed during our political crisis last year may be called back into action again this year - Editorial Group headed by Bob Epstein, Banner/Artwork Group headed by Anna Lawrence, Social Justice Laboratory/Teach-In Group headed by Yohuru Williams, Opt-Out Commencement Group headed by Gisela Gil-Egui.

We look forward to seeing you at the GF meeting on Friday. Your chapter leadership continues to monitor the situation very closely and will keep faculty apprised as needed.

Campus Equity Week 2013

On Tuesday, October 29, the FWC/AAUP sponsored a panel presentation followed by a discussion to observe Campus Equity Week. Following on successful demonstrations and other chapter events in 2012-13 on the theme *We Are One Fairfield*, the panel held for CEW was called *Imagining One Fairfield*. Panelists included Professors Liz Hohl (History) and Kathryn Nantz (Economics), members of a Task Force on Part Time Faculty that presented a report to the Academic Council in the fall. Recommendations in the report that were approved by faculty and are being undertaken by AC Subcommittees were discussed; these are to draft a long-term Mission Statement for the optimal employment and deployment of Non-Tenure Track Faculty to be included in a relevant governance document, and to consider forming a Faculty Handbook committee on Non-Tenure Track Faculty employment, roles and

conditions. The wide-ranging discussion highlighted the challenges facing part-time faculty, and discussed the goal of uniting all professors at Fairfield, and treating all faculty with respect. Much of the discussion centered around a running theme in the Task Force's report: "security + voice + respect = equity". After the event, Chapter President Jocelyn Boryczka asked participants to share with us their most important take-away and some of those are reprinted here.



It was encouraging to see full-time faculty talking about this issue with urgency and a sense that the adjunctification of higher education affects them personally- because it does. Disrespect, low wages, and lack of resources for a whole tier of faculty is an injury to our institutions, our departments, our disciplines, and our students."
- S. Huber, English

The Task Force on Part-time Faculty Employment that convened over the past year represented a model of coalition building. It is the type of model with the potential for creating long-lasting change. A group of non-tenure track faculty along with tenured faculty and administrators developed a series of recommendations with the goal of achieving equity for the nearly 300 people that make up the contingent labor force on campus. We envisioned many possibilities: a Part-time Faculty Association, an AAUP Caucus of NTT Faculty, yearlong and multi-year contracts, a lecture track and access to governance. We want to make One Fairfield a reality. We can do it - together.

- Elizabeth Hohl, History



*All CEW photos by Tim Manning,
class of 2014 and Executive Board Member,
Students for Social Justice*



Imagining One Fairfield

As a new adjunct instructor at Fairfield, what most impressed me about the meeting was the high level of commitment to achieving significant change in the way contingent faculty are looked on, utilized and compensated. And I left the meeting with a generally optimistic feeling, particularly because of the strong support voiced by the full-time faculty who attended. Based on my own experience, I find that what you're trying to achieve at Fairfield is nothing less than extraordinary ~ perhaps even revolutionary!

However, after working part-time for 12 years at two other Catholic colleges (Sacred Heart University and Albertus Magnus College), I fear you have a long and difficult road ahead. One reason is that I honestly don't think that playing the "social justice" card will work, especially at Catholic institutions, which have by and large become inured these days to the criticism of hypocrisy. The two other Catholic colleges I teach at, for example, maintain the lowest pay scales for

adjuncts of any schools in CT, and both treat adjunct faculty abominably. Though part-time faculty teach nearly half of all classes in these schools, we're explicitly excluded from departmental meetings and faculty workshops, have no say in course offerings or design, and (at least in the case of SHU) are barred from teaching courses above the 100 level (regardless of credentials, expertise, or length of experience).

You seem to have the enthusiasm and determination to turn things around, though, and I congratulate you on at least making the effort.

- Clem Russo, History



As someone who held part-time or visiting teaching positions for nine years before getting a tenure track position, and someone who served as a member of the committee on the use of adjunct faculty at Fairfield in AY 99-00, I was both excited and depressed by the Campus Equity Week event.

When I heard a current part-time faculty member report that she needs to teach a total of six courses (at multiple universities) each semester in order to pay the bills (not to mention that, at least at Fairfield, these courses do not come with either retirement or medical benefits), I found it stunningly depressing to think that despite the efforts of multiple faculty committees over the years, no progress had been made with regard to the humane treatment of part-time faculty at Fairfield.

Still, after reflecting for a few days, I find that the report from the Task Force gives me hope that things have now reached a real turning point. The fact that the task force was successful in getting the Academic Council to pass motions creating two subcommittees gives me hope that we now have a real opportunity to make progress toward achieving equity for part-time faculty at Fairfield.

- Steve Bayne, Philosophy
CEW - MORE ON PAGE 7



Good News on First Amendment Protection of Academic Freedom in Public Colleges and Universities

This article first appeared in Inside Higher Ed on February 13, 2014.

Protecting Academic Freedom

By [Scott Jaschik](#)

A federal appeals court has given a strong endorsement to the idea that faculty speech rights at public colleges and universities were not constrained by a 2006 Supreme Court ruling that limited the rights of some public employees.

The 2006 ruling, [Garcetti v. Ceballos](#), concerned the Los Angeles district attorney's office. Despite that, some courts have been applying the ruling to faculty disputes at public universities ~ while others have not. The new ruling ~ by the U.S. Court of Appeals for the Ninth Circuit ~ comes in a three-judge panel's revised opinion on the case of David Demers, a tenured professor at Washington State University who says he was retaliated against with negative performance reviews for writings that criticized the administration.

The appeals court did not rule on the merits of the case, and as it did in [its first look at the Demers suit](#), it said that his free speech wasn't limited by the *Garcetti* ruling. But the language in [the new ruling](#) was quite strong ~ the kind of language many faculty advocates have been looking for.

The appeals court acknowledged that *Garcetti* set limits for public employees, but said there was no question that those limits should not apply in higher education.

"*Garcetti* left open the possibility of an exception," the appeals court said. "In response to a concern expressed by Justice Souter in dissent, the court reserved the question whether its holding applied to 'speech related to scholarship or teaching.' Justice Souter had expressed concern about the potential breadth of the court's rationale, writing, 'I have to hope that today's majority does not mean to imperil First Amendment protection of academic freedom in public colleges and universities.' "

The appeals court added that "Demers presents the kind of case that worried Justice Souter. Under *Garcetti*, statements made by public employees 'pursuant to their official duties' are not protected by the First Amendment. But teaching and academic writing are at the core of official duties of teachers and professors. Such teaching and writing are a special concern of the First Amendment. We conclude that if applied to teaching and academic writing, *Garcetti* would directly conflict with the important First Amendment values previously articulated by the Supreme Court."

Further the court noted that the First Amendment, as interpreted in other Supreme Court decisions, applies to faculty speech that may not be strictly scholarship or teaching, but may relate to discussions of college policy. "[P]rotected academic writing is not confined to scholarship," the appeals court said. "Much academic writing is, of course, scholarship. But academics, in the course of their academic duties, also write memoranda, reports, and other documents addressed to such things as a budget, curriculum, departmental structure and faculty hiring."

Robert O'Neil, former president of and professor of law at the University of Virginia, and an expert on faculty free speech issues, said via email that the latest decision from the appeals court added to the view he shares that *Garcetti* should not be applied to higher education.

The new decision has "a level of certainty and conviction ~ a slightly sharper edge, if you will ~ which further narrows adverse inferences from *Garcetti*," he said.

Chapter and State Conference Awards:

Congratulations to Assistant Professor Sonya Huber - the recipient of the 6th annual CT State Conference-AAUP George E. Lang, Jr. Award! George Lang was a Professor of Mathematics and a faculty leader at Fairfield for 36 years, as well as an AAUP leader at the chapter, state and national level. His colleagues on the CSC-AAUP honor his memory by "recognizing a faculty member at Fairfield who early in his or her career has shown awareness of and dedication to important AAUP issues such as academic freedom, faculty governance, and faculty rights and responsibilities". FWC President Jocelyn Boryczka read a moving citation (printed on page 8) at the General Faculty Meeting on May 8 where Prof. Huber's selection was announced. Prof. Cliff Price accepted the official award on Sonya's behalf from President Boryczka at the CSC-AAUP annual spring meeting on May 17 (lower photo).

Top photo (left to right): Debra M. Strauss, FWC-AAUP Colleague of the Year; Kevin Cassidy, FWC Lifetime Service Award; Sonya Huber, 2013 CSC-AAUP George E. Lang, Jr. Award recipient



CEW FROM PAGE 5:

As Director of Core Writing, I steward the 50 + sections of EN 11 and EN 12 every semester ~ a course sequence intended to engage nearly every single first-year student with college-level reading and writing in the service of developing critical thinking, broad habits of inquiry, an understanding of academic genres, and the uses of language for both public rhetoric and for critical reflection and action. First year composition is the largest single college course offering across the US. Between 75% and 90% of Fairfield's sections are provided by contingent faculty who work tirelessly to integrate students into their college experience while remaining structurally marginalized. Our Academic Task Force Report and Recommendations for better working and more stable working conditions, a clear voice

in governance, and permanent representation in a Handbook Committee may provide a singular opportunity for contingent faculty in all departments to become visible~ their value finally recognized, their labor honored and supported. This set of initiatives has the promise of achieving both pragmatic benefits for the institution as well as realizing the social justice and "cura personalis" aims of a true Jesuit educational community. It is always the right time to do the right thing. I look forward to working with the developing coalition of folks to make serious progress on this front.

- Cinthia Gannett, English



The FWC's Campus Equity event reminded me of my days as a part-time faculty member in the City University of New York (CUNY) system when I was in graduate school. Luckily, the PSCUNY, the

union for CUNY faculty, admitted part-timers, which gave me protections denied to most part-timer faculty today. One person who spoke at Fairfield's event was a former student of mine who now teaches at Fairfield. Hearing the challenges that she faces on a daily basis, particularly the lack of time she has to work with her students since she is teaching 6 courses at different schools, broke my heart. She wants to teach our students well and simply cannot do so because she has needs "to pay the rent" as she put it. Campus equity means that we all have the right to a living wage - this is an issue for all faculty - full and part-time alike. Ultimately this issue is about the future of higher education - the quality of our teaching and the learning available to our students. Nothing less is at stake.

- Jocelyn Boryczka, Politics

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



FWC/AAUP Executive Committee: J. Boryczka, President; J. Dennin, Vice-President; W. Abbott, Secretary; I. Mulvey, Treasurer; At-large members S. Etemad, D. Lippmann, C. Tromley, B. Welles-Nystrom. Membership Director: Y. Williams.



2013 Lang Award Recipient: Professor Sonya Huber

The following citation was read by FWC/AAUP President Jocelyn Boryczka at the General Faculty meeting on May 8, 2013.

The George Lang Award was established by the Connecticut Conference of the AAUP in 2007 to honor the memory of our colleague by recognizing a faculty member at Fairfield who early in his or her career has shown awareness of and dedication to important AAUP issues such as academic freedom, faculty governance, and faculty rights and responsibilities. Giving this award to a person at Fairfield recognizes their work on matters important to George and would strengthen the Fairfield chapter, which is another way that George's legacy lives on at Fairfield.

Past winners of this award are Dave Crawford, Deb Strauss, Matt Kubasik, Bob Epstein and Jocelyn Boryczka.

This year the Lang Award goes to a faculty member who, although only joining Fairfield two short years ago has made a powerful impact on our community. Her activism began long before she arrived at Fairfield or even entered academia as she chronicles in her outstanding memoir *Opa Nobody* where we learn that she traces her commitments to worker justice all the way back to Germany before the turn of the nineteenth century. She brings her family's legacy of standing up for themselves as workers and for others who work alongside each other here to Fairfield. She advocates for part-time faculty members and our maintenance co-workers in Local 30. And, of course, she stands with her fellow faculty as a tireless organizer for the FWC. Last year, she was a driving force behind the Rally for Unity, making posters, attending meetings, and getting folks to turn out. In the Fall, she co-organized an event to celebrate our FWC/AAUP chapter, bringing national AAUP leader Jane Buck and labor leader Barbara Bowen, President of the PSC-CUNY union to campus. This year, as Co-Chair of the FWC Action Committee, she devoted herself to advancing the cause of excellence in higher education by building unity across the different groups of employees at the university, culminating in the May Day Rally last Wednesday, attended by nearly 130 students, staff, full- and part-time faculty. George Lang, if he were here with us today, would have sought her out at an FWC gala and, over a beer, would have told her, "I am your number one Fan." This year's winner represents the essence of the Lang Award as a junior faculty member who lives the courage of her convictions and stands up, with hope and belief in the power of the people, to struggle for her fellow employees and our collective commitment to academic excellence.

Although this award will be officially presented at the CT State Conference-AAUP annual spring meeting in New Haven on May 17th, please join me now in congratulating *Professor Sonya Huber*.

FWC/AAUP President Boryczka
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