

Faculty Welfare Committee/AAUP Excellence in Education

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From the FWC/AAUP President:

Dear Colleagues:

I would like to be wishing you all a happy end to the academic year and looking forward with you to the different pace of our summer work. Instead, I am writing to announce that **we are mobilizing the FWC Action Committee again this year!**

The Action Committee Co-Chairs are Kevin Cassidy and Sonya Huber. Email Sonya (shuber@fairfield.edu) or Kevin (kjcassidy@fairfield.edu) to be added to the Action Committee email distribution list. Kevin and Sonya will be in touch by email with updates and plans for actions.

The FWC Executive Committee and the Steering Committee are holding an emergency meeting off-campus on Monday evening. We are all deeply concerned that we do not yet have a contract and feel the need to plan for the possibility that we will not have an MOU before Commencement. We will coordinate with the Action Committee and move forward together.

It is unfortunate that we have to take time away from our important work of teaching and scholarship to insist that the administration work in good faith to reach agreement on a Memo of Understanding. It is incredible that the administration is insisting on more benefit reductions after all the faculty have done in the last few years. But, we'll do what we have to do.

Thanks to everyone for making the May Day Rally a great success! It was great to see the sea of red shirts and the signs and the solidarity with other workers and students at Fairfield. Truly, WE ARE ONE FAIRFIELD!

In Solidarity,
Jocelyn Boryczka
FWC/AAUP President

Faculty Welfare Committee/AAUP NEWS AND EVENTS

Recent FWC and AAUP Events:

FWC Constitution amended:

THANK YOU to all the members who found time to vote on the proposed amendments to the constitution. All changes were approved overwhelmingly. The revised constitution will be posted on the FWC website.

CONGRATULATIONS!

to Irene Mulvey who was just elected to serve a four-year term on AAUP Council - the governing body for the national Association. Last month Irene presented a full-day workshop on shared governance to faculty, administrators and trustees at Western University of Health Sciences in Ponomo, CA. National AAUP asked her to visit Mt. St. Mary's college in NY later in May to help them start their own chapter.

CHAPTER TEES & BUTTONS:

Members: don't forget to wear your chapter button every day until we reach agreement on an MOU. The show of support for the FSC is essential and the opportunity to explain the situation to other community members is golden. The brand new union-made WE ARE ONE FAIRFIELD t-shirts were a big hit and a stunning symbol of our solidarity at the rally. (As expected, former FWC President Kathy Nantz was the first one in line to purchase!) L, XL and a couple of XXL still available. Contact any member of the Executive Committee to purchase (FWC \$5, non-FWC \$12).

FWC Elections

Spring 2014:

It is an election year for the FWC leadership - officers and four at-large members of the Executive Committee. Watch your email for details.

SAVE THE DATES:

General Faculty Meeting

May 7 3:30-5:00

Gonzaga Auditorium

The annual address on the state of the University by President von Arx, S.J.

Retirement Reception

May 7 5:30-7:30

Quick Center Lobby

Hosted by our very own Faculty Secretary. The *faculty's* tribute to retiring faculty.



May 18 AM & PM

Commencement Ceremonies

June 6-8

Alumni Reunion Weekend

June 18-19 & 23-24

Freshman Orientation

August 31

Move-In day for freshmen



MAY DAY 2014



Chapter President Jocelyn Boryczka

International Workers' Day & the Feast of St. Joseph, the Worker

About 80 people - students, faculty and staff - managed to find the time to celebrate May Day outside the BCC on May 1.

The FWC's second annual May Day Celebration was energetically emceed by FWC President Jocelyn Boryczka. Speakers included Professors Yohuru Williams, Kevin Cassidy, Irene Mulvey, Cliff Price and Sonya Huber; Fatima Rojas and Emma Hernandez from Local 217 UNITE HERE; and Joseph Villarosa and Molly Camp from Fairfield's Students for Social Justice Club. The maintenance workers in Local 30 sent their support but were unable to attend during the workday. National AAUP leaders sent messages of support and solidarity. The weather was gorgeous, the crowd was lively and the message was clear: *We Are One Fairfield.*

Jocelyn,

I send my regards to all my friends and colleagues at Fairfield and I join you in your celebration of May Day. As you know, the Fairfield Chapter is a model of how an organized faculty can keep an institution true to its core academic mission. I remember very well my visit to Fairfield in 2004 - at the invitation of your FWC - to review and report on Fairfield's financial statements. As was the case then and is very often the case, it's not a question of money but a matter of misplaced priorities with regard to the core academic mission.

Best wishes for your rally and for International Workers' Day. I hope to see as many chapter members as possible again this year in June at - Capitol Hill Day and the annual AAUP meeting.

Rudy Fichtenbaum
AAUP President
Professor of Economics
Wright State University

Students for Social Justice Speak Out at May Day Rally

As students at a Jesuit University we have witnessed the importance of being men and women for others as well as the responsibility on speaking out against injustices. Joe and I are a part of a club on campus called Students for Social Justice, and as a club, we want to show our solidarity with the faculty and staff of Fairfield University. As students, we believe it is our responsibility to make sure every worker here is treated fairly.

- Molly Camp, class of 2016

Recently, we worked with Union 217 to make sure the Sodexo workers were not let go because of the impending food service bidding process. As part of our Ignatian heritage, we are called to live out the phrase “cura personalis.” In essence, to care for the entire person. Finally, as students we feel it is our responsibility to make sure we serve the people who serve us. We believe this application of service and justice is truly what it means to be a Jesuit educated student.

-Joseph Villarosa, class of 2016



Practicing what we teach.

Professor Kevin Cassidy of the Politics Department spoke extemporaneously at the rally. In response to a request from the Editorial Committee, he summarized his remarks for this newsletter as follows:

I simply read from the American Catholic Bishops' pastoral letter entitled *Economic Justice for All*. My idea was to point out that the terms “Catholic” and “Jesuit,” that are invoked all the time by our administration in vague, amorphous and self-congratulatory ways, happen to have very specific meanings when it comes to economic life. In the passage I read at the rally the bishops enumerate specific rights that everyone must enjoy in a just society. These include: employment, a living wage (enough to have “a life with dignity”), health care, vacation time, retirement benefits and more. But the most important right and the one to which the bishops devote most of their attention is the right to unionize. Moreover, they specifically criticize those modern corporations who use every tactic to deny workers the right to unionize or to minimize workers' role in unions. For over 100 years now these economic rights, and especially unionization, have been consistently defended, indeed emphasized, by the bishops.

At the May Day Rally, my main point was that our administration has no right to be professing adherence to “Catholic and Jesuit” values when they are undercutting some of that tradition's most fundamental principles.

From: Howard Bunsis, AAUP-CBC Chair
Date: Thursday, May 1, 2014
To: Jocelyn Boryczka
Subject: May Day Rally at Fairfield U

Jocelyn, I am with you in spirit as you celebrate International Workers' Day and the Feast of Saint Joseph, the Worker. The CBC leadership is watching with interest the contract discussions at Fairfield. The administration's stance on MORE cuts to health benefits and shifting costs to employees after the enormous concessions made by the faculty in the last couple of years is outrageous. The faculty at Fairfield are completely devoted to the success of their students, and the imposition of further cuts is unwarranted. We stand in solidarity with our colleagues in the Fairfield chapter. The CBC and its member chapters stand ready to assist you.

Howard

PS. Make sure you bring a We Are One Fairfield t-shirt to the Summer Institute for me.

From: Howard Bunsis, AAUP-CBC Chair
Date: Thursday, May 1, 2014
To: Jocelyn Boryczka
Subject: Re: May Day Rally at Fairfield U

I'm glad my comments reached you in time for the rally.

Fairfield's 2013 financial statements indicate an excellent year; 2013 and 2014 common data sets report solid enrollment. Health care costs unsustainable? From what I can see, benefits for ALL employees (not just faculty) are about 30 million out of 200 million expenses and health care is about half of that. If these go up by 8% versus 5%, we're talking an extra \$500,000. (This assumes their estimate of 8% increase is correct - national health care costs have gone up by about 4% for the last two years.) Fairfield generated \$10 million of operating cash flows in 2013 and about the same in 2012. Likely the same for current 2014 year. Tell your colleagues to just keep on arguing the facts - to the administration and to your own people who need to know that they have money, but they are not spending it the right way.

Howard



Photos left to right: Howard Bunsis, Professor of Accounting at Eastern Michigan University and Chair of the AAUP Collective Bargaining Congress (see May Day remarks above); Rudy Fichtenbaum, Professor of Economics at Wright State University and AAUP President (see May Day remarks on page 3); Emma Hernandez and Fatima Rojas of Local 217 UNITE HERE.



Between speakers at the rally, FWC President Boryczka announced that the FWC had voted to amend the constitution to allow adjunct faculty members to join the chapter. In celebration, she presented Adjunct Professor of English Cliff ("that damn cross") Price with a chapter t-shirt.

May Day Rally Remarks by Professor Sonya Huber Co-Chair of the FWC Action Committee

The number one thing I love about this place are my colleagues, faculty and staff. Fairfield is a place I want to be not because of the unreliable benevolence of any administrator. I don't trust that. Just in the 3 years I've been here, I've seen remarkable amnesia: promises made about how our sacrifices will give us a hedge against future cuts. But it's clear that if it's not written down it means nothing. And that's a situation that destroys trust.

I love it here because I trust the FWC and my activist colleagues, who have incredible integrity. I love it here because my colleagues have worked hard over the last decades to build a legacy of mutual self-protection. It's why we have a Faculty Salary Committee and the FWC and seats on the budget committee. This governance structure is unheard of at many institutions. We support each other, and that is the power of solidarity.

I've heard administrators make fun of deliberative democracy many times here on campus. I've heard that nothing changes here, it takes too long to get things done. That's true... but only if your ideal is a dictatorship. Things don't happen any slower here than at other institutions and they happen much more thoughtfully, but shame is so easy. We are shamed for needing to protect ourselves, for asking for what we need to survive, and for bringing up what was promised to us in the past.

Shame is not leadership. If you tell your employees that healthcare costs are going up because we use the Emergency Room too much, that's shaming people who get sick without offering concrete alternatives or looking into the reasons for that usage. It's also insulting our intelligence. Blaming all of the healthcare increases on utilization patterns is not borne out by any of the realities of healthcare finance in this country. If we want to bring down costs, faculty and staff have a million ideas, and that can include talking about utilization options, but so often administrators come to the table with the script already written by a corporate consultant. Instead, we could be honest about the fact that repeated health plan changes are stressful events for Fairfield employees, and we've borne this stress over the past five years. We deserve, after all our hard work and sacrifices, to have the stress stop, for ourselves and our families.

Fairfield is full of smart caring people who deserve to be treated with dignity. Unfortunately we can't sit and wait for that kind of treatment. As Frederick Douglass wrote, "Power concedes nothing without a demand. It never has and it never will." I have learned that the only way you get respect and improvements here is if you become a worthy partner in negotiations, and that happens through solidarity. We are at an exciting time: we are building relationships among workers on campus and organizing part-time faculty as members of the FWC. When you're in the middle of this work it feels slow sometimes, but it is a powerful form of love and caring and strength. It is solidarity.

The Importance of Work The Integrity of Being One The Inspiration of Community

"It's not who marketers say we are but our deeds, our student achievement, our fairness with faculty and staff, our equitable treatment of maintenance, food service and janitorial staff that make us Fairfield."
~ Dr. Yohuru Williams at Fairfield's May Day Rally

At our rally for the Feast of St. Joseph, the Worker, I listened to colleagues share their concerns about leadership who have been unwilling to respect faculty for what they bring to the University. Costs of higher education - totally out of faculty's control - have skyrocketed. While this happens, less support is given to the workers who are here for the students: those who teach, those who work in food services, those who maintain facilities, and those who keep the infrastructure buzzing along. The tuition at Fairfield (and the fact I now teach here) keeps me awake at night, and my only regret in the choice to be part of this family is the hypocrisy I feel trying to balance out what students must pay, what I know of neighboring communities, and the Jesuit mission that attracted me to bring my services here.

Then I heard Cliff Price, an adjunct professor at Fairfield University, speak at the rally. He is my friend, my neighbor, and a brilliant man who keeps me entertained, thinking, and in love with books. He teaches six courses a semester across southern Connecticut to maintain a life for himself and his family. He is not provided health insurance or retirement at any of the three facilities where he teaches and has only enough time to teach at Fairfield before he has to head to the next campus to serve the students there. Cliff Price is the new face of higher education (sadly, he is like other adjuncts across the nation).

That is why I was extremely proud of my colleagues at yesterday's rally and even prouder of the students, workers, and staff who came together as a community. In the end, we stood in solidarity about equity. I felt, for an hour of life last week, that Fairfield University really does have a mission for justice and fairness as our website claims,

Fairfield University is a Jesuit, Catholic university in mission and spirit. Our objectives include promoting a sense of social responsibility, and making sure all students embrace and develop their full creative, intellectual potential.

Why is this important? Because the ways in which we labor come with a social responsibility to others - to be men and women for others. I'm not religious, but I came to Fairfield because I believe in the tradition of teaching young people to live a moral, ethical life. I come with immense spirituality and faith in the Great Whatever (that is - hope for a better world). I realized, though, from last week's rally that there is much, much more laboring to be done to counter the detachment some have from the everyday reality of workers: that is, the labor of students, faculty, staff, and community members.

One Fairfield makes sense to me. It is why I chose to move to southern Connecticut in the first place. Education is about acquiring awareness in order to continue to fight for the rights of others. It is my duty as an educated individual to find ways to help not just my students, but everyone I know around me to 'embrace their full creative, intellectual potential.' The work has never been to recreate an elitist class driven to exploit others for their own personal gain.

I am a teacher because I want to make the world a better place. In order for me to do this, though, I must remain morally and ethically aware of how my privileges are the result of the communities in which I belong. I must also realize that these privileges result from unjust histories and civil inequities that I have a responsibility to correct. That, I believe, is the heart of the Jesuit mission and why I must stand with my colleagues, friends, and neighbors. We must be Fairfield, together - and not Fairfield from the top down.

This is an excerpt of a blog post by Bryan Ripley Crandall, Director of the CT Writing Project.

The Faculty Welfare Committee/AAUP at Fairfield University is an *ad hoc* committee of the General Faculty and an affiliate of the national AAUP. About 75% of the full-time faculty at Fairfield are members of the FWC. If you aren't a member, please consider joining. The FWC promotes 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.

Photo Credits: Photo on page 3 by Bryan Crandall, Director of the CT Writing Project. All other May Day Rally photos by Melissa Quan, Director of the Office of Service Learning and Associate Director of the Center for Faith and Public Life.

Excerpt of Report from the Faculty Salary Committee at the General Faculty Meeting on May 1:

Following the FSC Chair's announcement that there was still no MOU, FSC member Prof. Walter Hlawitschka gave this report:

Where we started:

Our FSC meetings with the administration started in the Fall with the administration acknowledging an extreme mismanagement of healthcare benefits. They told the FSC that they miscalculated the cost of health care by over \$1million per year for each of the past few years-they miscalculated the actual, out-of-pocket cost each year! (They did not get an estimate wrong, they counted wrong...addition...)

The administration has refused to call this "mismanagement". In fact, when first reported they told us they have good news and bad news. The good news was that because of their addition errors, our past copays of 10% were set too low, and we saved some money the past few years. The bad news was that now that we have agreed to copays of 20%, because of their \$1million per year past addition errors, the 20% copay going forward (forever?) will be on a much bigger number than they had led us to believe. So, just months after they got us to agree to double our share of costs, they told us that our share will be on a much bigger number than they led us to believe.

The administration has refused to call this "mismanagement" I guess, because the error got the faculty to agree to something that we would not have if we knew the facts?

The administration has not been transparent. To date, the administration has refused to report to us exactly the nature of the addition error. We would like to know how the error was made, not to point fingers at a particular administrator, but to have confidence that the current number is correct. We pay 20% of a number that is calculated by the administration, and they refuse to tell us how the number is calculated. And when there are two calculations made with the assistance of two different outside consultants, they want us pay 20% of the higher number without an explanation.

Where are we today:

So far this year, the Faculty has agreed to a major change in healthcare: we agreed to switch providers from Anthem to the AETNA. The administration is insisting, however, that we make further cuts to our healthcare benefits. Not only do they want us to pay 20% of a higher number than earlier presented using a new and unknown calculation method, they want to change the benefits of the plan. So far, they have ignored the fact that last year they agreed to lock in the terms of our healthcare for 3 years-they did this in return for us doubling our share of the cost of healthcare, but they wish to ignore this fact. Now they are insisting that we change the plan so that it saves the university \$858k per year! Since FSC does not know the exact usage patterns of each member, we cannot on our own determine how the proposed changes will affect even the typical user. I can, however, determine how the proposed changes affect my personal costs, and the changes will cost me over \$2,000 per year. The changes will likely cost me more than the 2% salary increase that the University is currently offering. The changes, along with the salary increase, will leave me worse off than last year's contract. Since we have a 3-year written agreement the FSC has rejected the administration's proposed changes in healthcare. We are unable to calculate how each person will be affected by the proposed changes, and we don't have confidence in the administration's number. Just recently, for example, we learned that the administration has two numbers for the estimated savings in the recent switch to AETNA: one number for the FSC and one number for the Board of Trustees. They told us that the switch would save \$500k, and, according to the recently disclosed minutes of the Board, they told the Board the savings would be \$600k.

We are still in discussions with the administration and hope to reach an agreement.

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.