

# Faculty Welfare Committee/AAUP

## Excellence in Education



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### From the FWC/AAUP President:

Dear Colleagues,

As we approach the end of our contract period, and the end of our academic year, my understanding from the Faculty Salary Committee is that things remain unsettled. On page 2, we have reprinted the update to the General Faculty from the FSC Chair.

The FWC leadership will continue to monitor the situation and do all that we can to support our colleagues on the Faculty Salary Committee.

In response to the many FWC members calling for collective action and in deference to the wishes of our colleagues on the FSC, the FWC Action Committee is calling for a slightly visible show of support for the FSC at our Commencements.

**Wear an FWC button (or two, one in front and one in back) as a sign to all that YOU SUPPORT THE FSC. Look for Action Committee members with buttons on Sunday before each ceremony.**

The last page of this newsletter is a flyer you can print out and post.

I thank you for all that you do for Fairfield University, for our students and for your fellow faculty members, as we bring another academic year to a successful close.

Sincerely,

Rona Preli, FWC/AAUP President

2015-16 FWC/AAUP Executive Committee: Rona Preli, President; Jocelyn Boryczka, Vice-President; Bill Abbott, Secretary; Irene Mulvey, Treasurer; At-large members: Betsy Bowen, Sonya Huber, Anna Lawrence & Deb Strauss.

TO: All members of the General Faculty  
FROM: Chris Bernhardt, Faculty Salary Committee Chair  
DATE: May 20, 2016  
RE: Update

As we prepare for Commencement, your elected colleagues on the Faculty Salary Committee want to update you on where we are with regard to our collegial discussions and agreement on terms of compensation and a Memo of Understanding.

Our last meeting with the administration was on May 10. The administration did not want to meet on May 17 and, as a result, the General Faculty meeting tentatively scheduled for May 19 was cancelled by the General Faculty Secretary.

The FSC Chair was invited to organize a group of five faculty members to meet for one hour with the Executive Committee of the Board of Trustees. I went, along with Sonya Huber (FSC and Health Care Committee), Bob Epstein (FSC), Walt Hlawitschka (HCC) and Susan Rakowitz (GFS).

The meeting took place on Wednesday, May 18. We found the meeting productive and we had a good conversation with the members of the Executive Committee. Time was limited, so we were not able to discuss everything that we wanted to discuss. Nonetheless, we expressed our concerns about the process this year—specifically, how long it took for the administration to make and respond to proposals, and how little the administration provided in the way of rationales for their proposals and for their rejection of our proposals. We also emphasized the context of the Faculty's response to proposals for health care changes this year, namely the fact that we have made a number of health care concessions since 2010, that the University's spending on health care has gone down, and that their current proposed changes don't seem to be justified. With regard to the last point, we explained the Faculty's objection on ethical grounds to the proposal of increasing the cost-share portion for spouses and children of employees by 50%— a change that would likely hit hardest those employees making less money and without spouses employed elsewhere. Finally, we indicated to the Board that we believe a multi-year agreement is possible as long as the administration fully and flexibly engages with us regarding the goals, forms, and schedule of health care changes.

The FSC and the HCC are on record with the administration and the Board Executive Committee that we are available and very willing to meet next week, that we are committed to working with the administrative team in collegial discussions to reach agreement on a Memo of Understanding to succeed the current MOU, that this is our joint objective.

We appreciate the many messages of support and encouragement and thanks that we get from so many of our colleagues, and we thank you in advance for your continued support.

**I  
support  
the  
Faculty Salary  
Committee.**

**Fairfield University  
Commencement 2016**