

Faculty Welfare Committee/AAUP Excellence in Education



From the FWC/AAUP President:

Dear Colleagues,

I wish you a wonderful summer as we look forward to a slightly less hectic pace, and we can focus on research projects and other summer work. At the same time, I am deeply concerned about the recent actions of our Board. Like the rest of the FWC/AAUP Executive Committee, my final opinion will be shaped by the attorneys' answers to our questions, but my initial reaction is frustration and disappointment. I know that our Faculty Salary Committee worked in good faith all year long to try to reach agreement on a Memo of Understanding. I know that the proposals the FSC put on the table were creative and responsive to the stated concerns of the administrative team that they met with. In my view, the decision-makers in our administration did not respond in kind. Now, as far as I can see, the Board is attempting to impose terms of compensation for 2016-17 *that the FSC has agreed to and would recommend that the General Faculty accept.* Why, then, is the Board involved at all?

Irene Mulvey

FWC/AAUP President

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FWC/AAUP Litigation Fund

The FWC/AAUP Executive Committee authorized a call for contributions to a Litigation Fund. If we are forced to litigate to protect our contractual rights, we will need to supplement our Treasury. We'll accept donations or pledges to donate, in the event litigation occurs. Send donations (check made out to FWC/AAUP Litigation Fund) to FWC Treasurer Paul Baginski, Math/BNW. Email your pledge to donate when needed to FWC President Irene Mulvey mulvey@fairfield.edu

UPDATE FROM THE FWC EXECUTIVE COMMITTEE

The leadership's current position:

- We do not agree with interpretations of the contractual process described in the letters from the Board Chair.
- We find many other items in the Board Chair's letter unclear.
- We are concerned about differences in the language used in the two letters from the Board Chair.
- We are working to get clarification on all matters pertaining to our contractual rights and our terms of compensation.
- We are meeting with the attorney funded by your FWC/AAUP dues.
- Further meetings will be planned following our meeting with the attorney.
- We are actively working on this matter every day.
- We will do our best to keep the membership updated.

Collective Faculty Actions:

- Until we get clarification on any number of issues, we are standing down from collective actions.
- If a decision is made to take collective action in the Summer, members will be alerted by email.
- It seems extremely likely that the process will continue into the Fall, when faculty return to campus and can act as a collective body. We are planning ahead for that time.
- We are setting up an FWC/AAUP Subcommittee to draft "non-participation language" for members to use, if needed, in the Fall.
- If you are going to Alumni Weekend events, why not wear your We Are One Fairfield shirt?

Stories You Can Look Forward to in Upcoming Newsletters:

- We fought - and won - the battle over an ongoing commitment to the 95th percentile in the "Broken Promises" campaign of 2013.
- Over-budgeting of health care has gone on for so long it looks intentional.
- We have lots of information on our two surveys this Spring that could be shared. For example, on the May 2016 survey, we asked people to respond to the following statement, "I would support a no confidence vote in senior administration in the event they declare "impasse," or impose terms of compensation outside of an approved Memo of Understanding," and 93% of respondents voted YES.

