

Faculty Welfare Committee/AAUP

Excellence in Education



International Workers' Day

Feast of Saint Joseph, the Worker

Happy May Day 2017

FWC/AAUP celebrates the dignity of work

If a man is called to be a street sweeper, he should sweep streets even as a Michelangelo painted, or Beethoven composed music or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, 'Here lived a great street sweeper who did his job well.'

No work is insignificant. All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence.

- Dr. Martin Luther King Jr.

We don't get things unless we plan for them, unless we organize for them and work for them...

-Eleanor Roosevelt

Mark your calendar for an FWC spring picnic!!

Thursday, May 18, 4:30 - 7:00 PM

Location TBA

More details will be sent by email



Why not spend July 27-30 connecting with like-minded colleagues at the AAUP Summer Institute at the University of Cincinnati? The CT Conference of the AAUP has offered to fund an FWC member (or two) to attend! Check out the fabulous program at <https://www.aaup.org/event/2017-summer-institute>. Then, contact any member of the Executive Committee for your opportunity!

Supporting Science With Fellow Stags

March in Support of Science

April 22, 2017 in New Haven



A crowd of at least three thousand gathered at East Rock Park in New Haven to hear speakers, hear science story-tellers, and march in support of science on Earth Day, April 22. Fairfield University had a lively contingent that included students, faculty, family and friends. The FWC/AAUP contingent was grateful to R.A.F.T., the Rational Association of Free Thinkers, Fairfield's group for the secular minded for organizing the bus and for providing sandwiches, cookies and water. Prof. Patricia Behre was instrumental in obtaining funding from a wide variety of sponsors: Departments of Biology, Chemistry, Mathematics, Physics, Psychology, and Sociology, Programs in Environmental Studies, Health Sciences, and Peace & Justice, Office of Mission and Identity, School of Nursing, College of Arts and Sciences!

March for Science organizers are determined to continue the movement that began with the Earth Day March in order to bring science out of the laboratories and classrooms and into the public sphere. The organizers of the New Haven event will continue as the Science Action Subgroup of the New Haven County Chapter of Action Together Connecticut. There are lots of pictures of the New Haven March for Science at <http://sciencemarchnhv.org/>. And anyone can sign up for updates from the national organizers at marchforscience.com.

Fairfield Professors Below AAUP's 95th Percentile by \$3,872

	AAUP 95th	Fairfield Average	
Professor	\$169,372	\$165,500	-\$3,872
Associate	\$132,613	\$133,700	\$1,087
Assistant	\$112,474	\$113,400	\$926
Instructor	\$98,534	\$98,200	-\$334

According to our last legitimate contract, this should (and has always in the past) immediately trigger the following actions: (1) Each 16-17 Professor receives \$3,872 now, (2) Each 16-17 Professor has \$3,872 added to 16-17 base salary before any raise is calculated. (3) The 17-18 Professor minimum is increased by \$3,872 before it is increased by the salary increase.

From the Faculty Welfare Committee/AAUP Executive Committee.

The FWC/AAUP Executive Committee is paying close attention to the collegial discussions. We understand from our colleagues on the Faculty Salary Committee that they are still exchanging proposals and counter proposals, working on behalf of the General Faculty. They tell us that they will continue to work to reach agreement on a contract that they feel they can recommend the General Faculty approve. Our colleagues on the Faculty Salary Committee continue to address the administration's stated concerns with creative ideas and compromises. The FSC are not optimistic, but they will not give up. We, on the FWC Executive Committee, are far less optimistic, but until the clock really runs out on this year's collegial discussions, we will support the Faculty Salary Committee.

The only legitimate contract is a contract that is approved by a majority vote of the General Faculty at a General Faculty meeting. We do not consider the "document" unilaterally drafted by the administration last year and never approved by the General Faculty to be a legitimate contract. And, even though it can be extremely difficult to sit quietly by when some are concerned that the administration is simply running out the clock until after Commencement to avoid the faculty taking action, while there is the possibility of a legitimate contract being brought to the General Faculty for a vote this year, the FWC EC's position is that we take our cues from the Faculty Salary Committee and, for now, we are standing down.

Faculty who came to our FWC meeting or are keeping up through the various email exchanges and newsletters are aware of the escalating series of actions planned by the FWC leadership. We are not following through on any of those actions as a group at this time. Some individuals have decided to make a personal statement and withdraw from non-contractual activities that they do with goodwill on a volunteer basis. Others have publicly expressed their intention to withdraw from non-contractual activities if the Board imposes terms of compensation outside a legitimate General Faculty-approved contract. At this point, the FWC's position is that taking those actions on an individual basis is an individual decision. At this time, we are not planning organized group actions.

However, if we do not have a legitimate contract by September 1, we are planning a "Work to Rule" campaign. We have designed - and will order - "FWC Work to Rule" buttons so FWC members can display their participation in the "Work to Rule" campaign. Despite the FSC's best efforts, the FWC EC is concerned that reaching agreement on a contract will continue into the fall. We don't think there are any actions we can take *at this time* that will be effective in moving things forward.

Last year, we were advised by the attorney paid for by the FWC to print out, sign, and attach to our "contracts" a statement saying we "accept the terms of employment offered by the University for 2016-17 but do so under protest and with reservation of all rights to challenge the Board of Trustees' recent actions in abrogating the faculty's governing Memo of Understanding and wholesale, unilateral rewriting of the faculty's terms of employment." In our view, this was a one time stop gap measure and we do not anticipate accepting terms of employment this year outside of a legitimate faculty contract.

So, we look forward to Commencement with no faculty actions planned. We continue to support the FSC in their herculean efforts. *If* contract discussions are not resolved before September 1, the FWC EC fully intends to organize a full-blown "Work to Rule" campaign. We hope it doesn't come to that and we cannot thank our FSC colleagues enough, but this is where we are.

The Faculty Welfare Committee/AAUP at Fairfield University is an ad hoc committee of the General Faculty and an affiliate of the national AAUP. 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.

From the FWC/AAUP President.

Dear Colleagues,

Is it me, or is each semester busier than the last? I've been doing a lot of traveling this semester and met some great fellow activists.

At a meeting at the University of Scranton, a fellow speaker was a librarian/faculty leader at Long Island University when the faculty were locked out by the administration on Labor Day last September - in the *first ever* lockout of academic labor. She told a poignant story of an event they organized in a coffee shop to help faculty members learn how to sign up for unemployment benefits. During this unemployment session, they got word that the students had walked out of classes (which were being taught by completely unqualified instructors) in solidarity with the faculty, and everyone jumped up and marched out to gather with the students. It was inspiring!

At Indiana State University, I had a tour of the Eugene V. Debs house with the labor historian who had invited me to speak to the chapter. I took a picture of a union card, signed by Eugene Debs and stamped each month to indicate that he had paid his union dues!

I cannot tell you the feeling *déjà vu* I get when I hear what is going on at Fordam. I don't have room in this column to tell the whole story but it involves: insistence on higher cost-share for health insurance, refusal to keep compensation at a long-standing benchmark, and now, votes of no confidence in the University President. If you're interested in learning more, a good place to start is the student newspaper; <http://www.fordhamobserver.com/faculty-senate-no-confidence-in-mcshane/>

So, on we go. I hope to see many of you at our *spring picnic* on May 18, and I hope it doesn't come to "Work to Rule" in the fall.

In solidarity,

Irene Mulvey

FWC/AAUP President

FWC/AAUP Executive Committee: Irene Mulvey, President; Jocelyn Boryczka, Vice-President; Bill Abbott, Secretary; Paul Baginski, Treasurer; At-large members: Maggie Labinski, Anna Lawrence, Stephanie Storms. Immediate Past-President Rona Preli.

Irene Mulvey FWC/AAUP President
Mathematics/Bannow GR-1
1073 North Benson Road
Fairfield, CT 06824