

Faculty Welfare Committee/AAUP

Excellence in Education

MEMBERS ONLY E-NEWSLETTER

From the FWC/AAUP President:

Dear Fellow FWC Members,

Most importantly, thank you for your support of the FWC, our faculty organization at Fairfield.

For over thirty years, the FWC/AAUP has been working to advance academic freedom and shared governance at Fairfield. Some of our activities include the following:

- Host and **fund** the fabulous Fall Family Picnic
- Host and **fund** a gala reception after each GF meeting
- Host and **fund** the gala breakfast before GF Election meeting
- Organize Brown Bag Lunch Discussions
- Publish & distribute chapter newsletters (we **pay** for offsite printing)
- Promote AAUP policies through governance
- Promote solidarity – buttons, t-shirts, flyers for office doors!
- Present chapter awards (Colleague of the Year & Vincent J. Rosivach Lifetime Service)
- **Pay for legal consultation for the Faculty Salary Committee**
- Connect Fairfield faculty to the highest standards of the profession through connections to national & state AAUP
- **And, more!!!**

As we often say, our activities are for all faculty at Fairfield (and we work on a shoestring budget), but we are supported entirely by our dues-paying members. In other words, you. Thank you!

If you were able to attend our FWC Membership Meeting on April 12, you will know that (1) the dues we pay on your behalf to national AAUP increase every year, and (2) we have not increased the dues we collect from members since 2008. We presented some grim financial facts at the Membership meeting, and we repeat that financial information in this newsletter in case you missed it.

The bottom line is that we need to increase the dues we collect from our members. Before asking the membership to vote on a dues increase (as required by our constitution, of course!), we are planning an informational campaign to all members so members are fully informed on the issues before us. Our Membership Meeting on April 12 was the kickoff to our informational campaign. This *members only* newsletter is the next step. Finally, in addition to the Executive Committee (listed on the last page), we have building/department contacts available to make sure all members – and members-to-be – are informed.

I know how busy you all are, but I ask you, from the position of FWC/AAUP President to which you elected me, to read carefully the information in this *members only* newsletter, to seek out a member of the EC or your building/department contact for more info if needed, and to let a member of the EC of your building/department contact know how you're leaning on the issue. If we don't have strong support for the proposed dues increase, we will have to get together as the FWC and figure out our way forward.

As always, if you have any questions, concerns or comments, please email me.

Sincerely,

Irene Mulvey

FWC/AAUP President

FWC FAQs:

- Q. What are the current FWC/AAUP dues, and how are they collected?
- A. Current dues rates are set by tenure status/rank, and collected via payroll deduction:
Untenured faculty member \$5/pay period (\$120/year)
Tenured Assistant \$9/pay period (\$216/year)
Associate \$11/pay period (\$264/year)
Professor \$13/pay period (\$312/year)
- Q. What happens to the dues I pay to FWC/AAUP via payroll deduction?
- A. Good and important question! The FWC pays national and state dues for each member as follows:
2019 National AAUP dues \$212/year
2019 National CBC dues \$22/year
CT State Conference-AAUP dues \$7/year
FOR A GRAND TOTAL OF \$241/YEAR/MEMBER
- Q. So, do the subtraction for me, how much, if any, of my dues remains to fund FWC chapter activities?
- A. For each untenured member, we LOSE \$121/year.
For each tenured Assistant, we LOSE \$25/year.
For each Associate, we keep \$23/year.
For each Professor, we keep \$71/year.
- Q. This sounds unsustainable. Is this sustainable?
- A. No. No, it is not. Our most important chapter activities require us to increase the dues we collect from our members. (And, even though you didn't ask, we should also focus additional efforts every year on recruiting non-members to join the chapter.)
- Q. How has this affected our bottom line over the last three years?
- A. We have remained in the black, but just barely.

	Dues Revenue	Expenses	Net gain/loss
2016	\$41,921.15	\$42,996.99	-\$1,075.84*
2017	\$41,315.71	\$41,033.59	\$282.12**
2018	\$42,113.81	\$39,311.32	\$2,802.49***

*In 2016, we applied for and received a grant from national AAUP CBC for \$6,000 so, officially, we ended up in the black.

**In 2017, some of us lost sleep over the tightness of this margin.

***We were not happy to do it but, last year, we cut back - fewer newsletters, bargain-priced wine (thanks, Paul B), and less programming for members.

FWC FAQs:

Q. What is the proposal for a dues increase?

A. The FWC Executive Committee proposes a dues increase as follows:

Untenured Assistant	increase by \$3/pay period
Tenured Assistants	increase by \$3/pay period
Associates	increase by \$4/pay period
Professor	increase by \$5/pay period

Q. So, that's only an increase of just \$1.50 or \$2.00 or \$2.50 per week, right?

A. Correct. Less than one latte per week.

Q. Did the FWC EC consider having the dues increase automatically every year, in the same way that national AAUP dues increase automatically each year?

A. Yes. But, at this time, we prefer this simple and one-time increase by rank and tenure status.

Q. Did the FWC EC consider having dues be 1% or 2% of salary, like in collective bargaining settings?

A. No. While we would love to be swimming in that kind of money a la Scrooge McDuck, we don't need that kind of a revenue boost for our traditional chapter activities. Also, we don't have individual salary information like they do in a CB setting. But, we appreciate that you asked this question since many faculty members may not realize how much cheaper our FWC/AAUP dues are when compared to members in CB chapters.

Q. Is there something you need members to do now?

A. Yes! Support the dues increase! Talk to your colleagues about the importance of the FWC/AAUP. Explain to members that a dues increase is desperately needed. Encourage non-members to join the chapter. Check in with your building/department contact and let them know if you support the dues increase. If we don't have strong support, we will have to call members together for a Membership Meeting to discuss the future of the chapter. Ask your building/department contact for "Vitamin AAUP" and an "I'm sticking with the AAUP" button.

Q. Are these FAQs really questions that are *frequently asked*?

A. No. But, we thought it would be a clear and simple way to tell you the answers to the questions that *should* be asked. And now, we have a question for you: Will you support the dues increase proposed above to take effect in September 2019? Talk to your building/department contact or any member of the Executive Committee. And, be on the lookout for information on how members will be asked to vote on the proposed dues increase.

Vitamin AAUP

- ✓ Protects academic freedom
- ✓ Advances shared governance
- ✓ Promotes economic security for those who in teach and research in higher education
- ✓ Works to ensure higher education's contribution to the common good

Brought to you by your colleagues in the leadership of Fairfield's AAUP Chapter, the Faculty Welfare Committee

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

American Association of University Professors

MISSION

To advance academic freedom and shared governance; to define professional values and standards; to promote the economic security of those who teach and research in higher education; to organize to make our goals a reality; and to ensure higher education's contribution to the common good.

Faculty Welfare Committee/AAUP

MISSION

We promote faculty welfare, broadly defined, through chapter programs and activities designed to advance academic freedom, advance the economic and professional status of the faculty, encourage faculty participation in governance, and inform the community about AAUP standards and policy statements to ensure higher education's contribution to the common good.

FWC/AAUP Executive Committee: Irene Mulvey, President; Maggie Labinski, Vice-President; Bill Abbott, Secretary; Paul Baginski, Treasurer; At-large members: Peter Bayers, Anita Fernandez, Anna Lawrence, Sonya Huber. Immediate Past-President Rona Preli

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