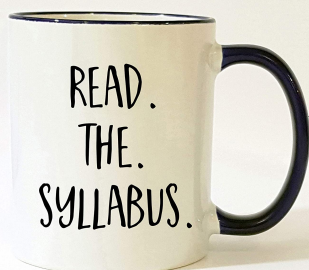


# Faculty Welfare Committee/AAUP Newsletter

## Excellence in Education



### **From the FWC/AAUP President.**

Dear FWC Members,

Welcome to what promises to be our most... *interesting* year in my time at Fairfield! I wanted to send a quick note as your new and slightly awestruck FWC/AAUP President.

First, I want to again extend congratulations to our outgoing FWC President Irene Mulvey on her new position as AAUP PRESIDENT! This establishes our humble campus as a national leader in faculty governance, and a model for other institutions to follow. I could not be prouder. Irene is not leaving for a corner office in Washington D.C or anything fancy like that, however; she will still be with us at Fairfield assisting me through my term. That said, if you have issues you think the FWC should know about, or act upon, feel free to forward them to me or anyone on the Executive Committee and we can give National AAUP President Mulvey a deserved break from local concerns. I am at [dcrawford@fairfield.edu](mailto:dcrawford@fairfield.edu), but I am also happy to chat by phone or Zoom any time. (I live here in town, so I'm even up for socially distanced real conversations.)

Second, I want to thank the Faculty Salary Committee and the Academic Council for their extraordinary work this summer. Their meeting schedules were brutal and the issues complex, but they stuck it out to address both a shifting stream of Covid-19 crises, and an adjustment to our multi-year MOU. In the end the FSC negotiated an extension of the MOU that the faculty voted to endorse. Long term excellence at Fairfield depends on our elected committees. Everyone who gives their time, intellectual acumen, and energy to them helps to guarantee that Fairfield (cont'd p.2)

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continues to be an inspiring place to research, teach, and learn. This summer was particularly tough and our elected representatives deserve all our gratitude.

Third, thanks to all dues-paying members for making our AAUP chapter possible. I know that when the FWC-funded lawyer looks over our MOU, I feel infinitely more confident signing it. The FWC works in any way it can to support faculty governance and faculty welfare. Most of our work relies on unpaid labor, but some of it takes money. Thanks for your dues, and please help me to extend an enthusiastic welcome to the non-paying faculty who benefit from our collective efforts and contributions. We'd love to have you aboard, too. Just go to [www.faculty.fairfield.edu/fwc](http://www.faculty.fairfield.edu/fwc) and click on "[How to Join.](#)"

Finally, I want to say that I am comforted that the FWC is now at a relatively peaceful moment in Fairfield's long history of administration / faculty relations. Last week, for instance, as most of you know, President Nemec sent out an announcement that caused concern. It read in part "following negotiations with the Faculty Salary Committee... we have agreed that for the present fiscal year, the University's matching contributions to the 403B program will be reduced to 3.5% ...." While many of us were heartened that the word "negotiations" was used in official University correspondence, this was followed by "Once we have a greater understanding of the economic climate, and can better assess our enrollment and revenue projections for the fiscal year, it is *our hope* that we will be able to restore the University's 403B contributions and resume merit increases" (italics added). Many of you wrote to say that "hope" was not the same thing as an agreement to automatically return our retirement contributions in the next fiscal year, which the mutually agreed MOU guaranteed. What I find positive is that as soon as President Nemec found out about these faculty concerns, he reached out to the FWC President in an email that cited the MOU. Then, only hours after that, Provost Siegel wrote to say that she would clarify the remarks at the next Academic Council meeting, which she did. Provost Siegel also responded to the other concerns FWC members submitted, both at the Academic Council and in writing to the FWC President. So, I am heartened to have an administration that cites our mutually signed agreements, listens to concerns raised by the FWC, and responds in a timely manner. We still have much work to do, from ensuring Black Lives Matter on our campus to grappling with near-daily changes in our Covid response. The FWC looks forward to helping in any way we can.

In closing, let me say I am getting pretty tired of using the word "unprecedented," but I hope you stay safe while you do your pedagogical best in this tumultuous time.

Dave Crawford  
FWC/AAUP President



## FWC/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

## Higher Ed & COVID-19 News From Around the Web

### Between f\*\*ked and a hard place.

<https://annehelen.substack.com/p/between-fked-and-a-hard-place>

There are no perfect options. But that doesn't mean that people need to die. That's the truth we need to keep shouting: there is no institutional hardship that can excuse people losing their lives or [suffering for years to come](#). It doesn't have to be this way. And the faculty and staff telling their stories here, from institutions large and small, are here to reaffirm as much.

### Blame Pollyanna Presidents When Covid 19 Plans Fail

<https://www.chronicle.com/article/blame-pollyanna-presidents-when-covid-19-plans-fail>

Regular and frequent testing is the key to reopening safely. Studies indicate safe reopening requires testing *everyone* 2-3 times/week. Study authors caution that the even the best testing strategy will work only if everything else goes according to plan with masks and social distancing.

### The Student-Blaming Has Begun:

#### Is it fair to fault college students for Covid-19 outbreaks?

<https://www.chronicle.com/article/the-student-blaming-has-begun>

Julia L. Marcus, an infectious-disease epidemiologist at Harvard Medical School, believes college administrators should shoulder much of the blame for bringing students back in the midst of a pandemic and expecting radical change in their behavior. "What's happening on college campuses is a microcosm of what's happening in this country, which is a deflection of responsibility from the top down to the individual," she said in an interview. "It's unconscionable for these administrators to be shaming and blaming and punishing their students for what we all knew would happen. For any of us who take a minute to put ourselves back in our 18-year-old selves, asking students to essentially lock themselves in their rooms for a semester isn't going to be an effective public-health approach."

FWC/AAUP Executive Committee: Dave Crawford, President; Maggie Labinski, Vice-President; Bill Abbott, Secretary; Paul Baginski, Treasurer; At-large members: Jen Adair, Peter Bayers, Anita Fernandez, Shannon Kelley. Immediate Past-President Irene Mulvey

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