Subject: Motion passed by the AC and memo from the FSC on faculty contracts
Date: Monday, August 10, 2009 9:07 AM
From: Irene Mulvey <mulvey@mail.fairfield.edu>
Conversation: Motion passed by the AC and memo from the FSC on faculty contracts

TO: Members of the General Faculty covered by the Memo of Understanding

FROM: Irene Mulvey, Secretary of the General Faculty

DATE: August 10, 2009

RE: Motion passed by the AC and Memo from the FSC on faculty contracts

The Academic Council had a second summer meeting on July 29 to discuss the issue of faculty contracts and the Memo of Understanding. At that meeting, the following motion was passed:

MOTION. The Academic Council, having discussed the contract extension letter from President von Arx, asks the Faculty Salary Committee to circulate an explanatory memo describing the collegial discussions that preceded the letter.

The memo called for in the AC motion is below. When the draft minutes of the meeting are available, I will email you a link to the minutes. If you have any questions on faculty contracts or on the letter of contract extension, please contact any member of the FSC (membership is listed at the bottom of this email). If you have any questions for me, send an email.

Chairs: Although the contract extension letter doesn't apply to new hires (since my understanding is that new faculty are receiving contracts), I'd suggest you forward this email to them for their information.
To: Members of the General Faculty  
From: Faculty Salary Committee*  
Re: 2009-2010 Contracts

Because the faculty and administration have not agreed on a new Memo of Understanding for 2009-2010, the 2008-2009 MOU and contracts remain in effect. The administration will shortly be sending out a letter acknowledging that they are extending faculty contracts (with adjustments for promotions as appropriate) through December of 2009, when they intend to begin faculty cost sharing on health insurance premiums. The FSC will continue to work for a new MOU that includes the administration demand that we cost share, but is also acceptable to the faculty. When agreement is reached on a new MOU, the administration will produce new contracts.

These letters of extension are the result of weeks of collegial discussions between the Faculty Salary Committee and the administration. The administration was unwilling to produce contracts referencing an MOU that did not include cost sharing of healthcare premiums. However, they acknowledged the importance to the faculty of maintaining continuity with our existing contracts and Memo of Understanding. Thanks to the dues paid by the 70% of faculty who are members of the Faculty Welfare Committee, the FSC was able to consult an attorney several times during this process. The FWC attorney suggested some changes to the draft extension letter provided by the administration, and the administration accepted those changes. With these revisions, the FWC attorney says that the letter of extension maintains the protections of our contracts and MOU. Obviously this is not an ideal situation, but we appreciate the administration’s willingness to work with us to find an acceptable resolution.

*Susan Rakowitz, Chair  
Sara Brill  
David Crawford  
Joseph Dennin  
Cheryl Tromley
<<date>>

Faculty Member
<<address>>

Dear ____________________:

As you know, faculty contracts are traditionally transmitted at the beginning of the summer. This year as a result of the votes by the General Faculty on May 14 and the Board of Trustees on June 4, we have not agreed upon a new Memo of Understanding (MOU). As a result, we are extending unchanged last year’s faculty contracts under the terms of the 2008-09 MOU. This extension will run through the end of the year, until December 31, 2009. Your rank and salary for 2009 fall term will remain unchanged unless you have been notified of a promotion, in which case you will receive the appropriate change in your rank and the appropriate increase to your salary as noted below. Your tenure status remains unchanged.

This letter will confirm that your faculty contract for the academic year 2008-09 is hereby extended unchanged up to and including December 31, 2009. Your employment will be as a full-time, <<tenured or non-tenured >> <<Assistant, Associate or Full>> Professor of <<department>> at Fairfield University. The term of this letter of extension shall be from September 1, 2009 through December 31, 2009. Your salary shall be at the annual rate of $______ and shall be payable in equal, semi-monthly installments of $______.

The Administration is meeting with the Faculty Salary Committee over the summer to draft a Memo of Understanding for 2009-10 along with the revised Benefits Plan Overview. When we have an agreed upon MOU, we intend to issue new faculty contracts for the period January 1, 2010 through June 1, 2010 in line with the new MOU.

Sincerely,

Jeffrey P. von Arx, S.J.
President