

SEU AAUP

Texas Conference of AAUP

The St. Edward's University AAUP is part of the Texas AAUP Conference.

The American Association of University Professors allows us to have connections with other Texas universities that have had, are having, or will have faced similar problems. Members working with the State Conference are active as resources and points of contact for the Texas Legislature and the U.S. Congress on matters of interest to higher education from the point of view of faculty members. There are two state conferences one in October and one in February. They are conducted in conjunction with the Texas Council of Faculty Senates TCFS and Texas Association of College Teachers TACT.

The officers are

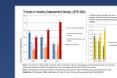
President: Jim Klein, Del Mar College; First Vice President: Pat Somers, University of Texas at Austin; Past President: Ann McGlashan, Baylor University; Secretary: Peter Hugill, Texas A&M College Station; Treasurer: Lynn Tatum, Baylor University. There are also five regional vice presidents.

There are a total of 20 local chapters in Texas and many individual members who are not part of a local chapter.

- Austin College,
- Austin Community College
- Baylor University
- Blinn College
- Del Mar College
- Northwest Vista College,
- Our Lady of The Lake University
- Palo Alto College
- Rice University
- **St Edward's University**
- St Mary's University,
- St Philip's College
- Sam Houston State University
- San Antonio College/Alamo CC District
- Southern Methodist University
- Southwestern University
- Texas A&M College Station
- Texas Wesleyan University
- University of Dallas
- University of Houston-Downtown.

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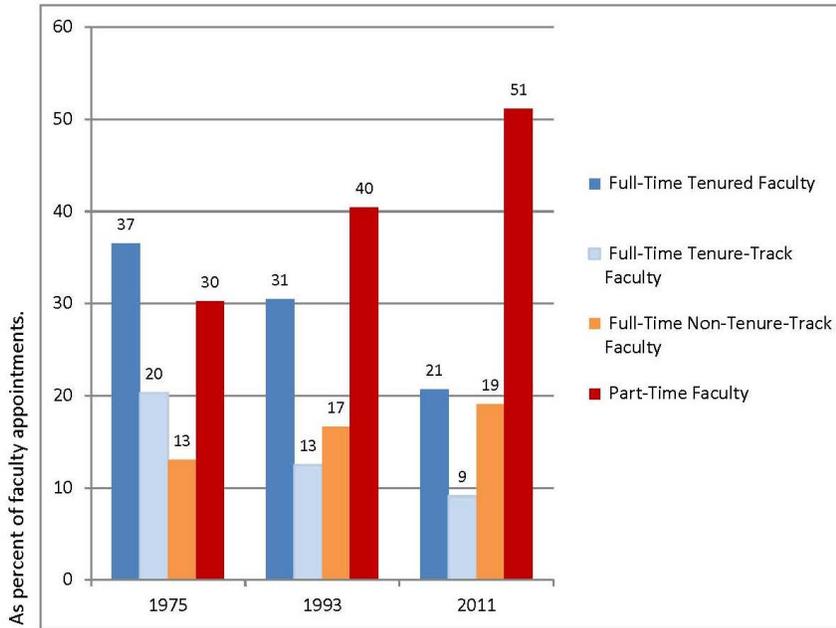
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AAUP as an Advocacy Chapter

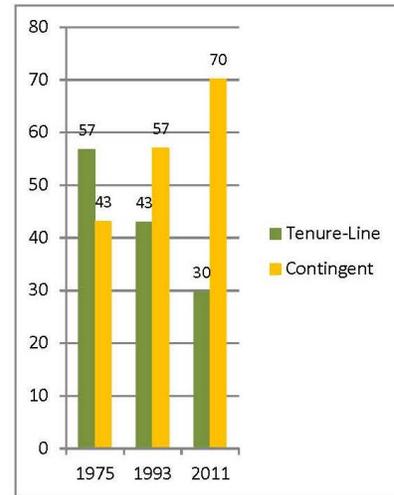
There are primarily two types of AAUP Chapters: Advocacy and Collective Bargaining or Union. SEU AAUP is an advocacy chapter. The advocacy role is best described as organization that serves as a voice for the professoriate similar to the American Medical Association (AMA) and the American Bar

Association (ABA), to promote best practices, and to provide assistance and support to individual faculty members. The mission stated elsewhere in this newsletter is our guiding principle and academic freedom is our North Star.

Trends in Faculty Employment Status, 1975-2011



A different way of looking at the same numbers--all tenure-line faculty grouped together and all contingent faculty grouped together.



Notes: All institutions, national totals. Figures for 2011 are estimated. Figures are for degree-granting institutions only, but the precise category of institutions included has changed over time. Percentages may not add to 100 due to rounding.

Source: US Department of Education, National Center for Education Statistics, IPEDS Fall Staff Survey; published tabulations only.

Compiled by: AAUP Research Office, Washington, DC; John W. Curtis, Director of Research and Public Policy (3/20/13)

The mission of the American Association of University Professors (AAUP) is to advance academic freedom and shared governance; to define fundamental professional values and standards for higher education; to promote the economic security of faculty, academic professionals, graduate students, post-doctoral fellows, and all those engaged in teaching and research in higher education; to help the higher education community organize to make our goals a reality; and to ensure higher education's contribution to the common good. Founded in 1915, the AAUP has helped to shape American higher education by developing the standards and procedures that maintain quality in education and academic freedom in this country's colleges and universities.

Our Cause

- We believe higher education is a fundamental human right to which freedom of inquiry and expression are integral.

Our Values

- We defend academic freedom and shared governance.
- We produce and promote the best policy documents in higher education.
- We promote the economic security of faculty, academic professionals, graduate students, post-doctoral fellows, and all those engaged in teaching and research.
- We bring higher education professionals together for collective action.

Our Promise

- To provide training and advice to our chapters, conferences, and members.
- To challenge institutions of higher education that violates norms of academic freedom, tenure, and shared governance.
- To organize the higher education community to defend our principles and common interests.
- To support collective bargaining as a means to strengthen and protect our core principles of academic freedom and shared governance.
- To advocate for AAUP policies and defend the profession, including in the courts through amicus briefs.

ADJUNCT PAY INCREASED BY \$200

Dr. Martin announced with pride in his opening address to faculty that adjunct faculty would be receiving a \$200 per course raise. What a nice thing for our president to bestow. The push for a raise for contingent faculty came after last year's announcement of a 3% raise for all full-time faculty and staff. The local chapter of the AAUP discussed the need for a raise for those left out. A little checking indicated that adjunct pay had not increased for seven years. The chapter then wrote a letter to the president that asked the following.

The St. Edward's University Chapter of the American Association of University Professors would like to take this opportunity to thank you and the administration for the recent cost of living increase of 3%. As I understand it, it applies to all tenure track faculty and staff employed before July 2014. It, however, does not apply to our contingent faculty or new faculty who are crucial to our mission and part of the St. Edward's family. As you know, the rise of cost of living impacts all people.

As previous studies have shown, it is important for us to increase the salaries of assistant professors to make us more competitive since we are well below our target of 70% of the median for assistant professor salaries. For these reasons and the need to be fair and equitable with all people in our family and community and to adhere to our social justice mission, we request that the 3% raise be applied to all faculty members at St. Edward's University.

Thank you for your consideration. We look forward to hearing your response.

The response from Vice Presidents Boyd and Kavaal was negative because of the budget and unspecified costs. "We share your concerns regarding our adjunct faculty. University resources, however, are insufficient to address all priorities at this time." Since this involved about \$100 per course for which students are charged over \$3,000 each for a three-hour course, the response seemed disingenuous. A 5.5% increase in tuition costs for one student is more than the \$100 for a faculty member, so when you multiply by 10 or 20 students the inequities multiply. No response was received from requests for details about these costs and resources.

Communications and Problem-Solving

It started in December when a newly elected contingent faculty senator, raised the issue of the negative impact that delayed payments of adjunct pay at the start of a semester had on some folks. The issue was brought up during a meeting of the Senate's newly created Contingent Faculty Committee. The AAUP took that information and sent a letter to Dr. Martin asking him for help. He assigned two vice-presidents to look into it, and the problem was remedied before the start of January classes. A thank you for all involved.

Faculty Compensation Committee (FCC) and Consultant

The university has prepared an RFP to hire consultants to conduct salary and benefit survey. The FCC reviewed and made some comments about it. The FCC will be involved in the selection and final coordination of the consultant's work. This is an attempt to promote shared governance at St. Edward's.

PLANS FOR LOWER PAID ST. EDWARD'S UNIVERSITY EMPLOYEES

SEU is working on a plan to ensure that the lowest paid benefits eligible employees (3/4 time or more) will make at least \$13.50 an hour. The goal for the following year will be \$15.00 an hour. This is progress because it is above poverty wages, but it depends on the family make-up to see if it is a living wage as indicated by the linked chart. <http://livingwage.mit.edu/counties/48015>

FUTURE RAISES

The budget for FY 2017 has a 3% raise planned. Using the percentage system a 3% raise for someone making \$200,000 is \$6,000 while someone earning \$50,000 is \$1,500. The SEU AAUP is advocating that in order to decrease the gap between the bottom, the middle, and the top that the raises should be awarded on a flat \$3,000 per person. This would mean that someone earning \$50,000 would receive a 6% increase; someone earning \$100,000 would receive a 3%, and so forth.

Announcement from St. Edward's University AAUP

After the announcement that Dean Grant Simpson, Dean of Education, is retiring, summer 2016, a search for a new dean is under way. The executive search firm, Hyatt-Fennell, has been contracted to lead the search and a school committee has been formed at St. Edward's with Dr. David Hollier, elected as chair. Please contact Dr. David Hollier if you would like more information (davidrh@stedwards.edu).

A Dean Search is also underway for the School of New College

All AAUP members should plan to attend the State AAUP Conference conducted jointly with the State Faculty Senate organization in Austin on February 26-27.

RSVP SEUAAUP@gmail.com

The SEU AAUP is researching various surveys to conduct this spring. We are open to suggestions.

The AAUP is planning to host a "Meet and Greet" social with refreshments to exchange ideas and answer questions about the *AAUP Academic Freedom, and Shared Governance*.

If any faculty member observes attempts to limit academic freedom or shared governance, contact SEU AAUP at seuaaup@gmail.com

FROM:

St Edward's University American Association of University Professors

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ADDRESS