

# the human rights bulletin at American University

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An independent guide to the real AU

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As a new student at AU, you may not know some of the details of how the AU world is organized.

When you walk into a dean's office or the financial aid office, you will meet individuals with adequate salaries and some of the best benefit packages outside of Silicon Valley. Their morale should be high and they should be happy to see you.

What exactly are the benefits AU employees—faculty and staff—receive?

- **Free Classes.** Many are here for a free master's degree which they can begin after four months of service; they and their partners enjoy free tuition for one class a semester as long as they work here.
- **Free Tuition for Children.** After their parents work at AU for two years, the children of staff and faculty can attend AU fulltime, undergraduate or graduate school, for free.
- **Tuition Exchange Program.** If their children would like to leave home, and attend college with a large scholarship somewhere else, this is also available to the children of AU staff and faculty through the Tuition Exchange Program with over 500 other colleges and universities.
- **Retirement Accounts.** And the University also provides all fulltime staff and faculty with an extremely generous pension contribution of ten percent a month.



Ms. Leila Williams, age 76, says that she can't afford to retire after 49 years at AU.

## Inequality at AU

But there is another side to the AU story. All workers have not been treated equally here for years.

The people who arrive at 6 A.M. to prepare food for your breakfast do not partake in the AU feast of benefits.

- They do not receive free classes for themselves. And as you might expect, they would love free tuition for their children, but they do not receive it.
- They do not receive the same contributions to their retirement accounts given other workers here.

So many of them can't afford to retire now, and must work into their late seventies or older. Ms. Leila Williams said she can't afford to retire. And she is not alone. One 66-year old worker with 38 years at the university has only \$11,000 in her retirement account.