

**Memorandum
Fairfield University**

TO: All Members of the General Faculty
FROM: Faculty Salary Committee
DATE: September 2, 2020
RE: Salary Data for the 2020-22 MOU

In accordance with the FY 2021-22 MOU Modification and Extension Agreement, the Faculty Salary Committee is providing the required data on the minimum and mean salaries for each rank. Since there is no merit raise in AY 2020-21, the data on mean salaries is purely informational this year. Additionally, the FSC is providing data on the mean salaries, split by gender and college, as was requested at the GFM of May 12, 2020.

A. Rank Minimums for AY 2020-21

As listed in the MOU, the minimum salary for each rank in AY 2020-2021 will be:

<u>Rank</u>	<u>Minimum Salary</u>
Instructor	\$ 63,945
Assistant	\$ 81,048
Associate	\$ 90,799
Professor	\$ 123,098

These are the same minimums as in AY 2019-20, due to there being no supplemental budget or merit increase in AY 2020-21.

B. Rank Means for AY 2019-20

The mean salaries for AY 2019-20 are calculated based on the actual faculty salary pool in AY 2019-20.

<u>Rank</u>	<u>2019-2020 Mean</u>
Instructor	\$ 76,620.33
Assistant	\$ 88,619.01
Associate	\$ 105,040.00
Professor	\$ 136,499.77

This year, the FSC was asked to disaggregate the means by gender and college. The first table below provides the means of each rank for the full university, split by gender. The

next five tables provide the means of each rank for each individual college. For CAS and DSB, the means are further split by gender. For ESON, GSEAP, and SOE, we can only show the combined means, in order to maintain the privacy of individual salaries. Furthermore, in those colleges, some ranks' means were withheld to maintain the privacy of individual salaries.

Full University			
Rank	Female	Male	Combined
Professor	\$ 133,531	\$ 139,234	\$ 136,500
Associate Professor	\$ 101,794	\$ 108,839	\$ 105,040
Assistant Professor	\$ 86,363	\$ 92,744	\$ 88,619
Instructor	\$ 76,786	\$ 76,338	\$ 76,620

College of Arts and Sciences			
Rank	Female	Male	Combined
Professor	\$ 132,068	\$ 132,713	\$ 132,390
Associate Professor	\$ 96,539	\$ 97,240	\$ 96,876
Assistant Professor	\$ 83,281	\$ 81,965	\$ 82,754
Instructor	\$ 70,498	\$ 76,062	\$ 72,724

Dolan School of Business			
Rank	Female	Male	Combined
Professor	\$ 143,767	\$ 160,463	\$ 153,785
Associate Professor	\$ 130,400	\$ 128,184	\$ 128,975
Assistant Professor	\$ 114,277	\$ 131,975	\$ 123,806
Instructor	\$ 90,292	\$ 83,711	\$ 87,824

Egan School of Nursing and Health Studies		
Rank	Combined	
Professor	withheld	
Associate Professor	\$ 91,729	
Assistant Professor	\$ 83,537	
Instructor	\$ 69,926	

Graduate School of Education and Allied Professions

Rank	Combined
Professor	withheld
Associate Professor	\$ 94,707
Assistant Professor	\$ 83,060
Instructor	\$ 70,304

School of Engineering

Rank	Combined
Professor	\$ 132,227
Associate Professor	\$ 97,531
Assistant Professor	\$ 87,948
Instructor	withheld

Faculty Salary Committee

Paul Baginski (Chair)

Mark Demers (incoming)

Dina Franceschi (incoming)

Walt Hlawitschka

Anna Lawrence

Mike Puleo

John Thiel