

**Memo of Understanding
Faculty Compensation (Salary and Benefits)
2009-2010**

After collegial discussions, the Faculty Salary Committee and the Administration have agreed to recommend to the General Faculty for ratification and to the Budget Committee for inclusion in the budget that they submit to the President and the Board of Trustees the following compensation package.

It is understood that if accepted by the General Faculty and Budget Committee and subject to the final approval of the Board of Trustees, through its adoption of the annual budget, all faculty appointments and compensation shall be in accordance with the provisions set forth herein (including the Benefits Plan Overview for Full-Time Faculty) and in the Faculty Handbook as currently amended. All individual, annual letters of appointment will be in accordance with the compensation provisions of this document and with the Faculty Handbook (10th edition updated, 2006, and subsequent amendments).

In the event that either the General Faculty or the Budget Committee raise objections to the recommended compensation changes, the Faculty Salary Committee and the Administration will hold further meetings with the intention of resolving the objections. In the absence of a resolution, the Annual Budget adopted by the Board of Trustees shall be final regarding faculty compensation for the ensuing academic year. In this case, the Administration will provide the Faculty Salary Committee with the revised information called for in this document. All individual, annual letters of appointment will be in accordance with the revised compensation provisions of this document and with the Faculty Handbook (10th edition updated, 2006, and subsequent amendments).

Recommended Salary and Benefit Changes.

- A. All faculty will receive compensation and benefits in accordance with the provisions set forth below.
- B. The salary pool will be an increase of 0% of the faculty 2008-2009 salary pool. All salary increases are based on an evaluation of performance according to the criteria of the merit plan.
- C. All faculty who have not previously switched to cost-sharing of healthcare premiums will receive a salary increase of \$2250 spread out over two years. They will receive \$1500 in 2009-2010 and \$750 (plus the 2010-2011 standard merit increase on \$750) in 2010-2011. Faculty who voluntarily switched to cost-sharing previously will receive an increase of \$200.

D. The 2008-2009 mean for each rank is:

	<u>Mean</u>
Professor	\$109,082
Associate	\$ 86,413
Assistant	\$ 69,221
Instructor	\$ 50,249

E. The Senior Vice President for Academic Affairs will work with the Deans to ensure that the results of the merit and self-evaluation process in each curriculum area are appropriate and have a reasonable degree of consistency across curriculum areas, taking into account distinctions in disciplinary approaches and programmatic and curricular goals. The SVPA and Deans will also ensure that faculty are being given constructive feedback in the merit and self-evaluation process.

F. The Administration and the Board of Trustees are firmly committed to maintaining the average of the compensation of Assistant, Associate and Professor ranks at the 95th percentile for Class IIA institutions in the national AAUP ratings, subject to financial limitations. If the current average compensation in any rank is below the corresponding 95th percentile figure, then in addition to the increase described in section C above, each faculty member in that rank will receive the amount of the difference between Fairfield's average compensation for that rank and the corresponding 95th percentile figure. In addition, that difference plus the sustained/standard merit percent of that difference will be added to the next year's minimum starting salary for that rank.

G. The new minimum starting salary for each rank for 2009-2010 is as follows:

<u>Rank</u>	<u>Minimum</u>	<u>Maximum</u>
Professor	97,374	121,244
Associate	72,496	100,189
Assistant	61,500	84,065
Instructor	50,467	60,940

In 2010-2011, the minimums will increase by \$750, and then by the percent designated for the standard merit increase.

When market conditions require, new faculty members may be hired at salaries exceeding the above-designated maximums. The Senior Vice President for Academic Affairs will inform the Faculty Salary Committee in writing of each new position requiring a salary beyond the designated maximum. In all cases, the Faculty Salary Committee will be informed in writing of each hire that exceeds the above-designated maximum.

H. In the event of a promotion in rank, the faculty member will receive the greater of the following: a) \$1,000 plus an additional \$1500 if the faculty member had not previously switched to cost-sharing for healthcare (or an additional \$200 if the switch was made

previously), or b) the minimum of the new rank plus any additional merit compensation awarded for previous years beyond sustained merit. Additionally, if he/she was a full-time faculty member prior to the 1997-1998 academic year, \$1,188 will be added to his/her salary. This additional amount reflects savings from the 1996 change to a new health plan.

I. The salary paid for part-time instruction to full-time faculty members (beyond normal load) and the salary for credit courses for adjunct faculty who are not full-time faculty members will be as follows. Higher payments are occasionally made as market conditions dictate.

- The Administration will provide a list of adjunct salaries to the Faculty Salary Committee each semester.

- For an adjunct faculty member who is not a full-time faculty member, if a class meets two or more times per week during the academic year, the stipend will increase by \$150 per course.

- Actual teaching experience at Fairfield is counted for adjunct faculty.

- Two semesters per year are counted for full-time faculty.

Degree	Fairfield University Teaching Experience		
	Under 8 Semesters	8-15 Semesters	16+ Semesters
Non-terminal	\$3,409	\$3,648	\$3,965
Terminal	\$4,126	\$4,305	\$4,462

J. Existing supplemental salary pertaining to Chairs, Program Directors, etc. shall continue as in the past.

K. The Faculty Salary Committee and the Administration recognize the need to examine faculty salary distributions for gender inequities, racial inequities, and other inequities covered by federal and state statute as well as inequities created by hiring new faculty and by market conditions. The redress of such inequities, by adding appropriate increments to faculty base salaries, shall be accomplished by a joint decision of the Faculty Salary Committee and the Administration's Compensation Committee while always protecting the privacy of any individuals involved. If consensus cannot be reached, the Administration cannot be prevented from redressing such inequities. In all cases, the Faculty Salary Committee will be informed in writing of the changes in salary.

L. By October 10th of each academic year, the Administration shall provide to the Faculty Salary Committee a list of all faculty salaries and benefits including rank, school, gender, date of hire and date of rank. The faculty salary committee agrees to maintain

confidentiality. They agree not to share or discuss individual salaries with anyone outside the salary committee.

- M. “Benefit Plans Overview for Full-Time Faculty”, a summary of existing benefits, is incorporated in this document as Appendix 1.
- N. Both the FACHEX plan and the Tuition Exchange Program are coordinated through the Office of the Senior Vice President for Academic Affairs.
- O. The benefits and conditions stated in this Memo of Understanding shall be reflected in all 2009-2010 letters of appointment. The Faculty Salary Committee and the Administration agree to begin collegial discussions of the 2010-2011 Memo of Understanding by October 1, 2009. In the spirit of collegiality, and in furtherance of the President’s directive for a more collaborative system of governance, the Administration agrees to work with the Faculty Salary Committee to discuss salaries as well as any and all benefits; to provide all pertinent information; to receive recommendations concerning benefits and any substantive changes to benefits; to discuss salary and benefit changes; to be receptive to faculty participation in a cooperative process with the intent of arriving at a mutually agreed upon Memo of Understanding for 2010-2011.

Faculty Salary Committee:

For the Administration:

Date: _____

Susan Rakowitz, Chair

William Weitzer, Chair

David Crawford

Robbin Crabtree

Joseph Dennin

Mark Guglielmoni

Rona Preli

William Lucas

Cheryl Tromley

[Approved by the General Faculty on October 23, 2009.]