

FAIRFIELD UNIVERSITY
COMPENSATION AGREEMENT
FOR
1992 - 1993

Preamble

Individual faculty appointments shall not vary from the terms of this agreement, which is a contract enforceable under applicable law. All faculty appointments and compensation, including salaries and employment benefits, and the provisions regarding benefits set forth in the Faculty Handbook, Section II B 1 (a) - (e), as currently amended, shall be in accordance with the specific provisions of this Agreement. General terms and conditions of employment are set forth in the Faculty Handbook (8th Ed. 1987). All letters of appointment shall also be consistent with the terms of this Agreement and the above mentioned Faculty Handbook. The Faculty Handbook may be amended only according to the provisions specified therein. Allegations of misinterpretation, misapplication, or violation of this Agreement, shall be resolved according to the process for grievance resolution set forth below. That same process shall apply to disputes concerning salaries and the employment benefits set forth in the Faculty Handbook, Section II B 1 (a) - (e) as currently amended.

II. Process for Grievance Resolution

For purposes of this process, "grievant" shall mean either an individual faculty member and/or the Faculty Salary Committee.

STEP 1: A grievance shall first be addressed informally by the grievant, and the appropriate Dean. If they are unable to resolve the matter, or if the matter falls outside the purview of the Dean(s), it shall be reduced to a written grievance, but must specify the term(s) of the Agreement claimed to have been violated. The written grievance must be filed with the Academic Vice President within thirty (30) days of the date the event complained of was discovered or it shall be deemed waived.

STEP 2: In a joint effort to resolve the grievance, the Academic Vice President shall meet with the grievant and any other parties deemed necessary by the parties to the grievance within ten (10) business days of the presentation of the written grievance (such period excluding school vacations). If the matter cannot be resolved at that meeting, either party may in its sole discretion, within ten (10) business days, file a written request for a hearing with the Academic Vice President.

STEP 3:

1. Within ten (10) days following a written request for a hearing, the Academic Vice President and the grievant shall agree on a Hearing Committee.

- c. The current means and mean increases for 1992-93 for each rank are:

	<u>Current Year 1991-1992</u>	<u>Mean Increases 1992-1993</u>
Professor	\$64,636	\$2,262
Associate	\$52,161	\$1,826
Assistant	\$42,681	\$1,494
Instructor	\$34,333	\$1,202

- d. In addition to the base salary increase of 3.5%, there will be an adjustment of \$1,000 to the base for all untenured, probationary assistant professors whose 1991-92 salary is below \$40,000.
- e. Maintaining the average of the salaries of Assistant, Associate and Professor ranks at least at the 80th percentile for Class IIA institutions in the national ratings (AAUP) is herewith confirmed as an ongoing policy subject to financial limitations.
2. In the event of a promotion in rank, the faculty member will receive the appropriate increase plus an additional \$500.00. In the event this increase does not bring him or her to the minimum of the new rank, he/she will receive that minimum.
3. The salary paid for part-time instruction to full-time faculty members (beyond normal load), and adjunct faculty for credit courses shall be increased by 3.5% for 1992-93. The salary structure for part-time instruction is as follows:

Fairfield University Teaching Experience

<u>Degree</u>	<u>Under 8 Semesters*</u>	<u>8-15 Semesters</u>	<u>16 + Semesters</u>
<u>1992-1993</u>			
Non-terminal	\$2,296	\$2,456	\$2,670
Terminal	\$2,778	\$2,897	\$3,004

*Two semesters per year will be aggregated for full-time faculty. Actual experience at Fairfield University will be utilized for part-time (adjunct) faculty. If a class meets two or more times per week, during the academic year, the stipend will increase by \$125 for non-terminal degree status and \$150 for a terminal degree status.

Faculty Salary CommitteeFor the Administration

Kevin J. Cassidy 5/5/92
 Kevin J. Cassidy Date
 Chair

Joan Fleitas 5/5/92
 Joan Fleitas Date

Martin A. Lang 5/5/92
 Martin A. Lang Date

Doris T. Lippman 5/5/92
 Doris T. Lippman Date

Mariann S. Regan 5/5/92
 Mariann S. Regan Date

William J. Lucas 5-5-92
 William J. Lucas Date
 Chair

Nancy F. Fasano 5-5-92
 Nancy F. Fasano Date

Stephen P. Jakab 5-5-92
 Stephen P. Jakab Date

William P. Schimpf 5-5-92
 William P. Schimpf Date

Robert P. Stepsis 5.5.92
 Robert P. Stepsis Date

5/01/92

