

Positions of the Faculty of Fairfield University

This document contains positions taken by the General Faculty since September 1992. The statements are listed in reverse chronological order and each position shows the date on which it was approved by a vote of either the General Faculty (GF) or the Academic Council (AC). These positions do not necessarily have the endorsement of the administration. This document was created and is maintained by the Secretary of the General Faculty.

Send comments or suggestions to the current Secretary of the General Faculty, [Steven M. Bayne](#)

A decision regarding the student information system requires consultation, review, and input from faculty through the Educational Technologies Committee.

Whereas the *Journal of Record* (policies jointly agreed to by the faculty and administration) requires that “any non-emergency decision that would significantly impact teaching or advising or research must have faculty input through the appropriate Faculty Handbook Committee,” and

Whereas the *Journal of Record* requires that “before any major technology decision affecting academics is made by the administration, the Educational Technologies Committee should be consulted and given time to review the decision and receive faculty input,” and

Whereas the decision to replace Banner with Workday as Fairfield University’s student information system, is a major technology decision that would significantly affect academics impacting both teaching and advising,

The General Faculty asks the administration to direct Information Technologies Services and CIO Jonathan Carroll to consult with the Educational Technologies Committee and give the committee time to review the decision and receive faculty input *before* contracting with a vendor for Fairfield University’s student information system.

GF: 11/19/2021

Covid-19 Vaccination Mandate:

Early in the pandemic the administration formed campus experts and stakeholders into the PHAT team to advise us on issues related to Covid 19. After much research and due consideration, the PHAT group produced a recommendation for a student vaccine mandate for fall of 2021; the Academic Council voted to affirm support for this mandate.

Whereas we are a "modern" university, we should follow the advice of our appointed experts.

Whereas we are a "Jesuit" university, we would do well to emulate our sister institutions, including those nearest to us, including Georgetown, Boston College, and Fordham, all of whom announced vaccine mandates as far back as April.

And whereas as we are a Catholic institution, we ought to attend carefully to the wisdom of the Pope, who called Covid 19 vaccination a "moral obligation."

We at Fairfield have thus far ignored these diverse imperatives, and so now the General Faculty asks President Mark Nemecek to demonstrate leadership and institute a vaccine mandate on our campus. It is the modern, Jesuit, and Catholic thing to do.

GF: 07/08/2021

Strategic Planning:

The faculty calls on the President to join with the Fairfield University community in the development of a written, formal, and comprehensive strategic plan reflecting both a five year and ten year vision for the institution. The document thus generated will reflect professionally accepted format and content guidelines for institutions of higher education. The document will also incorporate best practices assessment mechanisms across all levels and all divisions of the University. It is thus understood that all of the content of this document will span all divisions, without exception, across the institution.

AC: 4/29/2013

Executive Vice President Position:

Academic Council is on record that it opposes the addition of the new EVP position at this time to Fairfield University as a Jesuit and Catholic University.

AC: 4/8/2013

Catholic Social Teaching, Merit pay, and CPI:

Whereas Fairfield University's Mission Statement places it firmly in the Catholic tradition;
Whereas the principles of Catholic Social Teaching (CST) are clear that it is the right of all working people to a just wage;

Whereas the principles of CST strongly argue for the importance of the common good in the world as a whole, in particular societies and in their constituent institutions;

Whereas CST's principle of the common good requires that economic decisions cannot favor some—even the majority—at the expense of the vulnerable, even if they are a small minority;
Whereas the principles of CST stress that solidarity between members of the community is of paramount importance;

Whereas the principles of CST are clear that incentives of one kind or another, though legitimate in principle, take second place to the need for a just wage that respects the dignity of the worker;
Whereas the principles of CST are held to apply above all and in an “exemplary” fashion to the Church and to those institutions affiliated with it in any way;

Be it moved that any determination of salaries at Fairfield University that creates a pool for merit pay or other incentives by reducing the monies available for the just remuneration of those who, having met their contractual requirements, are deemed to have achieved “sustained merit,” is unworthy of a Catholic institution, and should be summarily rejected, not only by those affected by such policies but also by administrators and trustees who represent an institution that claims Catholic and Jesuit identity.

GF: 03/03/2006

On the relationship between sustained merit and cost-of-living:

The General Faculty objects to the fact that sustained merit is below cost-of-living. This is a

violation of faculty principles.
GF: 05/09/2005

Merit Plans consistent with The Guiding Principles:

Whereas the Board of Trustees Resolution of December 2001 explicitly recognized the importance of a collaborative process between the faculty and administration in developing a new compensation structure, and

Whereas Committee on Guiding Principles and Procedural Guidelines for Faculty Compensation, approved and created by the Academic Council and the General Faculty, was the instantiation of the Board's explicit directive for collaboration between faculty, deans and AVP.

Whereas the "Guiding Principles for Faculty Compensation" was written by the joint committee to provide guidelines and universal principles for all merit pay plans, and

Whereas the joint committee's final document "Guiding Principles for Faculty Compensation" was approved by both the Academic Council and the General Faculty,

A merit pay plan that is consistent with the "Guiding Principles for Faculty Compensation" and is approved by the faculty to which it will be applied cannot be rejected by the administration.

AC: 04/04/2005

On increased medical co-pays funding additional merit:

The General Faculty rejects raising [medical] co-pays for the purpose of funding additional merit.

GF: 03/03/2005

No additional merit unless sustained is over CPI:

The General Faculty's position is that in any year additional merit cannot be funded unless sustained merit is over CPI. Further that sustained merit should be over CPI not only for an individual year but also over any period of years.

GF: 02/20/2004

On the distribution of additional merit:

The General Faculty's position is that any additional merit be distributed according to the Faculty Salary Committee formula: each eligible faculty member receive an amount equal to the size of the additional pool divided by the number of eligible faculty.

GF: 02/20/2004

Distribution of compensation is determined by the MOU:

The General Faculty reaffirms the position that the Memo of Understanding determines how compensation will be distributed.

GF: 02/20/2004

On the Procedure for Distribution of Sustained Merit:

The General Faculty accepts the procedure for the distribution of money for salary increases for sustained merit described in section C. [C.1 and C.2] of the 2003-2004 Memo of Understanding. [Agreement was reached on the following model for the distribution of money for sustained merit:

C.1 Faculty who qualify for sustained merit will receive y% of their salary or y% of the

mean of their rank whichever is greater.

C.2 Faculty who do not qualify for sustained merit will receive no increase.]

GF: 04/11/2003

On salary increases below the increase in the cost-of-living:

The General Faculty finds the current compensation offer embarrassingly low. Any offer which does not provide economic advancement over the cost-of-living or make significant concessions in some other areas fails to recognize the continued high level of teaching, scholarship, and service performed by the faculty.

GF: 03/04/2003

On the cost-of-living figure for salary discussions:

In collegial discussions between the Faculty Salary Committee and the Administration during an academic year, the cost-of-living increase to be considered in the discussions is the national cost-of-living figure for the 12-month period ending in December of that Academic year.

GF: 03/15/2002

On Acceptable Performance-Based Financial Rewards:

In order to address our community's interest in continuing to attract and retain excellent faculty, the General Faculty is open to considering a system of performance-based financial rewards that is outside the compensation package described in the Memo of Understanding. Such a system will include a set of incentive bonuses tied to particular faculty activities that the Academic Council and Administration agree upon. Such activities might include making contributions to a new program, publishing a book or article, teaching a new course, and/or contributing to the student advising program. Long-Range Planning Committee VIII on Faculty Creativity, composed of faculty and administrators, has already drawn up a series of proposals for incentive bonuses, including things such as 3/2 teaching loads, awards for teaching projects, and extra financial support for research projects. (This report was endorsed by the faculty of the College of Arts and Sciences in May 2001.)

The General Faculty requires that any new pool of financial rewards that is outside the compensation package be determined by the Administration in the context of discussions with the Faculty Salary Committee.

If the Administration is interested in devising such a scheme, they should inform the Faculty Salary Committee.

GF: 02/22/2002

On authorization to negotiate salary and benefits:

The General Faculty reaffirms its position that the Faculty Salary Committee is the only body authorized to negotiate salary and benefits for the faculty. All other faculty and faculty bodies are called on to defer to the Salary Committee in matters of salary and benefits.

GF: 02/08/2002

Requesting the goals of a Merit Pay System:

The faculty requests that the Board of Trustees provide faculty with the goals that any change in

compensation being considered are intended to meet and that any vote on compensation changes be delayed until such time as faculty have an opportunity to address the Board of Trustees' goals along with possible methods of attaining them and their potential impact on our institutional mission.

GF: 02/23/2001

On Merit Pay

IF: a merit system is narrowly understood as "merit pay" and if "merit pay" is understood as a change in the allotment of the annual salary increase – as results from the Salary committee's discussions with the administration – from an "across-the-board" allotment to a system whereby a greater percentage of the increase is allotted to those deemed meritorious and a lesser percentage of the increase is allotted to those deemed non-meritorious,

THEN: the General Faculty asks that the Board of Trustees direct the Fairfield University administration not to develop a merit pay system.

GF: 02/23/2001

On Commercial Advertising and Campus Resources:

Preamble: Commercial advertising on all Academic resources, whether they be administrative or curricular, including the pathway students or faculty take to get to such resources, is contrary to the academic mission of the University.

Motion: The University should therefore adopt a policy of no commercial advertising on all electronic media related to the academic functions of the University, including access to registration, grades, financial aid, email, and any curricular materials maintained on University sponsored servers. In particular, the Campus Pipeline software should be removed from the University network unless and until all of its commercial features (advertising links, etc.) have been removed. The Faculty requests that the Academic Vice President and the Vice President of Information Resources and Services work with the Educational Technologies Committee to provide an appropriate commercial-free academic computing environment.

GF: 01/21/2000

On the connection between pay increases for full-time and part-time faculty:

The General Faculty instructs the Salary Committee to maintain the connection of pay increases between full time and part time faculty through the Memo of Understanding.

GF: 11/21/1997

On a compensation agreement document:

With respect to discussions between the Faculty Salary Committee and the Administration, and in light of President Kelley's assurance that there will be no radical departure from past practice, the General Faculty instructs the Faculty Salary Committee to agree to a document only if that document

- a. is jointly produced by the Faculty Salary Committee and the Administration, is to be signed by both the Faculty Salary Committee and the Administration, and is subject to ratification by the General Faculty;
- b. contains a clear specification of benefits;
- c. contains a grievance procedure.

GF: 02/25/1994

On personnel matters, in particular, outsourcing:

The Academic Council condemns the process employed in “outsourcing” the custodial and computer functions of the University. Especially troubling was the firing of the housekeeping staff without notice, and the termination, without sufficient cause, of employees who have contributed long-term service to the University. The Academic Council views such a process as a manifest contradiction of the Mission Statement, which asserts that the University

...seeks to develop a greater sense of community within itself, a sense that all of its members belong to and are involved in the University, sharing common goals and a common commitment to truth, justice, and manifesting in their lives the common concern for others which is the obligation of all educated and mature human beings.

The Academic Council expects that future personnel matters, including outsourcing, will be handled in a manner consistent with this language of the Mission Statement.

AC: 09/13/1993

On using AAUP IIA 95th percentile in compensation as opposed to salary:

It is the sense of the faculty that as a minimum we support the notion of the 95th percentile in salary.

GF: 02/05/1993

Charge to the Faculty Members on the Finance Committee:

1. The faculty members on the Finance Committee shall coordinate their efforts with the Salary Committee, Academic Council, FWC/AAUP, and any other committees of the General Faculty whose mission will be influenced by particular budget decisions. They shall further take advantage of internal and external consultants in analyzing budget and financial data.
2. The faculty members of the Finance Committee shall not consent to a final budget of setting of tuition rates until the Salary Committee has completed successful negotiations on the salary and benefit portions of the next year's contract.

GF: 12/13/1992