Meeting of the General Faculty
Friday, April 16, 2010 from 3:30 - 5:00 PM
Dolan School of Business
DSB Dining Room 104A

AGENDA

1. Announcements

2. Approval of the minutes for the General Faculty Meeting of 3/19/2009 (attached)

3. Consideration of a 2010-2011 Memo of Understanding (attachments)

4. Adjournment.

ATTACHMENTS.

For item 2: Draft minutes of the 3/19/2010 General Faculty meeting (pages 2-5)

For item 3: Memo from FSC Chair to faculty members covered by the MOU (page 6)
Proposed 2010-2011 MOU with changes from last year shown (pages 7-11)
Proposed 2010-2011 MOU with changes incorporated (pages 12-16)
Excerpt of the Benefits Plan Overview to be changed (page 17)

THE MEETING WILL BE FOLLOWED IMMEDIATELY BY A RECEPTION
HOSTED BY THE SENIOR VP FOR ACADEMIC AFFAIRS
AND THE PRESENTATION OF

FACULTY RECOGNITION AWARDS
IN THE AREAS OF TEACHING, SCHOLARSHIP AND SERVICE
No votes that involved proxies were taken at this meeting.

Professor Larry Miners, the Chair of the General Faculty, called the meeting to order at 3:35 PM.

1. **Announcements.**

Prof. Miners announced that he had appointed Prof. Richard Regan to be parliamentarian for the spring semester and thanked Prof. Rick DeWitt (currently on sabbatical) for serving as parliamentarian last fall. He noted that there were a few copies of the packet for today’s meeting at the front of the room.

Prof. Tod Osier asked if he could update the faculty on the issues surrounding the current construction and its impact on faculty research and outdoor classroom space. Prof. Miners asked the faculty if this would be acceptable and there were no objections.

Prof. Osier said that an ad hoc group of faculty, mainly from the Program on the Environment, had been working with the administration on sustainability issues for a long time, but that the extent of the construction for the Village Complex parking lot and its impact on faculty research was not conveyed to them. At the March Council meeting, the Council passed a motion that construction should be halted until discussions between the ad hoc group and the President could take place. Prof. Osier wanted the faculty to know that the construction that is occurring has a serious impact on faculty research. Some of Prof. Osier’s research and some of Prof. Brian Walker’s research has been stopped altogether by the construction. Untenured faculty will be unwilling to take the risk of starting research in areas that may be cut down. Teaching and outdoor classroom work has been severely impacted. Faculty had dialogue with the administration, but promises were not kept. We need genuine dialogue about the importance of research and teaching on our campus grounds. Faculty should be aware that proposals regarding sustainability issues on campus will be coming to the faculty through our committees. There were no questions.

2. **Approval of Minutes of the Meeting on November 20, 2009**

**MOTION** [Rosivach/Dennin]: to approve the minutes of the General Faculty meeting of 11/20/2009 as circulated.

**MOTION PASSED UNANIMOUSLY.**

3. **Proposed Handbook amendments on faculty representation on Board of Trustees Committees**

Prof. Miners called on Prof. Chris Bernhardt, AC Subcommittee Chair, to make the presentation. Prof. Bernhardt said there was a long history of faculty asking for representation on Board committees. In Fall 2007, Mr. Paul Huston invited the chairs of five Handbook committees (Public Lectures and Events, Student Life, Educational Planning Committee, University Advancement, Educational Technologies Committee) to sit on the corresponding Board committees. This year, the Academic Council set up a subcommittee to draft language for the Handbook to formalize this arrangement. The subcommittee consisted of Professors Bernhardt (chair), Betsy Bowen, Don Gibson, Irene Mulvey and SVP Paul Fitzgerald. Motion 1 (on page 17 of the packet) changes the description of the Committee on Conference with the Board of Trustees, their general purpose, and authorizes the committee members to split up to visit Board committees. Motion 2 (beginning on page 18 of the packet) amends the Handbook by inserting as a duty for each of the five relevant Handbook committees the text, “To elect from its current elected membership, at the
beginning of each academic year, one member to attend and participate in meetings of the [appropriate] Committee of the Board of Trustees for that year.”

The floor was opened for informational questions.

Prof. Rosivach asked why the text was inserted as the first duty for the Student Life Committee but the last duty for the other four Handbook committees. Prof. Bernhardt said no message was being sent and the subcommittee thought this worked well.

Prof. Thiel asked for the rationale for the phrase “to confer individually or collectively” in the duties for the Conference Committee. Prof. Bernhardt said the members of the Conference Committee may need to split up when different Board committees are meeting concurrently.

Prof. Roben Torosyan asked if the faculty on the Board committees would have voting rights. Prof. Bernhardt: No.

**MOTION 1** [Bernhardt/Nantz]: that the Faculty Handbook be amended at I.C.b.6 on pages 13-14 as shown on page 17 of the packet for today’s meeting.

**MOTION PASSED BY THE REQUIRED 2/3 PRESENT AND VOTING.**

**MOTION 2** [Bernhardt/Gil Lopez]: that the Faculty Handbook be amended at I.C.b.7 on pages 14-15, at I.C.b.9 on page 15 (as amended GF 11/20/2009), at I.C.b.11 on page 16, at I.C.b.12 on pages 16-17, and at I.C.b.16 on page 19 as shown on pages 18-21 of the packet for today’s meeting.

Prof. Rosivach objected to putting the trustee liaison duty first in the description for the Student Life Committee.

Prof. Paul Caster noted that there is an Academic Council Subcommittee studying the Student Life Committee that is expected to bring Handbook changes on the charge to the Council. He suggested that this concern could be addressed at that time. Prof. Rosivach: great.

**MOTION [Thiel/Lane]: to table the pending motion.**

**MOTION to table FAILED.**

It was noted that Handbook amendments cannot be amended by the General Faculty. For changes, they would need to go back to the Council.

Prof. Rakowitz spoke in favor of Motion 2, noting that the motion involved five Handbook committees, not just the Student Life Committee.

**MOTION [Nantz/Rosivach]: to call the question.**

**MOTION PASSED.**

**MOTION 2 PASSED UNANIMOUSLY.**

4. **Report from the Faculty Salary Committee**

Prof. Miners called on Prof. Rakowitz, Faculty Salary Committee (FSC) Chair, to make the presentation. She began by thanking the other members of the committee, Professors Dave Crawford, Joe Dennin, Rona Preli and Cheryl Tromley.

The FSC has drafted a proposal for appeals for merit pay decisions that is on its way to the Academic Council.
Yesterday, the FSC reached agreement with the administration on a Memo of Understanding (MOU) and this will be presented to the General Faculty for approval at the next General Faculty meeting in April. The relevant increase in the Consumer Price Index is 2.5%, the FSC proposed a 3% salary increase. The increase proposed by the administration is 1.5%. University-wide, individuals making between $50K and $150K will get a 1.5% increase, and individuals making over $150K will receive no increase. For faculty, the FSC insisted that faculty making over $150K receive a 1.5% increase on the first $150K.

The FSC discussed other issues with the administration, in particular continuing discussions on mortgage assistance. The administration is willing and expects to buy three more faculty condos. There are three-year agreements on retirement contributions and rate of health care cost increase. The FSC asked the administration to extend the length of those agreements and the administration said no.

The FSC discussed the disparity in stipends for department chairs – in one school the stipend is $7200 and in other schools it is $4500. It is agreed that stipends should be comparable and, to begin working towards that, stipends (in all but DSB) will increase to $5500 next year and language to this effect will be in the MOU.

In summary, (1) the MOU proposes a 1.5% increase for faculty on the first $150K of salary – all to “sustained merit” and the increase is 1.5% of your salary or of the mean, whichever is greater (as usual), (2) the MOU will mandate an increase of $1000 to chair stipends in all but one school, (3) the University expects to purchase 2 or 3 more faculty condos, (4) no changes to the BPO.

Prof. Rakowitz suggested the following issues that are expected to be discussed next year.

Housing: buying new condos is good, but faculty still need help getting into the housing market. It is hoped that with a new VP for Finance, progress can be made next year on mortgage assistance.

Health Care: The FSC thinks money can be saved without sacrificing health care, especially by using generic drugs. They are willing to discuss this provided that any money saved goes to faculty salaries.

Retirement: The FSC asked the administration to put the current retirement “buyout” plan into the MOU and the administration said no because this was not a negotiated plan. There are plans to replace the buyout plan with a phased retirement plan. The Academic Council has a subcommittee beginning work on this now.

With regard to the committee’s sense of how things went this year, the FSC is very frustrated with the administration’s unwillingness to extend the three year caps on health care cost increases. This is especially frustrating since the administration blamed the Board for this unwillingness, even though we were assured last fall that the Board would back off if we passed the new governance and fiscal policies. Despite the current economy, the administration is committed to hiring tenure-track faculty. The FSC finds this sensible and good for the long term health of the University.

This is an informational report and not an action item. The floor was opened up for questions.

Prof. Dawn Massey asked about all the different reporting we do for annual reports, merit evaluations, etc. and asked if we couldn’t synchronize all our reporting. Prof. Rakowitz said there had been discussions about getting closer to a sensible timetable.

Prof. Bernhardt asked about the AAUP salary data, particularly the 95th percentile, and where we stand with that. Prof. Rakowitz said the data is not out yet but that we had a problem with our means because we received our salary increases in January.

Prof. Ron Salafia clarified that the increase in CPI is 2.5%, you asked for 3%, we are getting 1.5%. What about that? Prof. Rakowitz said the FSC did argue for a larger increase. Prof. Salafia followed up: If the 1.5% doesn’t keep us at the 95th percentile, will we get the appropriate adjustment. Prof. Rakowitz: Yes.

Prof. Phil Lane asked if anyone had looked at real wages to see where we fall. Prof. Rakowitz said there are no economists on the FSC and they had not looked at that. Prof. Dennin, a member of the FSC, said that he had looked...
at the data over the last 8 or 9 years. It is difficult to see how individual people did. Generally speaking, standard merit has been below CPI. He called merit pay a "joke" because there is no money for it.

Prof. Mulvey asked for the figure we usually get from the FSC at this time of the year, namely how far below CPI has standard merit fallen since the inception of merit pay. Prof. Dennin said he did not know but would get that data for the next meeting.

Executive VP Weitzer was recognized by the Chair. He noted a point of information which probably won’t satisfy people – that total compensation is going up 4% this year.

Prof. Marcie Patton noted that the Board had maintained that if the faculty agreed to pay a portion of health care costs, that would free up money that would be plowed back into salary. Did you bring that up in your discussions. Prof. Rakowitz: No.

Prof. Kathy Nantz recalled last summer’s layoffs and asked if there had been any conversation in the FSC about salary increases resulting in more layoffs. Prof. Rakowitz said this did not come up in FSC, but it did come up in the Budget Committee that there may be more layoffs.

SVP Fitzgerald said the timing is difficult because the Board will vote on the budget this Thursday which will set aside money for things vital for the community (financial aid, salary), but we won’t know our class sizes (undergraduate and graduate) until next October. We have to take the long view and look at our most important common responsibilities and projects.

Prof. Massey said that if we are in fact looking at more layoffs, we should be pro-active and plan for these things in a way that will be less painful than before. We don’t want to repeat the anguish from last summer.

5. Adjournment.

A MOTION [Rakowitz/Walker] to adjourn was made, seconded and PASSED without objection.

The meeting adjourned at 4:20 PM and was followed by a gala reception hosted by the Faculty Welfare Committee.

Respectfully submitted,
Irene Mulvey
Secretary of the General Faculty
April 5, 2010
To: Members of the General Faculty covered by the MOU
From: Susan Rakowitz, Chair, Faculty Salary Committee
Re: Materials for the 4/16 General Faculty Meeting

Attached are two versions of the 2010-2011 Memo of Understanding (MOU) that the FSC is recommending to the General Faculty for approval. One version shows changes from the 2009-2010 MOU (insertions in bold and underline, deletions struck through), and the other incorporates the changes. In addition, there is an excerpt from the 2009-2010 Benefits Plan Overview (BPO) showing a one-sentence update for the 2010-2011 BPO. The BPO is an appendix to the MOU.

With regard to the MOU, please note the following:

• Point C adds $750 to the base salaries of those who had not switched to cost-sharing of healthcare premiums prior to 2010. That amount, in addition to the $1500 added to the base as of January 2010, completes the $2250 added to the base over calendar year 2010 in exchange for switching to cost-sharing of healthcare premiums.

• Point D presents the 1.5% salary increase for sustained/standard merit. As explained at the March meeting, the increase is 1.5% on the first $150,000 in salary. That's described in point D as a maximum increase of $2250 (i.e., 1.5% of $150,000).

• Point K adds the specification of the standard stipend for chairing a department to the MOU and makes that standard stipend $5500.
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 **1.5%** of the faculty 2008-2009, 2009-2010 salary pool. All salary increases are based on an evaluation of performance according to the criteria of the merit plan.

C. **Prior to the calculations described in point D below**, all faculty who **have had not previously** switched to cost-sharing of healthcare premiums **before 2010** will receive a salary increase of $2,250 spread out over two years. They will receive $1,500 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. **Standard/sustained merit is set at 1.5%.** Faculty who qualify for standard/sustained merit will receive the greater of the following: a) an increase of 1.5% of their salary to a maximum increase of $2250, or b) 1.5% of the mean of their rank plus 1.5% of $750 if they had not switched to cost-sharing of healthcare premiums before 2010. Faculty who do not qualify for standard/sustained merit will receive no increase.

D.E. The 2009-2010 mean for each rank **and the increase of 1.5% for each mean are:**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Mean</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>$109,082</td>
<td>$1,671</td>
</tr>
<tr>
<td>Associate</td>
<td>$86,413</td>
<td>$1,307</td>
</tr>
<tr>
<td>Assistant</td>
<td>$69,221</td>
<td>$1,071</td>
</tr>
<tr>
<td>Instructor</td>
<td>$50,249</td>
<td>$761</td>
</tr>
</tbody>
</table>

E.F. 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 SVPAA and Deans will also ensure that faculty are being given constructive feedback in the merit and self-evaluation process.

E.G. 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 sections C and D 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.H. The new minimum starting salary for each rank for 2010-2011 is as follows:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>$97,374</td>
<td>$99,596</td>
</tr>
<tr>
<td>Associate</td>
<td>$72,496</td>
<td>$74,345</td>
</tr>
<tr>
<td>Assistant</td>
<td>$61,500</td>
<td>$63,184</td>
</tr>
<tr>
<td>Instructor</td>
<td>$50,467</td>
<td>$51,985</td>
</tr>
</tbody>
</table>

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.I. In the event of a promotion in rank, the faculty member will receive the greater of the following: a) $1,000 plus an additional $1,500 if the faculty member had not previously switched to cost-sharing for healthcare (or an additional $200 if the switch was made previously), $750 if the faculty member had not switched to cost-sharing of healthcare premiums prior to 2010, then the sustained/standard increase for the new rank plus $1,000, or b) the minimum of the new rank plus any additional merit compensation awarded for previous years beyond sustained merit. Additionally, in either case, 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.J. 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.

<table>
<thead>
<tr>
<th>Fairfield University Teaching Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degree</td>
</tr>
<tr>
<td>Non-terminal</td>
</tr>
<tr>
<td>Terminal</td>
</tr>
</tbody>
</table>

J.K. Existing supplemental salary pertaining to Chairs, Program Directors, etc. shall continue as in the past. The standard stipend for chairing a department shall be $5,500 per year. The Senior Vice President for Academic Affairs will inform the Faculty Salary Committee in writing of any exceptions to this stipend amount.

K.L. 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. M.** 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. N.** “Benefit Plans Overview for Full-Time Faculty”, a summary of existing benefits, is incorporated in this document as Appendix 1.

**N. O.** Both the FACHEX plan and the Tuition Exchange Program are coordinated through the Office of the Senior Vice President for Academic Affairs.

**O. P.** The benefits and conditions stated in this Memo of Understanding shall be reflected in all 2009-2010, 2010-2011, 2011-2012 letters of appointment. The Faculty Salary Committee and the Administration agree to begin collegial discussions of the 2010-2011, 2011-2012 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, 2011-2012.
Faculty Salary Committee:  

For the Administration:

Date: ______________________

______________________________

Susan Rakowitz, Chair  
William Weitzer, Chair

______________________________

David Crawford  
Robbin Crabtree  
Paul Fitzgerald, S.J.

______________________________

Joseph Dennin  
Mark Guglielmoni

______________________________

Rona Preli  
William Lucas

______________________________

Cheryl Tromley
Memo of Understanding
Faculty Compensation (Salary and Benefits)
2010-2011

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 1.5% of the faculty 2009-2010 salary pool. All salary increases are based on an evaluation of performance according to the criteria of the merit plan.

C. Prior to the calculations described in point D below, all faculty who had not switched to cost-sharing of healthcare premiums before 2010 will receive a salary increase of $750.

D. Standard/sustained merit is set at 1.5%. Faculty who qualify for standard/sustained merit will receive the greater of the following: a) an increase of 1.5% of their salary to a
maximum increase of $2250, or b) 1.5% of the mean of their rank plus 1.5% of $750 if they had not switched to cost-sharing of healthcare premiums before 2010. Faculty who do not qualify for standard/sustained merit will receive no increase.

E. The 2009-2010 mean for each rank and the increase of 1.5% for each mean are:

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</tr>
<tr>
<td>Instructor</td>
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<td>$761</td>
</tr>
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</table>

F. 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 SVPAA and Deans will also ensure that faculty are being given constructive feedback in the merit and self-evaluation process.

G. 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 sections C and D 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.

H. The new minimum starting salary for each rank for 2010-2011 is as follows:

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<tr>
<th>Rank</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>$99,596</td>
<td>$123,824</td>
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<tr>
<td>Associate</td>
<td>$74,345</td>
<td>$102,453</td>
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<tr>
<td>Assistant</td>
<td>$63,184</td>
<td>$86,087</td>
</tr>
<tr>
<td>Instructor</td>
<td>$51,985</td>
<td>$62,615</td>
</tr>
</tbody>
</table>

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.
I. In the event of a promotion in rank, the faculty member will receive the greater of the following: a) $750 if the faculty member had not switched to cost-sharing of healthcare premiums prior to 2010, then the sustained/standard increase for the new rank plus $1,000, or b) the minimum of the new rank plus any additional merit compensation awarded for previous years beyond sustained merit. In either case, 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.

J. 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.

### Fairfield University Teaching Experience

<table>
<thead>
<tr>
<th>Degree</th>
<th>Under 8 Semesters</th>
<th>8-15 Semesters</th>
<th>16+ Semesters</th>
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<tbody>
<tr>
<td>Non-terminal</td>
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<td>$3,703</td>
<td>$4,024</td>
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<tr>
<td>Terminal</td>
<td>$4,188</td>
<td>$4,370</td>
<td>$4,529</td>
</tr>
</tbody>
</table>

K. The standard stipend for chairing a department shall be $5,500 per year. The Senior Vice President for Academic Affairs will inform the Faculty Salary Committee in writing of any exceptions to this stipend amount.

L. 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.

M. 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.
N. “Benefit Plans Overview for Full-Time Faculty”, a summary of existing benefits, is incorporated in this document as Appendix 1.

O. Both the FACHEX plan and the Tuition Exchange Program are coordinated through the Office of the Senior Vice President for Academic Affairs.

P. The benefits and conditions stated in this Memo of Understanding shall be reflected in all 2010-2011 letters of appointment. The Faculty Salary Committee and the Administration agree to begin collegial discussions of the 2011-2012 Memo of Understanding by October 1, 2010. 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 2011-2012.
Faculty Salary Committee:  For the Administration:

Date: ________________

________________________
Susan Rakowitz, Chair

________________________
David Crawford

________________________
Joseph Dennin

________________________
Rona Preli

________________________
Cheryl Tromley

________________________
William Weitzer, Chair

________________________
Paul Fitzgerald, S.J.

________________________
Mark Guglielmoni

________________________
William Lucas
Excerpt from the 2009-2010 Benefits Plan Overview with sentence (bold and underlined) to be added to the 2010-2011 BPO:

Faculty will cost-share healthcare premiums. Cost-share amounts are based on whether the faculty member signs up for single, two-person, or family coverage, and whether he or she chooses basic or enhanced prescription and/or dental coverage. Table 1 presents cost-share amounts for 2010. For 2010, 2011, and 2012, faculty will pay no more than 10% of the healthcare premium for Option I or the HSA option. For 2010, 2011, and 2012, faculty who choose Options II or III will pay no more than 10% of the basic healthcare premium and up to 100% of the cost of optional enhancements. For 2010, 2011, and 2012, none of the cost-share amounts listed in Table 1 will increase by more than 6% per year. **Table 2, presenting cost-share amounts for 2011 calculated as described above, will be inserted below Table 1 in the Fall of 2010.**

Table 1: 2010 Annual Cost-Share Amounts for Faculty

<table>
<thead>
<tr>
<th>Option</th>
<th>Single</th>
<th>Two-Person</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Option I: Basic Health with basic prescription and enhanced dental</td>
<td>$ 725</td>
<td>$1,474</td>
<td>$1,969</td>
</tr>
<tr>
<td>Option II: Basic Health with basic dental and enhanced prescription</td>
<td>$1,190</td>
<td>$2,259</td>
<td>$3,174</td>
</tr>
<tr>
<td>Option III: Basic Health with enhanced dental and enhanced prescription</td>
<td>$1,425</td>
<td>$2,864</td>
<td>$3,839</td>
</tr>
<tr>
<td>Health Savings Account (HSA)</td>
<td>$570</td>
<td>$1,164</td>
<td>$1,546</td>
</tr>
</tbody>
</table>