

***FWC/AAUP NEWSLETTER***  
***Faculty Welfare Committee/American Association of University Professors***  
January 31, 2005

**From the President:**

For the next few weeks, please look for newsletters from the FWC. These newsletters will be designed to highlight important issues related to salary and governance. The Faculty Salary Committee is working hard to

In this week's issue, we look at the role that AVP and deans play in determining your salary. Given new merit pay plans now in place, it is important that we all understand the role that administrators now play in setting salaries. It is important that we all understand the impact of merit plans on our existing governance system.

Kathryn Nantz  
President, FWC

**Do You Know How Your Salary Was Determined?**

The AVP and the deans, in discussion with the Faculty Salary Committee, continually argue that deans need discretion in setting faculty salaries. Our question is, Why?

We would argue that discretion introduces the potential for inequities, unfairness, and arbitrariness into a system that could be transparent. Our question is, What's wrong with transparency?

As faculty across campus work to develop and refine merit plans, we recommend strongly that members of our community work to ensure that the allocation and distribution of salary monies conform to a set of procedures consistent with the standards of fairness and equity which an institution like ours (indeed, any university) values.

The Faculty Salary Committee has concerns, for example, about the potential for subjective criteria to interfere with what should be objective processes. It is our contention that the more objective a system, the better informed faculty will be as they organize their professional lives and establish their scholarly, pedagogical, and service-related goals.

The Faculty Salary Committee has concerns, for example, about the correspondence between a faculty member's merit evaluation and his or her respective increase. Faculty members should insist that the relationship between his or her performance evaluation and his or her salary increase is clear. The possibility exists, with many plans, that two faculty members who receive the same rating may well wind up with different salary increases – due to the discretion of the dean. Don't let this happen to you!

The Faculty Salary Committee has advocated a level of additional merit in each school computed in a uniform way, namely the size of the pool divided by the number of qualifying faculty. This method of computing additional merit was unanimously approved by the General Faculty at a meeting on February 20, 2004. As always the FSC is willing to discuss other options with the administration team at any time but has a goal of a clear uniform objective method of allocation of additional merit.

Functional merit plans tie performance to compensation in a manner that is clear and predictable. Without such clarity and predictability, a plan is not merit. It is something else.

Concerns such as those raised above have been written off repeatedly by the administration, in discussions with the Faculty Salary Committee, as the purview of the deans. We disagree. We believe these concerns are clearly the purview of the faculty. Do you?

More next week. . .

## ANNOUNCEMENTS

### **General Faculty Meeting Friday, January 4 3:30 Nursing Auditorium**

Come hear from the Faculty Salary Committee. They need our support as they represent us in discussions with the administration. The FWC will sponsor a social hour after the meeting. Please plan to stick around and chat with colleagues.

### **Childcare Brown Bag Lunch Thursday, February 10 12:00 – 1:00 Oak Room**

As described in a previous Newsletter, a committee has been working to establish a daycare center on Fairfield's campus. Please come to this important brown bag lunch and discuss these issues with faculty and staff from across campus. President von Arx and the various vice presidents plan to join us in this conversation.

### **FIND US ON THE WEB!**

Rick DeWitt has developed a terrific website for the FWC/AAUP. On this site you will find current events of interest to members, copies of recent newsletters and other documents, links to other sites related to the activities of the FWC and the AAUP, and announcements.

Check us out at <http://www.faculty.fairfield.edu/fwc>

### **UPCOMING AAUP EVENTS**

Annual Meeting -- June 9 - 12, 2005 -- Washington, DC

If you are interested in the activities of the state or national AAUP, please contact George Lang. ([lang@cs.fairfield.edu](mailto:lang@cs.fairfield.edu), x. 2517, Math Dept.) The FWC will defray expenses for faculty who are willing to attend workshops and meetings and then return to campus and share their experiences with others. For further information on any of these opportunities, see the AAUP website at <http://www.aaup.org>.

