

# Faculty Welfare Committee/AAUP

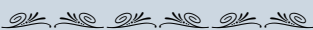
## Excellence in Education

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### **From the President:**

Dear Colleagues:

The FWC membership met last Friday after the General Faculty meeting when the faculty resoundingly rejected the administration's current terms for compensation and salary. We convened four working groups to formulate responses and next steps. Please join one of these groups if you haven't already. It is crucial that our voices are heard and our presence is felt at this critical juncture in our struggle over fair compensation and benefits for Fairfield employees.

Our four working groups are:

- (1) the Editorial Group headed by Bob Epstein,
- (2) the Banner Group headed by Anna Lawrence,
- (3) the Social Justice Laboratory/Teach-In Group headed by Yohuru Williams, and
- (4) the Opt-Out/Commencement Committee headed by Gisela Gil-Egui.

Further details were e-mailed to all FWC members on April 15 and more information will be shared as plans take shape.

Here are two immediate actions that you can take: Join the Banner Group meeting on **Wednesday, April 17 from 3:00 - 5:00 p.m.** in the Faculty Dining Room to work on the banner which we intend to display in the Barone Campus Center. Drop by and lend a hand! Join the nearly 75% of your colleagues in the FWC/AAUP, if you are not already a member. Doing so makes you a member of the National AAUP ([www.aaup.org](http://www.aaup.org)) and the CT State Conference/AAUP (<http://csc.csuaaup.org/>). Information on joining is on our website at [www.faculty.fairfield.edu/fwc](http://www.faculty.fairfield.edu/fwc) and you can contact our membership director Yohuru Williams ([ywilliams@fairfield.edu](mailto:ywilliams@fairfield.edu)).

The hard work of protecting academic excellence is an on-going endeavor. With each of us contributing even a little to the struggle, we can continue to achieve our goals. Please contact me ([jboryczka@fairfield.edu](mailto:jboryczka@fairfield.edu)) and the FWC Action Committee Co-Chairs Kevin Cassidy ([kjcassidy@fairfield.edu](mailto:kjcassidy@fairfield.edu)) and Sonya Huber ([shuber@fairfield.edu](mailto:shuber@fairfield.edu)), who are working diligently on our behalf, with any questions, comments, or ideas.

In solidarity,  
Jocelyn Boryczka  
FWC/AAUP President

## Faculty Welfare Committee/AAUP NEWS AND EVENTS

### RECENT FWC/ AAUP EVENTS

#### General Faculty Meeting

4/12/2013

The General Faculty voted unanimously to reject the administration's terms of compensation. Thanks to the members of the Faculty Salary Committee for their continued hard work on behalf of Fairfield's faculty and our core academic mission. If you haven't yet answered the FSC's supplemental survey, there's still time. Do it now at <https://www.surveymonkey.com/s/7GTVJKZ>

#### FWC Meeting for all members of the General Faculty covered by the Memo of Understanding 4/12/2013

FWC President Jocelyn Boryczka along with FWC Action Committee Co-Chairs Kevin Cassidy and Sonya Huber had the FWC organized to make progress on taking action. A report on the meeting was sent to all FWC members by email on 4/15.

### UPCOMING FWC, AAUP & FACULTY EVENTS

#### GF Meeting for Handbook Committee reports and elections 5/2/2013

10 AM to 12 noon

The FWC/AAUP will provide a *gala* breakfast beginning at 9:30 AM in the lobby outside Gonzaga auditorium

#### GF Meeting for the annual address by President von Arx 5/8/2013

4:00-5:00 PM

DSB 110A&B  
followed immediately  
by the Reception for  
Retiring Faculty in the  
lobby of the Quick  
Center



#### CT State Conference/ AAUP annual spring meeting

5/17/2013

5:30 - 9:00 PM

The Graduate Club  
155 Elm Street  
New Haven

Our distinguished speaker is Professor Jonathan Rees, Professor of History at Colorado State University - Pueblo, VP of the Colorado State Conference, and author of a blog you should be following, *More or Less Bunk*. Prof. Rees talk is titled, "Should Professors be Afraid of MOOCs?" The annual spring meeting begins with a social period which is followed by a brief business meeting that will include the presentation of the 6th annual George E. Lang, Jr. Award. The meeting continues with a sit-down dinner (entree choices this year are Stuffed Pork Loin or Angel Hair Pasta with Portobello Mushrooms in Tomato Broth) followed by our speaker. Watch your email for a flyer with full details. As always, the FWC will pay half the cost of any member who wishes to attend. Contact CSC-AAUP President Irene Mulvey for more info.

## ON FACULTY MORALE

So, I just got home from the Friday, April 12 faculty meeting. I voted in favor of rejecting the current terms of compensation for 2013-2014 being offered by the administration. I am, once again, discouraged and demoralized by the offer from the administration, which results in a decrease in my compensation in real terms. The 95<sup>th</sup> percentile is nice, but as one who is paid much below the mean in my rank, and as one who is trying to raise a family in a state that ranks high in the cost of medical care and even higher in housing prices, and whose CPI is consistently way above the national average, it doesn't play out as well as it sounds.

So, I started thinking as I was driving up I-95 in my ten-year-old minivan to my home that needs a new roof...sometimes I have help sessions on Sundays for my students. A student asked me this week to help him complete - at the very last minute - a few additional requirements for a degree. I worked this morning on a reception for our honor students that we like to throw every spring to recognize our best and brightest, we'll organize dinner delivery from The Levy (can't begin to afford SODEXHO with our department budget that has been frozen for 10 years or so) and I'll pick up cake and sparkling cider from Costco and decorations from Party City. This year I agreed to chair two task forces, one on non-tenure track faculty and one on academic integrity. Both have been interesting and time consuming. As I walk the corridors in Donnarumma Hall, I see equally and more committed faculty and staff giving their time, talent, attention, and care to students and to this work that the institution needs but often does not acknowledge.

So, I'm feeling like a fool for doing this work. Why do all this stuff, when I could be spending my time with my family, earning extra income, or relaxing on my porch? You might say that these are all parts of my "job", that this is what I get paid for, but I'll promise you that if I stopped doing all of these listed above I'll still have plenty of accomplishments in teaching/research/service to list on my annual merit application (that, p.s., is meaningless in terms of generating additional salary for me since the salary pool is so low). I, and so very many of my colleagues on Fairfield's faculty (both full and part-time) go the extra mile for our students and the institution because we love our work and we are committed professional educators. Academic excellence is important to us. However, the more often I feel like a fool for doing all of these extra tasks, the less likely I am to continue with these activities, which I believe make a difference in the lives of our students who face a sticker price of nearly \$50,000 per year for tuition.

So, in the end, what does this matter? By my reckoning, though they may not have thought much about it, the administration is \*counting on\* the faculty to bring this academic year to a triumphant close. We have 2.5 weeks of classes left that will include: advising for students registering for fall, awards and banquets for students, parents, and alumni, we have final exams and senior week, and then graduation and all of the accompanying festivities. We'll be reading drafts of papers, providing feedback, grading assignments, and doing review sessions. We'll be smiling from the audience as our smart students earn awards. We'll mingle with parents and chat about their clever children, who we like and respect. Faculty are fundamental to this grand finale, this celebration that marks the close of the academic year, which people expect and which generates happy alumni and the donations that are generated by that happiness.

In this setting, I question the management strategy that I heard from my "boss" today, which sounded to my ears like, "You faculty whiners, stop worrying about yourselves, put your shoulders to the wheel so that we can keep our labs running." As Prof. Rosivach so eloquently stated, this is \*not\* the only tradeoff to be made. The Board has said for years that we need a merit pay scheme because faculty respond to financial incentives, but then they and their delegates in administration cut our compensation and \*count on our goodwill and professionalism\* to save the day. Doesn't sound to me like much of a long-run strategy for an academic institution committed to students and service to the community. What do you think?

So, what if the faculty, demoralized by *years* of declining compensation, decided not to do all of the uncountable, uncompensated, uncontractual, underappreciated acts of education that make the "Fairfield experience", so unabashedly toutable in the viewbook, a reality? If one person stops, ok, no worries. But if the collective morale sinks so low that faculty "check out" of Fairfield and into the individual activities that generate income, accolades and rewards for themselves, what will happen to that viewbook promise? I rarely go to the CAS awards ceremony anymore, or PBK inductions. I avoid the Commencement Mass, the graduation brunch, and wouldn't even consider going to both ceremonies. I stay away from alumni weekend. Maybe you think, "Who cares about Kathy Nantz?" This is not meant to sound like a threat. It is a description of a reality that, if played out enough across campus, will make us a mediocre place, a university that doesn't live up to its hype. That would make me remarkably sad.

-Kathryn Nantz, Professor of Economics

## Faculty vs. Administration Compensation (the faculty is not to blame)

The US government’s Department of Education maintains IPEDS, the Integrated Post-Secondary Education Data System, which contains a large variety of data reported by the educational institutions themselves.<sup>1</sup> Under the rubric Finances and Human Resources IPEDS publishes data for total expenditures in the seven broad categories of Instruction, Research, Public Service, Academic Support, Institutional Support, Student Services, and Auxiliary Enterprises. These broad categories are useful for comparing over time or with other institutions how much money a particular institution spends on e.g. Research vs. Public Service. They are also subject to some manipulation as institutions try to make themselves look better by shifting in whole or in part overhead expenses like plant operation/maintenance, depreciation, interest, and the nebulous “all other” from one category to another.

We are, however, on surer grounds with the reported figures for compensation (salary/wages + benefits) since IPEDS rather strictly defines what kind of activities, and therefore which employees, fall into each of its seven broad categories. For our present purpose we are concerned with the categories of Instruction and Institutional Support.

In IPEDS’ terms, Instruction includes, basically, instruction. Institutional Support includes non-academic administration: “expenses for general administrative services, central executive-level activities concerned with management and long range planning, legal and fiscal operations, space management, employee personnel and records, logistical services such as purchasing and printing, and public relations and development.”<sup>2</sup>

The table below shows total compensation for Instruction and Institutional Support for FY2006 to FY2011,<sup>3</sup> the latest year for which data is available:

	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11
Instruction	33,537,000	35,765,000	34,686,000	34,237,000	34,526,000	36,313,000
Institutional Support	12,254,000	13,118,000	15,205,000	16,188,000	17,274,000	18,685,000

Total compensation has grown in both areas, but the growth of compensation for Institutional Support (i.e. non-academic administration) has phenomenally outpaced the growth in compensation for Instruction over the period FY2006-FY2011.

- In relative terms, expenditures for compensation in the area of Institutional Support grew by 52.5% compared with a growth of only 8.3% in the area of Instruction.
- In FY2006 the compensation pool for Institutional Support was only 36.5% of the compensation pool for Instruction. By FY2011 it was 51.5%.
- In absolute terms, between FY2006 and FY2011 expenditures for compensation in the area of Institutional Support increased by \$6,431,000 compared with only \$2,776,000 in the area of Instruction.
- In comparative terms, the annual compensation pool for Institutional Support increased by \$3,655,000 – by over three and a half million dollars – more than the compensation pool for Instruction between FY2006 and FY2011.

(Continued on bottom of page 5)

## Invest in Faculty

The latest report from the FSC has generated both sadness and anger within me. Over the last five difficult years, faculty at Fairfield have done all that they have been asked to do, from removing their benefit protections from the *Faculty Handbook*, to accepting zero salary increases, to shouldering their fair share of health benefit costs. We were told that we had to “make our numbers” in terms of students who accept the offer of admission to Fairfield, and we have put our heart and soul into recruitment efforts with positive results for both the class of 2016 and (to all appearances to date) the class of 2017. We have played by the rules and have taken the administration at their word. Now we are told that the frozen salary levels and reduced benefits that we accepted last year are “not sustainable”. I want members of the administration to understand that **the last proposed terms of compensation** which represent a greater than 75% increase in the cost of health benefits for me and my family **are not sustainable for us**.

It is from neither a selfish nor an ignorant position that I most strongly urge Father von Arx and members of the administration to consider the short- and long-term consequences of these proposed changes in terms of faculty retention and recruitment. There is a very tenuous balance between the quality of the faculty, the quality of the academic programs, and the ability of Fairfield to recruit the numbers and quality of students that we currently enjoy. I believe that Fairfield’s dedicated faculty should be at the top of the list for where this University chooses to invest their dollars, and that the return on this investment will far exceed expectations.

-Joyce Shea, Associate Professor of Nursing

### Faculty is not to blame (Continued from page 4)

- If the compensation pool for Institutional Support had grown at the same rate as that for Instruction (8.3%) we would have spent \$5,416,684 less – almost five and a half million dollars less – than we actually spent on compensation for Institutional Support in FY2011 alone. That is \$5,416,684 more that we would have had to spend on other things annually if we weren’t spending it on compensation for non-academic administration.

What is the take-away from all this?

1. Increase in compensation for Instruction (viz. the faculty) has not been a significant factor in increasing expenditures since FY2007.
2. If the increase in the compensation pool for Institutional Support had been held at the same percentage as the increase in the compensation pool for Instruction between FY2006 and FY2011 we would have had almost \$5.5 million dollars more per year to spend on other things by FY011.
3. Growth in compensation for those in Institutional Support (i.e. non-academic administration) has been a major factor in the current financial squeeze.

It’s not that the money isn’t there; it’s where it’s being spent. Excessive compensation for non-academic administration is not the only thing wrong with the University’s spending priorities (there’s also athletics, for example), but it is an important piece.

-Vin Rosivach, Professor of Classical Studies

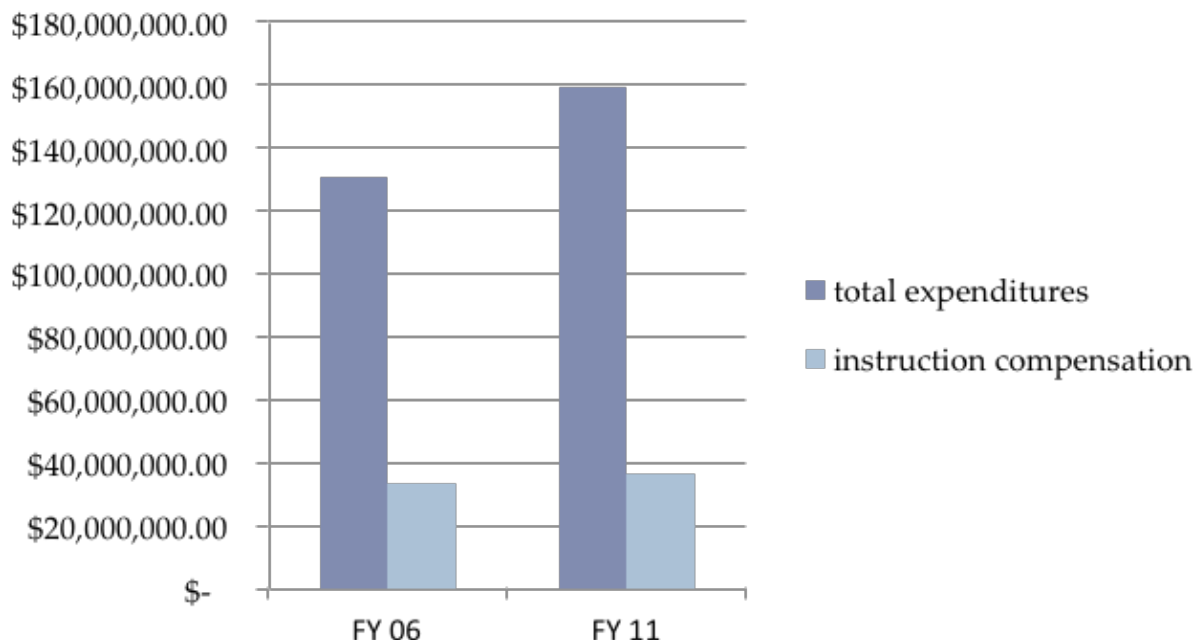
<sup>1</sup> <http://nces.ed.gov/ipeds/datacenter/>.

<sup>2</sup> <http://nces.ed.gov/ipeds/glossary/>. Academic administration, as well as library services, audio-visual and information technology are included in the Academic Support category.

<sup>3</sup> Since this note is concerned with comparative increases in expenditures FY2006 provides a baseline against which five years of increases are measured, ending with FY2011, the last year available on IPEDS.

## Compensation for Instruction as a Part of Total University Expenditures

FY 06 vs FY 11



Source: <http://nces.ed.gov/ipeds/datacenter/Facsimile.aspx?unitid=acad4adafad>. FY 2011 is the latest year for which data are available on IPEDS. "Compensation" = salary/wages + benefits.

The Faculty Welfare Committee/AAUP at Fairfield University is an ad hoc committee of the General Faculty and a chapter of the national AAUP. If you aren't a member, please consider joining. We promote the professional and economic interests, broadly defined, of the Fairfield University Faculty. All our activities are open to all members of the faculty but we are funded entirely by our dues-paying members. To join, contact any member of the Executive Committee or Membership Director, Yohuru Williams.



**FWC/AAUP Executive Committee:** Jocelyn Boryczka, President; Joe Dennin, Vice-President; Bill Abbott, Secretary; Irene Mulvey, Treasurer; **At-large members:** Shah Etemad, Wendy Kohli, Dee Lippman & Cheryl Tromley. **Newsletter Editor:** Irene Mulvey. **Membership Director:** Yohuru Williams.

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