

Faculty Welfare Committee/AAUP

Excellence in Education



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From the FWC/AAUP President:

Dear Colleagues,

As some of you know, I was in DC at a conference last week and unable to attend our FWC meeting. I am grateful to FWC VP Jocelyn Boryczka for stepping in to run the meeting in my absence. The FWC Executive Committee is excited to be moving forward with our plans for a coalition of workers' groups on campus and with that group's first event, a Forum on Campus Labor.

We are grateful to Vin Rosivach for his note on pages 2-3 that provides some historical context for the current discussions on faculty compensation. It is well worth reading.

The FWC EC appreciated the FSC's thoughtful presentation and analysis of the administration's "not final" offer at the GF meeting last week. Since the FSC's proposal was discussed at the meeting, but not presented in a powerpoint slide, we asked the FSC for a written description of the FSC proposal for this newsletter (see page 4).

Many thanks to all of you for all of your hard work for Fairfield.
Rona Preli, FWC/AAUP President

SAVE THE DATE! SAVE THE DATE! SAVE THE DATE!

FORUM ON CAMPUS LABOR

APRIL 20 from 4:15 TO 5:30 PM

Location TBA

Organized by Fairfield University Workers United

Some details are on page 3 & more details will follow, but for now

MARK YOUR CALENDAR

The Faculty Compensation Pool in Historical Perspective: A Note by Vin Rosivach, Classical Studies, College of Arts & Sciences

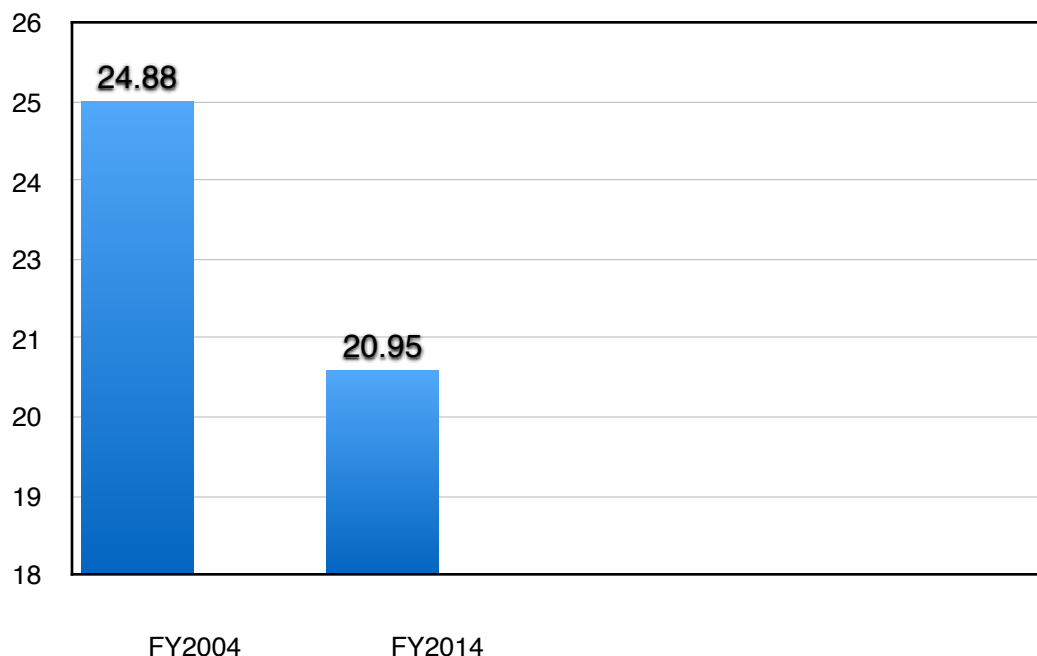
We are naturally concerned with what salary and benefit agreements mean for our personal bottom line, but sometimes it is useful to expand our vision and consider the faculty salary and benefits pool as a whole, and how that pool has - and has not - changed over time in comparison with the rest of the University's expenditures.

In 2004 the University's total expenditures were \$119,058,000.¹ In 2014 (the latest year for which figures are publicly available) total expenditures were \$173,681,000, for a net increase of \$54,623,000, or 45.88% between 2004 and 2014. These figures are, however, a bit misleading since the accumulated inflation over the same period, measured in the increase of the CPI, was 25%.² **Adjusted for inflation the net increase in expenditures between 2004 and 2014 was \$24,858,500 in 2014 dollars, for a real (post-inflation) increase of 16.7%.**

In 2004 the total compensation (salary + benefits) for Instruction was \$29,624,000. In 2014 that figure was \$36,393,000 for a net increase of \$6,769,000 or 22.85% between 2004 and 2014. But again the figures are misleading and need to be adjusted for inflation. **Adjusted for inflation the total compensation for Instruction was \$637,000 LESS in 2014 dollars than it had been in 2004, a change of -1.72%.**

These figures are reflected in the declining share of University expenditures devoted to compensation (salary + benefits) for Instruction. In 2004 compensation for Instruction had accounted for 24.88% of University expenditures; by 2014 that figure had fallen to 20.95%.

Instruction compensation as a percentage of total budget



Some take-aways:

1. Salary and benefits for the Instructional staff have in no way contributed to the real increase in the University's total expenditures.
2. As the University seeks to bring expenditures under control it should look to those sectors which have been responsible for the real increase in University spending, and not to the compensation pool of the Instructional staff, which has more than held the line.
3. The General Faculty should adopt, as a long-term goal, a compensation pool for Instructional staff which is 25% of total University expenditures, as it was in the last year of the Kelley administration.

¹ Data are from the Department of Education's Integrated Postsecondary Education Data System (<https://nces.ed.gov/ipeds/datacenter/Facsimile.aspx?unitid=acadb4adafad>)

² Inflation has been calculated using the Bureau of Labor Statistics' CPI Inflation Calculator (http://www.bls.gov/data/inflation_calculator.htm). While this note is concerned with the faculty salary and benefits pool as a whole individuals may wish to run the figures on their annual W-2 forms through the CPI calculator; past W-2 forms going back to 1997 are available at <https://my.fairfield.edu/group/mycampus/>

FAIRFIELD UNIVERSITY WORKERS UNITED

The Faculty Welfare Committee/AAUP was delighted to host the inaugural meeting of a coalition of workers' groups on campus. The purpose of the coalition will be to raise awareness of labor issues on campus, to unite workers across divisions, and to support all workers in our community.

The coalition will hold a **Forum on Campus Labor on April 20 from 4:15 to 5:30 PM.** Planning is well underway. The Forum will be dedicated to Professor Gisela Gil-Egui. Last semester, Gisela was the driving force behind bringing a problem with shift changes for workers on campus to light and in helping those workers reach a satisfactory resolution on the matter. She is deeply missed by all.



Thank you to all the FWC members who brainstormed about the Forum at our meeting last Friday. If you would like to get more involved or pitch in - in a small way or a big way - we will find a good use for your talents. Contact Action Committee Co-Chairs (smiling above) Jocelyn Boryckza or Sonya Huber.

The Faculty Welfare Committee/AAUP at Fairfield University is an *ad hoc* committee of the General Faculty and an affiliate of the national AAUP. About 70% of the full-time faculty at Fairfield are members of the FWC/AAUP. If you aren't a member, please consider joining. The FWC/AAUP promotes 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.

From the Faculty Salary Committee:

At the GF meeting last week, the FSC presented to the General Faculty the current proposal from the administration. In response to a question, we described the FSC's current proposal for terms of compensation. The FWC/AAUP Executive Committee asked us if we would send it to them in writing in order to better inform the faculty. If you would like more information or an explanation of our rationale for why we think this is a very reasonable proposal, contact any member of the FSC.

FSC proposal

Feb. 9, 2016 (version2)

1. Reinstitution of the health care reserve fund.
2. Start the fund with a balance of \$2,767,336 (the health insurance surplus for 2015).
3. Accurate reporting of compensation data to the AAUP.
Elimination of the volatility factor.
4. Salary increase of CPI + 1% for each of three years.
5. No changes to health insurance. Plans and deductibles are unchanged from January 1, 2016.

FWC/AAUP Executive Committee: Rona Preli, President; Jocelyn Boryczka, Vice-President; Bill Abbott, Secretary; Irene Mulvey, Treasurer; At-large members: Betsy Bowen, Sonya Huber, Anna Lawrence & Deb Strauss.

Rona Preli, FWC/AAUP President
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