

# Faculty Welfare Committee/AAUP Excellence in Education



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*Members: copy, post, distribute!*
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*Members: copy, post, distribute!*

Fairfield University  
Workers United

**Freedom and  
Solidarity at Work**

**BCC LOWER LEVEL  
WEDNESDAY, MARCH 22  
4:00 TO 5:30 PM**

All Workers Welcome!  
Pizza and soda for all!

**FWC/AAUP  
UPCOMING  
NEWS & EVENTS**

**March 22, 2017 - Wednesday**  
**BCC Lower Level**  
**FUWU**  
**Forum on Campus Labor**  
*Details on page 1. Flyer enclosed - please post and distribute widely.*



**April 3, 2017 5:15 PM**  
**Local, 85 Mill Plain Road,**  
**Fairfield**  
**FWC & YOU: The Future!**  
Join FWC/AAUP leaders at *Local* for \$3 draught beers to discuss the FWC, our fabulous chapter of the AAUP, and keeping it strong for the future. Have fun, relax with colleagues, learn what faculty activism is all about. We will even buy your first beer!

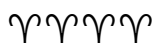


*In the Planning Stages*  
Possible Film Screening:  
**Starving the Beast**  
Details are still being worked out. We will update by newsletter or email as soon as plans are finalized. Check out <http://www.starvingthebeast.net/>



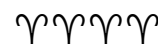
Gisela

Please see the flyer insert describing the **Campus Solidarity & Community Award**, dedicated to the memory of our dear colleague **Professor Gisela Gil-Egui**. Please nominate a friend/colleague/co-worker for the award. *Anyone* who works at Fairfield is eligible to be nominated. The FUWU Awards Committee will select a recipient and the award will be presented at the FUWU's second Campus Labor event on March 22, 2017 in BCC lower level. Details are in the enclosed flyer. We ask YOUR help in copying the flyer - post it and distribute it widely. We'd like to see the flyer get to every worker on campus. Gisela's passion, her concern for workers, and her ability to turn passion and concern into action continues to inspire.



**FWC/AAUP  
RECENT  
NEWS & EVENTS**

We had a great crowd on Nov. 8 for *Shared Governance at Fairfield: An AAUP Assessment* presented by Joerg Tiede, Senior Program Officer in the Department of Academic Freedom, Tenure & Governance at national AAUP, and FWC President Irene Mulvey. We were delighted to see so many faculty interested in best practices of shared governance and how Fairfield measures up.



Join over 12,000 colleagues in asking that your name be added to the Professor Watchlist. Read AAUP's Open Letter Re the Professor Watchlist here: <https://www.aaup.org/open-letter-regarding-professor-watchlist>

National AAUP News on the Campus Sanctuary Movement <https://www.aaup.org/issues/sanctuary-campus-movement>

Read AAUP's statement published on January 31, 2017 on Targeted Online Harassment of Faculty here <https://www.aaup.org/news/targeted-online-harassment-faculty#.WLxvmRAu4hk>

## The Faculty Compensation Pool in Historical Perspective: A Note by Vin Rosivach, Classical Studies Program; Member, Faculty Salary Committee 2016-17

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.

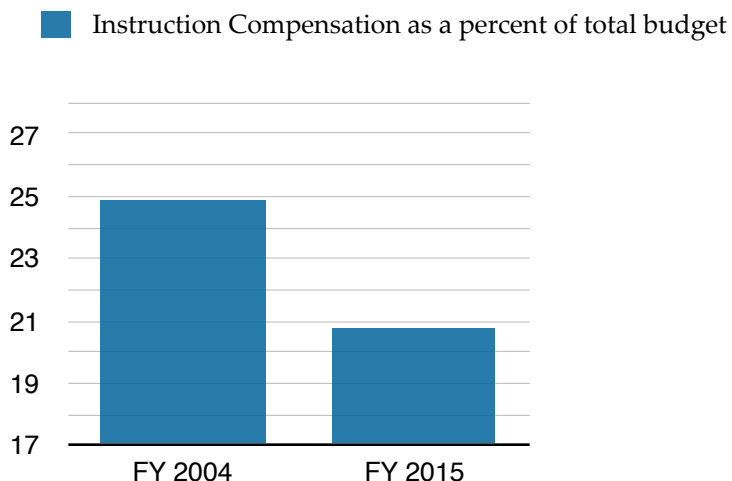
In 2004 the University's total expenditures were \$119,058,000<sup>1</sup>. In 2015 (the latest year for which figures are publicly available) total expenditures were \$179,992,000, for a net increase of \$60,934,000, or 51.18% between 2004 and 2015. These figures are, however, a bit misleading since the accumulated inflation over the same period, measured in the increase of the CPI, was 25%<sup>2</sup>. **Adjusted for inflation the net increase in total expenditures between 2004 and 2015 was \$30,607,300 in 2015 dollars, for a real (post-inflation) increase of 20.49%.**

In 2004 the total compensation (salary + benefits) for Instruction was \$29,624,000. In 2015 that figure was \$37,402,000 for a net increase of \$7,778,000 or 26.26% between 2004 and 2015. But again the figures are misleading and need to be adjusted for inflation. **Adjusted for inflation the total compensation for Instruction was a mere \$232,100 in 2015 dollars more than it had been in 2004, a change of 0.62% — yes, that's less than 1%.**

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 2015 that figure had fallen to 20.78%.

### Three 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.



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

<sup>2</sup>Inflation has been calculated using the Bureau of Labor Statistics' CPI Inflation Calculator ([http://www.bls.gov/data/inflation\\_calculator.htm](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 1998 are available at the employee self-service link in my.Fairfield.

The Faculty Welfare Committee/AAUP at Fairfield University is an ad hoc committee of the General Faculty and an affiliate of the national AAUP. 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.

**From the FWC/AAUP President:**

Dear Colleagues,

Again, my thanks to the membership for the confidence you have expressed by electing me chapter President for a two-year term. Presidential Twitter accounts seem to be all the rage these days, but I think I'll stick with these *From the FWC President* columns for now.

As I noted in our last issue, the elected leadership team (see box below) continues to serve selflessly and tirelessly on behalf of all members. As you will see inside, we have a number of events planned for this semester, and we are working on lots more. The Membership Committee will be updating/reconciling our records and national AAUP records with up-to-date membership information. Welcome new members! We will be collecting dues and you will be on National AAUP's email distribution list within the next week or so.

All of us on the EC are excited about the *Freedom and Solidarity at Work* event that we are planning with fellow labor groups on campus. Inside this newsletter is a flyer for the event. We are asking all members to copy the flyer, and distribute and post it all over campus. We are counting on our members to get the word out to workers on campus who may miss the announcements posted on *Today@ Fairfield*. Thank you in advance for whatever you can do to promote this teach-in to colleagues, to students and to your friends and colleagues on the staff and in the administration.

The second flyer insert announces the 1st Campus Worker Solidarity & Community Award, dedicated to the memory of our dear colleague Gisela Gil-Egui. Please, please, please help your elected FWC leaders advertise this award and solicit nominations by copying, posting and especially distributing this flyer far and wide. Do it for Gisela.

As we do every year, the FWC EC has been in regular contact with the members of the Faculty Salary Committee. At this point, the consensus from our colleagues on the FSC is that progress is being made. We made it very clear to the FSC in our last meeting that the FWC stands *at the ready* to organize whatever is needed.

Finally, you may recall that an FWC EC goal for this year and next, is to *get the next generation of faculty leaders to consider stepping up to leadership positions*. To that end, I hope you will let me buy you a beer at Local on Monday, April 3 (details on page 2).

In solidarity,  
Irene Mulvey,  
FWC/AAUP President

FWC/AAUP

Executive Committee: Irene Mulvey, President; Jocelyn Boryczka, Vice-President; Bill Abbott, Secretary; Paul Baginski, Treasurer; At-large members: Maggie Labinski, Anna Lawrence, Stephanie Storms. Immediate Past-President Rona Preli.

Irene Mulvey FWC/AAUP President  
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