

From: <Mulvey>, Irene Mulvey <mulvey@fairfield.edu>
Date: Monday, June 11, 2012 1:29 PM
To: "Reed, Mark" <mcreed@fairfield.edu>
Subject: Re: Upcoming Meeting of the Board of Trustees

Dear Mark,

Attached and below is information for the Board of Trustees, which follows up on the meeting of faculty leadership with the Board last Thursday.

Attached to this email is a memo I drafted following our meeting. I sent it to the other faculty members at the meeting and they provided some input, but the memo is from me, not the group. In the email exchanges about my memo, a couple of points were raised that some members of the group thought should be conveyed to the Board. Since these are thoughts from members of the group (and not me), I did not add them to my memo, but type the three points below:

(1) Are we at an impasse? With regard to the financials, probably not since we are only about \$60,000 apart on the financials; terms could be agreed to that would conform to the approved budget that was shared with the Budget Committee.

(2) With regard to the 95th percentile: to weaken the commitment to the 95th percentile will be perceived by the faculty as a statement that the trustees intend to impose substantial cuts in faculty compensation in the years to come. As a benchmark, the 95th percentile evolves and accurately reflects the conditions of the approximately 400 IIA schools similar to Fairfield, that are all facing the same economic conditions as Fairfield. The perception will be that the only reason to weaken this commitment is because the trustees intend to reduce faculty compensation to below the 95th percentile in the future – in other words, that our increases/decreases in compensation will be substantially worse than at other IIA schools. If the intent is to substantially reduce faculty compensation compared to peer institutions, then it makes sense to remove the commitment; anger and demoralization will be inevitable. If the trustees mean to maintain competitive compensation to the faculty, then it makes absolutely no sense to give the impression that this is not the case and to escalate what is already a difficult situation.

(3) Trust and good working relationships are essential to our moving forward together for the good of the institution and its core academic mission. Faculty truly want to continue to do the difficult work of maintaining and strengthening relationships and building trust.

Sincerely,
Irene