

MEMORANDUM

Secretary of the General Faculty Fairfield University

TO: Board of Trustees

FROM: Professor Irene Mulvey, Secretary of the General Faculty

DATE: June 7, 2012

Thank you for inviting the Secretary of the General Faculty to organize faculty representatives to meet with the Board of Trustees on June 7.

In attendance are Professors Rona Preli and Susan Rakowitz, faculty members on the Academic Council Executive Committee; Professors Joe Dennin (chair), Don Greenberg, Debra Strauss (and Rona Preli) from the Faculty Salary Committee; Professors Betsy Bowen (chair) and Chris Bernhardt from the Committee on Conference with the Board of Trustees.

We have prepared a brief presentation of (1) the faculty's position on the Memo of Understanding process and how this process played out this year and (2) the faculty's perspective on the commitment, on the part of the administration and the Board of Trustees, to the AAUP's 95th percentile. We hope to clarify the fundamental principles that are of critical importance to the faculty and why they are of critical importance. Moreover, we hope to convey that the faculty are deeply committed to Fairfield University and its core academic mission and committed to resolving the current conflicts within the parameters of these fundamental principles that are of critical importance to the faculty.

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An explanation of the 95th percentile.

Every year at the American Association of University Professors (AAUP), the Committee on the Economic Status of the Profession, in collaboration with the AAUP's Research Department, collects data on faculty salaries and compensation from institutions all over the country (over 2700 institutions in 5 categories; 3 categories of four-year institutions). They publish comprehensive compensation data in a report that includes articles analyzing trends, breakdowns by region of the country, and overall economic context, in the March-April issue of *Academe*.

One table in the report provides percentiles for distribution of average faculty salary and average faculty compensation by rank. Years ago, our administration and Board of Trustees made a firm commitment to maintain the average of total compensation (salary plus benefits) for Assistant, Associate, and Professor ranks at the 95th percentile for Class IIA institutions (our category: four-year, Master's-granting institutions; this year a total of 395 schools) in the National AAUP ratings. This commitment has been in our contract since 1994.

Fairfield's commitment to the 95th percentile means that if the average compensation in any of the three ranks falls below the 95th percentile of the average compensation in Class IIA institutions, each faculty member in that rank receives the difference.

- The commitment to the 95th percentile has been essential and continues to be essential for Fairfield to attract and retain high-quality faculty.
- The 95th percentile is based on externally collected, publicly accessible data.
- The 95th percentile is based on data from hundreds of schools, all similar to Fairfield, so it will not be influenced by aberrations at a handful of schools.
- The 95th percentile is reasonable since it addresses the high cost of living in the Fairfield area.
- National economic trends are automatically taken into account since data are collected annually.
- In fact, this year, the 95th percentile in all three ranks is lower than it was last year.
- Fairfield's commitment has always been "subject to financial limitations."
- The majority of faculty do not make 95th percentile compensation, because the commitment keeps *average* compensation above the 95th percentile and most faculty are below the average.
- Faculty made significant concessions and gave up valuable benefit protections in 2009 only because we were promised the 95th percentile as an ongoing contractual commitment.
- Breaking this commitment will seriously damage the fragile trust that has developed between the faculty and the administration.
- Maintaining the 95th percentile is an internal and external recognition of the University's commitment to its core academic mission by maintaining faculty excellence.

Commitment to the 95th percentile in the contract.

Relevant paragraph from the Memo of Understanding.

(1) The Administration and the Board of Trustees are firmly committed to maintaining the average of the compensation of Assistant, Associate, and Professor ranks at the 95th percentile for Class IIA institutions in the national AAUP ratings, subject to financial limitation.

(2) If the current average compensation in any rank is below the corresponding 95th percentile figure, then in addition to the increase described in section [C] above, each faculty member in that rank will receive the amount of the difference between Fairfield's average compensation for that rank and the corresponding 95th percentile figure.

(3) In addition, that difference plus the sustained merit percent of that difference will be added to next year's minimum starting salary for that rank.



Re (1) This language appeared for the first time in the 1994-95 Compensation Agreement.

Re (2) Added in 2002-03. The previous year, full professors fell below the 95th percentile by \$26. Agreement was reached on how to implement the commitment in the event that any rank went below the corresponding 95th percentile figure and this sentence was added to the Memo of Understanding.

Re (3) Added in 2007-08. This additional text, which expanded the commitment, was initiated by the Academic Vice President

Recent Affirmations of the Commitment to the 95th percentile:

General Faculty Meeting

May 12, 2010

Excerpt of address by President von Arx, S.J. (emphasis added)

“The willingness of the faculty to work with the administration in making sacrifices to meet our financial challenges has not gone unnoticed. Last month, the General Faculty passed a Memo of Understanding concerning faculty compensation for the coming year. Your agreement to a zero salary increase in this past academic year, and an average of a 1.5 percent increase in the coming year – plus funding for all rank and tenure promotions – is evidence of your continued commitment to the mission of the University. With the increase in the cost of health care and other benefits, the overall increase in the compensation pool for the coming fiscal year is 3.7 percent. Staff are also receiving raises, except for administrators making over \$150,000, who will receive no pay increase again this year. The sacrifices that you have been asked to make go beyond compensation. The budget cuts we have had to make may have affected your ability at times to travel, to pursue areas of research, and to avail yourself of resources and staff support that would assist you in your work. I want to assure you that our commitment as a University to enhancing our faculty resources remains in place. I support faculty sharing in the University’s good fortune when the economy rebounds, our endowment grows, and our enrollments meet or exceed expectations. *The fact that we have been steadfast in our commitment to keep faculty compensation at or above the 95th percentile of the Carnegie IIA schools is the strongest illustration of our support for the faculty.*

General Faculty Meeting

November 18, 2011

Excerpt of minutes

SVPAAs Fitzgerald confirmed the administration’s “firm commitment” to the 95th percentile, he reminded faculty of President von Arx’s public support of this commitment. The [Memo of Understanding] guarantees this now in our annual contract.....He argued that the best place for the university’s commitment to the 95th percentile is in the annual [Memo of Understanding].

Recent data on the AAUP's 95th percentile:

2011-2012	AAUP 95th percentile	Fairfield's average compensation
Professor	\$150,600	\$155,900
Associate Professor	\$118,053	\$122,800
Assistant Professor	\$97,011	\$104,900

2010-2011	AAUP 95th percentile	Fairfield's average compensation
Professor	\$151,983	\$152,400
Associate Professor	\$118,495	\$125,700
Assistant Professor	\$100,314	\$102,500

Every year since 1994, we compare the average compensation in *each of three ranks* to the AAUP's 95th percentile. Since the 95th percentile was mutually agreed to as an ongoing contractual commitment 18 years ago, there have been 54 numbers to compare to the corresponding benchmark (18 years, 3 ranks each year). In those 54 comparisons over 18 years, we have gone below a benchmark exactly four times as follows:

- 2001-02 Professors below by \$26 total cost to the University: \$1,768.
- 2002-03 Professors below by \$347 total cost to the University \$23,596
- 2007-08 Professors below by \$3839 total cost to the University \$272,569
- 2010-11 Assistants below by \$276 total cost to the University \$17,940

Appendix A

Statement on Government of Colleges and Universities

- This statement was jointly formulated by the American Association of University Professors (AAUP), the American Council of Education (ACE), and the Association of Governing Boards of Universities and Colleges (AGB).
- The ACE took action by which its council “recognizes the statement as a significant step forward in the clarification of the respective roles of governing boards, faculties, and administrations” and “commends it to the institutions which are members of the Council.”
- The AGB took action by which that organization also “recognizes the statement as a significant step forward in the clarification of the respective roles of governing boards, faculties, and administrations,” and “commends it to the governing boards which are members of the Association.”
- The AAUP Council adopted the statement in 1966 and it was endorsed by the Fifty-third Annual Meeting in April 1967.

Appendix B

1940 Statement of Principles on Academic Freedom and Tenure

Appendix C

The Role of the Faculty in Budgetary and Salary Matters

Appendix D

DRAFT Minutes of General Faculty Meeting on May 31, 2012

Appendix E

Memo to President von Arx, S.J., following the 5/31/2012 faculty meeting

Appendix F

Most recent Faculty Welfare Committee/AAUP Newsletter 5/30/2012

Appendix G

Research related to the quality and excellence of a Fairfield education

- IDEA Student Ratings of Instruction –Fairfield’s data compared with the IDEA database
- In Vision, Inc. Qualitative Research Study on Overall Satisfaction among Fairfield University Undergraduates
- Information from U.S. News & World Report ranking of Regional Universities