

Double Checking your Salary for 2022-2023

The Memo of Understanding (MOU), which is negotiated between the Faculty Salary Committee (FSC) and the Administration and then approved by the General Faculty, governs salary increases for faculty. Each year the FSC verifies all individual salary calculations with the Administration and provides the Faculty with the information from the MOU needed to calculate individual salary increases. This handout is a guide to using that information in order to double check your salary. The information below is taken from the [FSC memo of 4/12/22](#).

Without Promotion

If you're staying in the same rank in 2022-23 as you were in 2021-22, there are two pieces to the calculation (from the April memo):

1. Each full-time faculty member will receive a "supplemental budget" increase of 1.75% of that faculty member's salary.
2. Each full-time faculty member recommended for standard merit will receive a merit salary increase of 2.25% of either their salary or the mean of their rank, whichever is greater.

To calculate step 1, you can either determine 1.75% of your 2021-22 base salary (by multiplying the salary in your 2021-22 contract by .0175) and add that number to the 2021-22 base, or save a step by determining 101.75% of last year's base (by multiplying your base by 1.0175). We'll call this number your new intermediate base. (Note: if those 2 methods give you different numbers, something has gone horribly wrong.)

Step 2 is the way we've always distributed standard merit or, prior to merit, all across-the-board increases. It may sound oddly complicated, but it is in effect the way you get credit for time served. If you entered a rank at the bottom and got each year's raise as a percentage of your salary, then you'd stay at the bottom of the rank. If you'd been here for five years, your salary would be the same as the salary of someone coming into the rank at the bottom. By instead using the mean of the rank, each raise puts you further above the bottom of your rank.

For this step, you need the following information from the April memo:

For reference, the means of each rank that will be used to calculate merit increases are provided below. The merit increase of 2.25% of the new mean of the rank is listed in the right-most column.

Rank	AY 2021-22 Mean	New Mean (+1.75%)	2.25% of New Mean
Instructor	77,748	79,109	1,780
Assistant	95,086	96,750	2,177
Associate	112,109	114,071	2,567
Professor	143,875	146,393	3,294

Find your rank, take the intermediate base you calculated above, and compare it to the number in the "New Mean" column. If your number is smaller, add the number in the last column for your rank to your intermediate base and that (rounded to the nearest dollar) is your new base salary. If your intermediate base is above the new mean for your rank, your new base salary will be your intermediate base plus 2.25% of your intermediate base or 102.25% of your intermediate base. Again, you can calculate that by multiplying your intermediate base by 1.0225. (Note, if your intermediate base happens to be exactly the new mean of your rank, either calculation will give you the same number.)

For example, if your 2021-2022 base salary was \$100,000, then your intermediate base (see above) would be \$101,750. If you're an Associate Professor, that number is below the rank mean of \$114,071, so you add 2.25% of the new Associate mean (\$2,567 per the rightmost column) rather than 2.25% of your salary to your intermediate base for a new base of \$104,317. On the other hand, if you're an Assistant Professor with an intermediate base of \$101,750, that number is above the rank mean of \$96,750, so you add 2.25% of your intermediate base (\$2,289) to your intermediate base for a new base of \$104,039.

With Promotion (no prior additional merit)

Congratulations on getting promoted! Now what?

This is a bit more complicated, using the following information from the April memo:

In the event of a promotion, the faculty member will receive the greater of the following: a) current salary plus increases listed in (1) and (3) above plus \$1,000; b) the new minimum of the new rank plus any additional merit compensation awarded to the faculty member beyond standard merit prior to this year.

The new rank minima are calculated as follows.

<u>Rank</u>	<u>AY 2021-22 Min</u>	<u>New Min for AY 2022-23 (+1.75% + 2.25%)</u>
Instructor	68,630	71,402
Assistant	86,944	90,456
Associate	97,711	101,658
Professor	131,972	137,303

Note the phrase, “additional merit compensation” in the description of the increase for promotion. We have not had additional or further merit since 2008-2009, so if you came to Fairfield after that time, this line is irrelevant to you. If you were here in the years when there was additional/further merit, see below.

The promotion calculation requires a comparison. If you’re way below the bottom of the new minimum for your new rank, you jump to that new minimum, shown in the table above. Note that that number already incorporates the 2 increases (1.75% and 2.25%) described above. If you’re already above the minimum of your new rank, calculate your increases as described above for those not being promoted, using the mean of your new rank for Step 2, and then add \$1,000 for being promoted.

If you’re below the minimum of your new rank but relatively close to it, you need to compare both calculations to make sure you’re getting the increase you earned. Follow the steps above for those who weren’t promoted to calculate a new base (again using the mean of your new rank) and then add \$1,000 for being promoted. Compare that number to the 2022-23 minimum for your new rank, and whichever of those two numbers is higher is your new base salary.

For example, if you were an Assistant Professor with a previous base of \$94,000, newly promoted to Associate, the calculations above would take you to an intermediate base of \$95,645 (below the new mean for Associate, so add \$2,567) and a new base of \$98,212. Add \$1,000 for being promoted and the resulting \$99,212 is still below the new minimum for the Associate rank, so your new base would instead jump to the new Associate minimum of \$101,658. On the other hand, if you were an Assistant Professor with a previous base of \$98,000, newly promoted to Associate, the calculations above would take you to an intermediate base of \$99,715 (below the new mean for Associate, so add \$2,567) and a new base of \$102,282. Add \$1,000 for being promoted and you will enter the new rank above the minimum, with a base of \$103,282.

With Promotion (and prior additional merit)

If you were on the faculty between 2003 and 2009, you may have received additional/further merit in one or more of those years. You will need to find in your records the additional merit amounts you received in order to double check your salary. Wherever you are relative to the minimum of your new rank, if you have additional merit, you should compare the following two calculations: 1) Take your current base, follow the steps laid out above for determining this year’s increase for those who were not promoted, and then add \$1,000 for being promoted. 2) Take the 2022-2023 minimum of your new rank and add your prior additional/further merit awards to it. Whichever of those two amounts (1 or 2) is higher, is your new base salary.