

**Memorandum
Fairfield University**

TO: All Members of the General Faculty
FROM: Faculty Salary Committee*
DATE: April 12, 2022
RE: Distribution of Supplementary Budget per MOU

The current MOU Modification and Extension Agreement includes two increases to faculty salaries for AY 2022-23: A supplemental budget increase and a merit increase. Effective September 1, 2022, these increases will be implemented in the following order:

1. Each full-time faculty member will receive a “supplemental budget” increase of 1.75% of that faculty member’s salary.
2. The rank minima and means will be increased by a factor of 1.75% before the application of merit raises.
3. 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.
4. The minimum of each rank will increase by 2.25%.
5. 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.

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.

<u>Rank</u>	<u>AY 2021-22 Mean</u>	<u>New Mean (+1.75%)</u>	<u>2.25% of New Mean</u>
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

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

*Mark Demers (chair), Ania Aksan, Dina Franceschi, John Thiel, Aaron Weinstein