

AAUP- QU

MAY 2022

AAUP-QU
Executive Committee
AY 2021-2022

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FACULTY ADVOCACY

The primary role of the AAUP chapter at QU is to advocate for and on behalf of all faculty at Quinnipiac. Membership is open to all full- and part-time faculty, from all units on campus. To learn more about AAUP-QU, or to join, check out our website here:

<https://aaupqu.weebly.com/joincontact.html>

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AMERICAN ASSOCIATION OF
UNIVERSITY PROFESSORS

STATEMENT ON COMPENSATION

A Spring 2022 Faculty Senate survey found that current Quinnipiac faculty overwhelmingly want increased, equitable, and more transparent compensation. As we transform into the University of the Future, we need not only to attract talented new faculty, but to retain and support the dedicated faculty we already have. Quinnipiac faculty want to deliver on the university's promises of personalized education for our students, but we have been working with slashed budgets and diminished resources. Faculty base salaries have been frozen: full-time faculty for three years, part-time faculty for five years. Research funds have been cut. Class sizes and advising loads have increased (not to mention the mandatory course overloads of 2020-2021). We have seen faculty colleagues laid off, leave for alternative careers, or retire early, attrition that affects both faculty morale and overwork. The university has shown its willingness to invest in new buildings, administrative positions, marketing, and most recently new positions for faculty and staff. However, AAUP-QU views it as essential for the university to invest more, and more equitably and transparently, in the faculty who already devote themselves to Quinnipiac students. We ask for:

1. INCREASED COMPENSATION

Faculty deserve reliable annual across-the-board raises. The Senate Compensation and Benefits Committee 2022 survey found that *92% of faculty want to see an across-the-board increase to base salaries every year*. Such an increase would honor promises made at hiring, serve faculty morale and retention, and reflect the value of our work. We also call for catch-up increases that make up for our years of frozen salary. And we call for base salary increases that will impact future salary increases and retirement benefits, rather than one-time bonuses.

Additionally, we are living at a moment of record inflation. The Consumer Price Index calculates that costs were 8.5% higher in March 2022 than March 2021. Given rising costs, a raise of 1% or 2% in fact represents a decrease in our real salaries. In addition to universal salary increases for faculty, AAUP-QU calls for both full-time and part-time faculty base compensation to be increased regularly to account for inflation.

We also deplore the forms of unpaid/underpaid labor that we are routinely asked to perform. We urgently need a mandatory overload policy stipulating that if class sizes increase beyond previous caps, we are paid for our extra labor. Additional work – in roles like directors of programs, assistant chairs, and chairs; or work with students in independent studies; or university-wide program

directorships – should receive reasonable compensation, whether in the form of course releases or stipends. Contracts should match work expectations: faculty on 9.5-month contracts are now expected to be available even when they are technically off-contract during the summer – the Faculty Senate session, for instance, runs through June 30th; faculty work for free at summer orientation and onboarding sessions.

2. INCREASED EQUITY IN COMPENSATION

We want to see a commitment to increasing faculty compensation in ways that make our workplace more equitable, rather than increasing the disparities and competition among us. Our workplace is characterized by striking income inequality. In 2019, the top nine wage earners at Quinnipiac together earned almost \$6 million (IRS Form 990). Meanwhile, our most well-paid part-time faculty members – who have taught at Quinnipiac for more than ten years and hold a terminal degree – earn a maximum of \$5,000 per undergraduate course.

There are many ways to approach equitable salaries. For instance, base salary increases could be implemented on the model of progressive taxation, with salary increases inversely proportional to base pay. Raises could be set to bring faculty salaries to the mean for their rank and school. Moreover, rather than using a merit pay model to augment the income of a select few, we believe that any extra money should go to address inequalities, augmenting the salaries of those among us who earn the least.

3. INCREASED TRANSPARENCY

Our understanding of transparency derives from its root word, transparent, meaning “free from pretense or deceit; readily understood; characterized by visibility or accessibility of information, especially concerning business prac-

tice” (Merriam-Webster). While the university has shared more budgetary information than in the past, faculty continue to have basic questions regarding university finances, plans, and priorities. We ask for further insight into our finances, and a greater voice in setting priorities that impact faculty work and student learning.

Faculty members currently have no means of knowing where their pay stands in comparison to others of their rank, experience, type of line, or school. The recent Compensation and Benefits Committee survey demonstrates that most faculty perceive the compensation process as inscrutable, inconsistent, and subjective. Concerns abound that our compensation reflects gender or racial bias. In order to understand and address compensation inequity, we need to shine a light on the compensation that exists, as well as the criteria by which salary increases are awarded.

Although published salary information provides employees with clarity and the opportunity to insist on equitable salaries, some faculty have privacy concerns. Given those concerns, we ask that the administration regularly provide a breakdown of mean salaries for different ranks and lines in different schools, with high and low points. This information could be presented to faculty in concert with industry compensation standards, so that all faculty understand the appropriate points of comparison.

Faculty at Quinnipiac cherish our roles as teachers, scholars, clinicians, and mentors. We deserve wages that reflect the value of our work; that enable us to live decently in a time of record inflation; and that allow us to serve our students fully. Faculty want to offer students individualized attention to foster their learning, but we cannot do so when overworked and undercompensated for our labors. The University of the Future must sustain and support its current faculty.