

1982

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Faculty Senate

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COUNCIL ON
ACADEMIC AFFAIRS (contd.)

Sharon Bartling (83)	James Kantner (84)	Ron Wohlstein (85)
P. Settle (83)	Jane Lasky (84)	Patricia McAllister (85)
	(Sally Jo Wright)	(Robert Barger)
	(Glenn P. Wright)	(Tom Elliott)
	(Jean Coyle)	(Janet Holley)

COUNCIL ON
GRADUATE STUDIES

W. Schlauch (83)	John P. Simpson (84)	David Ebdon (85)
C. Smith (83)	John T. North (84)	Robert Wiseman (85)
	(Robert N. Sullivan)	(William Weiler)
		(Jane Ozier)

COUNCIL ON TEACHER
EDUCATION

A. Radtke (83)	Rosanne Sanders (84)	Raymond Griffin (85)
D. Murphy (83)	Mary L. Hubbard (84)	Gerald Pierson (85)
H. Morice (83)	Dianna Vitanza (84)	J.W. Sanders (85)
Carol Helwig (83)	(Dayton K. Chase)	(Ronald Jones)
	(Martha S. Brown)	(Patricia Barnhart)
	(Thomas E. Hodges, Jr.)	(Patricia Flaughter)
	(Jill Neilson)	

2. Cooper moved, seconded by Stoner, that Jill Neilson replace Diana Vitanza on COTE. Motion carried.
3. Jacobs moved, seconded by Stoner, that the CAA be asked to review the class attendance policy statement in the catalog. Motion passed unanimously.
4. After much discussion Goodrick suggested that further discussion about student evaluations be deferred to the fall semester. The Senate members agreed.

OLD BUSINESS:

Goodrick presented the following letter to the Senate which unanimously approved it:

Dear Dr. Mandeville:

We thank you for your letter of May 25, 1982, however, you raised several points that we believe need further discussion: the proposed favorable base adjustments for Eastern and Eastern's salary ranking according to data of the American Association of University Professors.

The budget recommendation proposed by the Board of Higher Education to compensate for Eastern's "lower -than-average" instructional cost would not provide any funds to compensate current faculty members for their lower-than-average salaries and hence would not have responded to the major point of our earlier letter to the Governor.

Lastly, your observation that it was your "understanding, based on data provided by the American Association of University Professors, that the average salary at Eastern is the second highest among Board of Governors' schools" gives a faulty impression. The AAUP data cited conceal more than they reveal. For example, when one looks at the pay for individual ranks at Eastern instead of the pay for combined ranks, a more accurate picture is given of Eastern's salary structure. The AAUP annual report from which you gleaned your statistic also showed that the average salary for an Eastern instructor was \$14,700 and it ranked second from the bottom when compared to other BOG schools employing Faculty at that rank. The same is true for the average salary of an Eastern assistant professor which was \$18,100. The average salary of an Eastern associate professor was \$20,900, and it was the lowest average salary for associate professors of any BOG school with that rank. The average salary for an Eastern full professor was \$26,400 and only this pay was the second highest in the BOG system when the schools were compared by ranks and salaries.

Furthermore, to limit the Eastern salary comparison to just BOG schools partially obscures the fact that faculty at Eastern and other BOG schools are the lowest paid faculty at public universities in Illinois, according to the AAUP data. Also, in comparison to Category IIA institutions cited in that AAUP annual report, Eastern does not even place in the top 50th percentile of average salaries nationally for any of the four previously cited instructional ranks. The AAUP salary data place Eastern's full professors, assistant professors and instructors in the 40th percentile nationally in terms of average salaries. And the average salary paid to an associate professor at Eastern ranks in the 30th percentile nationally.

Compounding this indicator of underpayment is the fact that the Chronicle of Higher Education reported in its June 2, 1982, issue that every year since 1974-75 faculty salaries nationally have fallen further behind the Consumer Price Index as well as wages and salaries of non-agricultural employees.

Thus a more accurate picture of Eastern's faculty salaries is that we are not paid even an average salary in a profession that is significantly underpaid. We are not paid an average either by State or national standards despite the fact that Illinois is ranked as one of the wealthiest States in the Union.

Because of this wage disparity we urge you, as the chief budget officer to counsel him against using his constitutional power of the reduction veto to balance the budget on the backs of the faculty at Eastern and other BOG institutions.

For the Faculty Senate

Richard P. Goodrick

EXECUTIVE SESSION:

Goodrick moved, seconded by Sullivan, that the Senate go into executive session. Hamand moved, seconded by Sullivan, to come out of executive session.

SPECIAL:

The Faculty Senate wishes to express its appreciation for the fine service of the following people who are finishing their terms as senators:

COOPER, SULLIVAN, HAMAND, PRESTON, LASKY, HOCKMAN

The meeting adjourned at 4:30 p.m. The next meeting will be on August 31, at 2:15 p.m. in the Martinsville Room.

Secretary,

E.G. Gabbard