

Eastern Illinois University

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Minutes

Faculty Senate

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1984

### February 14, 1984

Faculty Senate

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Eastern Illinois University

FACULTY SENATE

February 14, 1984

PRESENT: Stevens, Sullivan, Gabbard, Floyd, Jacobs, Rooke, Goodrick, Coon, LeDuc, Stoughton, Sutton, Searle, Nordin, Morice, Reed

VISITORS: Nancy Yamin (Eastern News), Roy Meyerholtz (Student-Faculty Apportionment Board), John Rearden (Intercollegiate Athletic Board)

COMMUNICATIONS:

1. Minutes from the following meetings:

Council on Academic Affairs, Dec. 8 and Dec. 1  
Council on University Planning and Budgeting, Dec. 12  
Council on Graduate Studies, Dec. 6  
Arts and Sciences Curriculum Committee, Nov. 29 and Dec. 6  
Action Summary of Board of Governors Meeting of Dec. 8

2. From Richard L. Crouse - supporting the proposal concerning lengths of semesters

3. From Larry E. Matejka, ISSC - doubting that any scholarships could be made available for the summer terms

REPORTS:

1. John Rearden reported that the IAC Board approves schedules from the athletics areas and votes in an advisory manner on the budgets submitted in the spring.

2. Roy Meyerholtz reported that the Apportionment Board uses \$13.40 from each student's fees. The board apportioned \$264,000 for 1984-85.

OLD BUSINESS:

The Senate requests that any faculty member with suggestions concerning the evaluations of Chairs and Deans submit them before March 31. In early April there will be an open hearing for discussion of the matter.

NEW BUSINESS:

Coon moved, seconded by Stoughton, that the following paper be published in the Senate minutes and be used for discussion at the next Senate meeting on February 21. 12 ayes, 2 nays.

The meeting adjourned at 4:00. The next meeting of the Faculty Senate will be on February 21 at 2:15 in the Martinsville Room.

Secretary,

E. G. Gabbard

FOR DISCUSSION AND SENATE ACTION TUESDAY FEB. 14:

It is no secret that Eastern Illinois University is underfunded and has been for more than a decade. In a December (1983) memo on budgeting, President Rives wrote in part: "As compared with other senior public universities, Eastern Illinois University is underfunded by approximately \$3 million." The Board of Governors and the Illinois Board of Higher Education as well as the university's chief administrators and the collective bargaining representative for EIU faculty (the University Professionals of Illinois) all are aware of the underfunding.

Various strategies have been employed, but the underfunding appears to worsen. AAUP salary data released in the summer of 1983 reveal that since the 1981-82 school year the average salary of Eastern's full professors and assistant professors has dropped from the 40th percentile to the 20th percentile nationally in terms of the salaries paid to faculty at class IIA universities. The average for EIU associate professors remained in the 20th, and EIU instructors moved from the 20th percentile to the 40th percentile.

Also, data in the AAUP's annual report on the "Economic Status of the Profession" show that from 1981 to 1983 the average salary increase for EIU faculty has fallen behind the increases of three BOG schools, Northeastern, Western, and Governor's State. Only Chicago State fared worse than EIU in the BOG system in terms of average annual increase for faculty, according to the AAUP data.

The average salaries for the BOG schools were gleaned from AAUP reports for the 1981-82 and 1982-83 school years:

<u>School</u>	<u>1981-82 school year</u>	<u>1982-83 school year</u>	<u>increase</u>
Northeastern	\$23,500	\$24,100	\$600
Western	\$23,300	\$23,800	\$500
Eastern	\$23,000	\$23,200	\$200
Chicago State	\$22,600	\$22,700	\$100
Governors State (12-mo. contract)	\$23,400	\$25,700	\$2,300

The following figures credited to the Illinois Board of Higher Education and printed in the November 2, 1983, edition of the Chicago Tribune show the low salary ranking of EIU faculty in comparison with other Illinois universities. The average annual salaries in rank order are:

U of I Champaign/Urbana	...\$33,400
U of I Chicago	.....\$29,700
SIU Edwardsville	.....\$26,500
Governor's State	.....\$26,100
Northern	.....\$25,700
Sangamon	.....\$25,700
Illinois State	.....\$25,000
SIU Carbondale	.....\$24,800
Northeastern	.....\$24,200
Western	.....\$23,900
Eastern	.....\$23,200
Chicago State	.....\$22,700

The salary situation at EIU has deteriorated because strategies employed to correct the underfunding have not fully addressed the basic problem of the low salaries for the teaching faculty at EIU. The boards in Springfield have opted for a dual strategy. One approach is to reduce the number of students so that the cost of instruction per student will increase. This obviously has no effect on the salary of the classroom instructor. The

other part of the Springfield strategy is to bolster State funds to EIU through increased funding of the university's request for monies for "Expanded/Improved Academic Programs." Again, this strategy does not increase the salaries of the classroom instructors already at EIU. The "Expanded/Improved Program" funding primarily provides money for new faculty to join the staff.

The previous administration sought funds through the above process and also increased the contracts of departmental chairs from 11 to 12 months. The latter approach increased average faculty salaries on paper but did little for the non-administrative faculty, particularly those at the upper ranks. For example, according to data in EIU's internal budget for the years 1976-77 and 1982-83, 10 full professors who were chairs in the period 1976-83 realized a median salary increase of \$14,551 or 52.2 percent. Meanwhile, 62 full professors who stayed in the classroom full time received a median increase of only \$8,730 or 42.0 percent while inflation was 69.2 percent.

The union approach was to bargain on a system-wide basis for both salary increases and minimum pay per rank on a system-wide basis. The problem with this approach was that the universities with higher salaries actually received more dollars for salary increases; hence the reason for the average salary increase of EIU falling behind Northeastern and Western in the last two years. Minimum pay levels negotiated by the union have helped some of EIU's faculty, but the levels are too low. The minimum pay for a faculty member who has held the rank of a full professor for three years is \$23,400 for

nine months. This is only \$200 more than the average salary for all ranks at EIU.

The problem here obviously is that sufficient money is not being allotted by the State to the BOG system in general and Eastern Illinois University in particular. Until this underfunding is corrected, the techniques of increasing low salaries through system-wide improved minimum levels and the addition of new minimum wage categories such as professors with 8 years in rank, associate professors with six years in rank, etc., cannot be sufficiently funded. The BOG system's top administrators and the faculty's union representatives are encouraged to continue seeking increased funding without which major salary adjustments for the faculty cannot become a reality.

The increased summer school program initiated by President Rives in response to a Faculty Senate recommendation is greatly appreciated by the Senate. Increased summer school employment will restore previous opportunities that had been allowed to deteriorate, but will not increase the base salary of all of the faculty. To that end we recommend that the University administration and the UPI resume bi-level negotiations on a 10-month contract.

However, first and foremost we request that the University Administration and the UPI leadership provide an equity increase for EIU teaching faculty. For instance, a three-quarters of one-percent salary equity increase for each of the next four or five years could reduce the inequity of salary differentials. The three-quarters of one percent would be in addition to any system-wide increase. At the end of four or five years,

salaries at Eastern would be nearly on par with the salaries at Western and approximately \$400 behind Northeastern, the two universities in the BOG system most similar to Eastern. Without this three-quarters of one percent equity increase Eastern faculty will be \$852 behind Western faculty and \$1,217 behind Northeastern faculty in average salaries by the 1987-88 school year. If the equity increase is granted for a five year period Eastern faculty will be \$177 ahead of Western but still trail Northeastern by \$207. These figures are based on five percent annual increases in the current annual salaries according to Illinois Board of Higher Education data published in the Chicago Tribune on November 2, 1983 (pg. 2 of this report).

We recommend this gradual approach to salary equity because we did not become underfunded in one year and we cannot realistically expect the salary inequities to be corrected immediately. However, it seems reasonable to expect that our salary inequities will be corrected and not allowed to worsen. We urge that the University Administration and/or the UPI leadership put a proposal for a series of three-quarters of one-percent equity increases on the bargaining table and negotiate an end to the inequities in the average salaries of the teaching faculty at Eastern.

	<u>Western</u>	<u>Northeastern</u>	<u>Eastern</u>	<u>Eastern with equity increase</u>
1983-84 base	\$23,900	\$24,200	\$23,200	\$23,200
5% increase	1,195	1,210	1,160	1,334
1984-85 base	25,095	25,410	24,360	24,534
5% increase	1,255	1,271	1,218	1,411
1985-86 base	26,350	26,681	25,578	25,945
5% increase	1,318	1,334	1,279	1,492
1986-87 base	27,668	28,015	26,857	27,435
5% increase	1,383	1,401	1,343	1,578
1987-88 base	29,051	29,416	28,199	29,012
5% increase	1,452	1,471	1,410	1,668
1988-89 base	30,503	30,887	29,609	30,680



EASTERN ILLINOIS UNIVERSITY  
PETITION FOR NOMINATION TO UNIVERSITY COUNCILS

Date: Feb. 14 .....

In accordance with the requirements for nominations set forth in the Administrative Organization effective January, 1970, and with the approval of the individual herein designated, we, the undersigned, do hereby nominate

..... as a candidate for the  
..... in .....  
(name of council) (area, if applicable)

	<u>NAME</u>	<u>Faculty Rank</u>	<u>Department</u>
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____
5.	_____	_____	_____
6.	_____	_____	_____
7.	_____	_____	_____
8.	_____	_____	_____
9.	_____	_____	_____
10.	_____	_____	_____

Each completed petition must be in the hands of Tom Floyd, BB 204, chairperson, Nominations Committee of the Faculty Senate, by noon, Wednesday, February 22, 1984.