

1984

February 28, 1984

Faculty Senate

Follow this and additional works at: https://thekeep.eiu.edu/facsen_mins

Recommended Citation

Faculty Senate, "February 28, 1984" (1984). *Minutes*. 874.
https://thekeep.eiu.edu/facsen_mins/874

This Article is brought to you for free and open access by the Faculty Senate at The Keep. It has been accepted for inclusion in Minutes by an authorized administrator of The Keep. For more information, please contact tabruns@eiu.edu.

Eastern Illinois University

FACULTY SENATE

February 28, 1984

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

ABSENT: Rooke, Coon, Morice

VISITORS: Keith Kohanzo (University Judicial Board); Mike Weaver (University Union Advisory Board); Garrett DeRuiter (Council on Faculty Research); Luis Clay-Mendez (Sports and Recreation Board); Dave McKinney (Eastern News)

REPORTS:

1. DeRuiter reported that the CFS reviews research requests and then allocates money for some. The main problem seems to be lack of money for so many requests.
2. Weaver reported that the University Union Advisory Board meets with students and staff and advises on budgetary matters and programs. He would like to see more faculty members on the board.
3. Kohanzo said that the Judicial Board is part of the University's disciplinary system - not part of Student Government Supreme Court. The board enforces the Student Conduct Code. He recommended that the Security Force funding be increased to strengthen law-enforcement on campus.
4. Clay-Mendez said that the Sports and Recreation Board acts as an advisory group for the Intramural budgets presented each year.

COMMUNICATIONS:

1. Minutes from: CAA, Feb. 16; COTE, Feb. 21.
2. From President Rives - President's Report to BOG, Feb. 23
3. From Sharon Bartling - requesting time to make a short report.
4. From Ophelia Gilbert - ethics and grievance committee of the Faculty Senate of Central Missouri State University requests SOP of EIU's Faculty Senate relative to this area.

NEW BUSINESS:

1. Stevens moved, seconded by Gabbard, that the following statement be read into the minutes. Motion passed unanimously.

The Faculty Senate recognizes the achievements of Women's Studies Council in preparing its second annual Women's History and Awareness Month Calendar and encourages members of the faculty to participate in the month's events.

2. Senators Sutton, Nordin and Jacobs were appointed to the Distinguished Faculty Committee.

CHANGE IN SPRING ELECTIONS:

The dates have been moved to March 21 and 22 with absentee voting on March 20.

OLD BUSINESS:

Jacobs moved, seconded by Sutton, to approve and send forward the attached documents. Motion passed unanimously.

The meeting adjourned at 4:15. The next meeting of the Faculty Senate will be on March 6 at 2:15 in the Martinsville Room.

Secretary,

E. G. Gabbard

We request that you take an active role in correcting the underfunding of Eastern Illinois University in general and the instructional faculty in particular. It is no secret that Eastern Illinois University is underfunded and has been for more than a decade. Data from the Illinois Board of Higher Education's 1983 annual report place Eastern eleventh out of 12 public universities in the state. The same report reveals that in the period FY 1971 to FY 1983 salaries for Eastern's faculty increased by only 56.7 percent, the lowest in the Board of Governors System. This underfunding is put into perspective when it is realized that the growth in Illinois's financial support for public higher education in that time frame was 46th in the nation, according to the Chronicle of Higher Education. During this same time frame the Consumer Price Index increased 138 percent. Obviously additional funding is long overdue.

Some efforts have been made to assist the University in general, but little, if any, of that assistance has trickled down to the full-time instructional faculty who continue to be underpaid year after year. The average salary of the bottom instructional rank at Eastern is in the lowest 40th percentile of similar universities in the nation according to AAUP data. Assistant professors, associate professors, and full professors fare even worse at Eastern. They are in the bottom 20th percentile nationally.

Each year Eastern falls further behind in available funds for the continuing faculty because funds are allocated as a percentage of the existing base. Over the years existing inequities are compounded. For example, the current average salary for all ranks at Eastern is \$23,200 while at Northeastern Illinois

University it is \$24,200. The 5% raise projected for Fiscal 1985 would put the average salary at Eastern at \$24,360 and Northeastern at \$25,210. The same across-the-board raise in FY 1986 would result in a total difference of \$1,103 -- \$26,681 for Northeastern and only \$25,578 for the faculty at Eastern.

To help correct this inequity we request that the very least you do is to take an active role in providing a series of one percent equity increases for Eastern's faculty. This equity increase would be in addition to any increase given other BOG universities. The details of this equity increase are contained in the attached position paper which summarizes the impact of previously employed strategies.

We would very much like to hear your views on correcting the salary inequities of the faculty at Eastern.

For the Faculty Senate,

Richard Goodrick, PhD, chair

Be it resolved that the Faculty Senate, recognizing the underfunded nature of Eastern Illinois University and based on extensive review by a subcommittee of the Senate and discussion by the full Senate, hereby makes the following recommendation:

1. First and foremost, we request that the University Administration and the UPI leadership seek an equity increase for the faculty at Eastern Illinois University. We recommend consideration of a one percent salary increase for each of the next four to five years, in addition to any system-wide increase.

2. That the BOG system's top administrators and the faculty's union representatives continue to seek increased funding, without which major salary adjustments for the faculty cannot become a reality.

3. That the University Administration and the UPI leadership explore the current techniques of increasing low salaries through system-wide minimum levels by considering the addition of new minimum wage categories (e.g. professors with eight years in rank, associate professors with six years in rank, etc.)

4. That the University Administration and the UPI resume bi-level negotiations on a 10 month contract for E.I.U. faculty.

The urgent concern of the Faculty Senate that salaries of faculty at E.I.U. continue to erode is based on exploration of available data, some of which is cited in the attached position paper. We are most willing to discuss this with the Administration and/or UPI representatives at once. We respectfully request that every effort be made to address the unique needs of this institution and the quality faculty and programs at stake.



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 negotiate on a bi-level basis to provide an equity increase for EIU teaching faculty. One possible approach would be a one-percent salary equity increase for each of the next two or three years which could reduce the inequity of salary differentials. The one percent would be in addition to any system-wide increase.

As the following table illustrates, if the equity increase is given for only two years, Eastern faculty would be \$37 behind Western faculty in average salaries and \$384 behind Northeastern. If the equity increase were granted for three years Eastern would be \$238 ahead of Western in average salaries, but still \$127 behind Northeastern. If no equity increase is authorized Eastern faculty will be \$852 behind the average salary at Western and \$1,217 behind the average salary at Northeastern by the 1987-88 school year. The cost of the equity increase the first year for the 450 members of the fulltime instructional staff at Eastern would be \$104,400.

	<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	1,392
1984-85 base	25,095	25,410	24,360	24,592
5% increase	1,255	1,271	1,218	1,475
1985-86 base	26,350	26,681	25,578	26,067
5% increase	1,318	1,334	1,279	1,564
1986-87 base	27,668	28,015	26,857	27,631
5% increase	1,383	1,410	1,343	1,658
1987-88 base	29,051	29,416	28,199	29,289

These projections are based on five percent annual increases in the current annual salaries credited to Illinois Board of Higher Education data published in the Chicago Tribune on November 2, 1983 (pg. 2 of this report).

We recommend this as a possible 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 in light of the State's fiscal condition. 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 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.