

## SIUCFA Bargaining update. 28 May 2024.

### Progress on non-financial issues

Both sides have met repeatedly and engaged in productive interest-based bargaining. Here are the major areas of progress thus far.

1. We have made considerable progress on limiting service creep for program coordinators/directors and for faculty tasked with extra service work (including for DEI work).
2. We have replaced an ineffective and inflexible six-hours office hour policy with a more flexible student engagement policy.
3. We have protected academic freedom by getting clearer protections for faculty into the contract.
4. We have improved the promotion and tenure process by requiring fuller faculty involvement in the process, ensuring more authority for unit-level faculty votes, revising the process for augmenting committees, and bringing the process for promotion to full professor into alignment with the reorganization.
5. We have increased protection for tenure-track faculty by limiting dismissal before the sixth year for insufficient progress toward tenure to cases where a faculty member is given notice of insufficient progress in two consecutive years.
6. We have made contractual changes to enshrine the new state law guaranteeing employees five days of personal leave.

These are significant gains, demonstrating what we can achieve at the bargaining table.

### Economic issues

We are now entering the most important part of these negotiations: faculty salaries.

Our salaries are **abysmally low**, as the chart on the next page shows. SIUC TT faculty, at all ranks, come in **dead last** among our peers at Illinois' six doctoral public universities (UIUC, UIC, NIU, ISU). Add in the seven master's level universities, and the picture is nearly as bleak: SIU Full Professors come in at 9<sup>th</sup> (out of 12), our Assistant Professors 11<sup>th</sup>, and our Associate Professors **dead last**, with salaries **\$18,000 less** than the average Associate Professor in the state. We are paid less than colleagues at less ambitious public universities in Illinois. This must end.

In addition to having salaries far less than other faculty in Illinois, our internal salary structure **penalizes faculty for loyalty to SIUC**. Raises have fallen far behind increases in the market rate salaries offered to new hires. Tenured faculty on hiring committees find themselves hiring new colleagues who will make thousands of dollars more than they do. We must address the issue of salary compression—as Chancellor Lane has himself vowed to do.

## IPEDS FULL-TIME INSTRUCTIONAL STAFF SALARIES, FALL 2022

Average salary, equated to a 9-month contract, by AAUP category, Unadjusted (dollars)

Note: Filters set in the DETAIL worksheet are applied to all other worksheets.

Institution	PR	AO	AI	IN	LE	NR	Total
<b>Grand Total</b>	<b>\$130,511</b>	<b>\$99,305</b>	<b>\$90,553</b>	<b>\$59,679</b>	<b>\$59,562</b>	<b>\$58,269</b>	<b>\$98,631</b>
UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN	\$163,609	\$113,311	\$101,536	\$74,121	\$71,223	\$54,340	<b>\$122,060</b>
UNIVERSITY OF ILLINOIS CHICAGO	\$165,399	\$124,227	\$102,966	\$96,268	\$63,426	\$64,910	<b>\$117,196</b>
NORTHERN ILLINOIS UNIVERSITY	\$109,626	\$93,288	\$87,926	\$50,353		\$64,299	<b>\$86,606</b>
WESTERN ILLINOIS UNIVERSITY	\$101,427	\$81,728	\$65,309	\$54,448	\$45,000		<b>\$82,948</b>
ILLINOIS STATE UNIVERSITY	\$101,858	\$89,258	\$79,104		\$49,813		<b>\$80,666</b>
SOUTHERN ILLINOIS UNIVERSITY-EDWARDSVILLE	\$98,247	\$86,461	\$78,704	\$51,917			<b>\$79,599</b>
UNIVERSITY OF ILLINOIS SPRINGFIELD	\$97,478	\$81,862	\$76,636	\$53,903			<b>\$79,276</b>
NORTHEASTERN ILLINOIS UNIVERSITY	\$98,933	\$84,398	\$78,406	\$51,893		\$45,775	<b>\$79,099</b>
CHICAGO STATE UNIVERSITY	\$89,861	\$80,785	\$71,115		\$54,459		<b>\$77,950</b>
EASTERN ILLINOIS UNIVERSITY	\$94,552	\$83,084	\$71,748	\$55,291			<b>\$77,117</b>
SOUTHERN ILLINOIS UNIVERSITY-CARBONDALE	\$96,495	\$71,036	\$66,314	\$38,762	\$49,950		<b>\$71,813</b>
GOVERNORS STATE UNIVERSITY	\$93,848	\$79,819	\$67,961	\$71,208	\$56,398	\$53,950	<b>\$71,005</b>

Source: <https://data.aaup.org/ipeds-ft-faculty-salaries/>

PR = Professor AO= Associate AI = Assistant IN = Instructor LE = Lecturer NR = No rank

### We are the Faculty Association

The progress we have made on non-economic issues demonstrates what we can achieve through collective bargaining. If we all do our part, we can win raises that will honor our commitment to our students and our university. Faculty elsewhere in Illinois and across the US have demonstrated that, when faculty speak up and stand together, we can make real progress. Together, we can make fair pay for faculty a priority at this university.

**We are all in this together. If you are interested in learning more about how you can help win progress for faculty, please contact George Boulukos at:**

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