**Academy for Academic Personnel Administration**

**Fall 2013**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: Western Illinois University

Name and Title of Individual Responding: Kathleen Neumann, Associate Provost

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

Bargaining Agent: University Professionals of Illinois (IFT/AFT, AFL/CIO)

Date of First Contract: 1982

Number of Succeeding Contracts: 4 since the first local contract in 1996

**Web address of current contract:** [www.wiu.edu/provost/upi\_agreement/pdfs/UPI%20Agreement.pdf](http://www.wiu.edu/provost/upi_agreement/pdfs/UPI%20Agreement.pdf)

Size: Tenure/Tenure-Track Faculty - 495;

Associate Faculty – Lecturers - 128;

Academic Support Professionals - 83

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

We are in the middle of a five-year agreement (through June 2015). The current agreement includes across-the-board increases (2.5% for FY 2013, 3.5% for FY 2014 and 4% for FY 2015), merit, and minima adjustments (for salary compression).

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

A continued dramatic increase in Step 1 and Step 2 (panel hearing) grievances has occurred with the current union leadership. Grievances are now being filed for a variety of issues that are outside of the grievance process (e.g. the awarding of Professional Achievement Awards, decisions of the Institutional Review Board when working with Human Subjects, etc.)

The current union leadership continues to express opposition to seemingly any new initiative that could have a positive effect on student recruitment and retention. An example of this is with a redesign of the First Year Experience Program.

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

* In order to meet our fiscal obligations, Academic Affairs has cut $3.7 million from the budget for FY14. This includes $1.5 million from department/unit operating budgets.
* Fiscal uncertain at the State level continues to present challenges with planning in areas such as hiring initiatives, program expansion or consolidation, etc.
* Pending, and yet undecided, pension reform will invariably transfer some of the pension costs to the University.
* Recent changes will greatly reduce the duration and percent of time that a retiree can be rehired.