**Academy for Academic Personnel Administration**

**Fall 2014**

**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 - 473

Associate Faculty – Lecturers - 126

Academic Support Professionals –86

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

We have extended our five-year agreement for an addition two years (now through June 2017). The current agreement includes across-the-board increases (2% for FY 2015, 2% for FY 2016 and 1% for FY 2017), merit, and minima adjustments (for salary compression). The extension resulted in the union giving up half their pay raise, 2%, for FY13. The president and his team held a series of town hall meetings on the budget crises which built support for cutting the pay increase, despite the union leadership’s initial negative reaction to he reduction.

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

A continued increase in Step 1 and Step 2 (panel hearing) grievances continues to occur with the current union leadership. Grievances are now being filed for a variety of issues, including trivial issues such as grieving the number of points given towards a Professional Achievement Award (merit), even when the Award will be earned anyway.

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 and volunteer participation in a mentorship program for freshman.

Tenure was denied to three individuals on the basis of research and the arbitration were held in the summer. In two of the cases, the individuals jointly published in a large number of vanity or predatory journals. Most evaluators on both faculty and administration side did not accept these as being legitimate. The third case involved a faculty member not meeting the numerical expectation in publication and claiming “submitted” work should count as “published”. We await the arbitrator’s decision.

We continue to be harassed by EOA and Human Rights complaints, followed by law suits. Two of the cases above have filed repeated suits against us bases on race or ethnicity. All cases are eventually thrown out but require enormous effort on our part.

**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 $1.75 million from the budget for FY15. This amount was needed to accommodate salary raises, promotions and Professional Achievement Awards. Last year our reduction was $3.8 million.
* 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.