

WIU Facts, Figures & FAQs

Timeline: Personnel-Related Actions:

Fall 2015: Approx. \$1 million provided for faculty salary increases beyond base increases* (performance awards, promotions, minima/longevity). Faculty receive negotiated 2% base salary increase. No base salary increase for non-negotiated employees.

December 2015: Retirement incentives offered to all faculty and staff (51 administrators/staff & 8 faculty).

January 2016: Faculty layoff letters released (24).

January-March 2016: President/VPs/Deans/Select Administrators voluntary pay cut (Approx. 8% salary reduction).

March 2016: Furlough program implemented (4/1-6/30/16) (Approx. range of 3-18% salary reduction depending on salary for 502 non-negotiated admin/non-academic personnel).

April 2016: Civil service/staff layoffs (110).

July 2016: Furlough program #2 (7/1/16-6/30/17) (Approx. range of 2.3-3.1% salary reduction depending on salary for 255 non-negotiated admin/non-academic personnel).

Fall 2016: Faculty relinquish scheduled negotiated 1% salary increase (Savings: \$460k) and agree to defer 3% of their salary through August 2018. (Savings: \$1.4M/FY17; \$1.4M/FY18). No reduction of salary for those signing irrevocable intent to retire. Select administrative contracts reduced from 12- to 11-months (Approx. 8.3% reduction). Approx. \$1 million provided for faculty salary beyond base increases.*

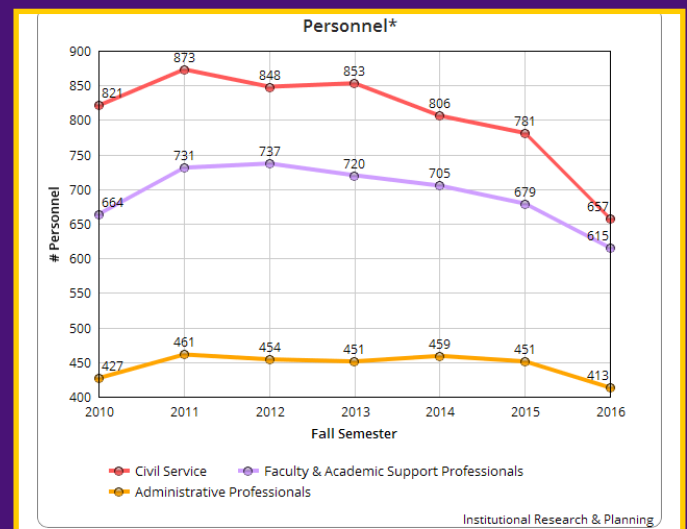
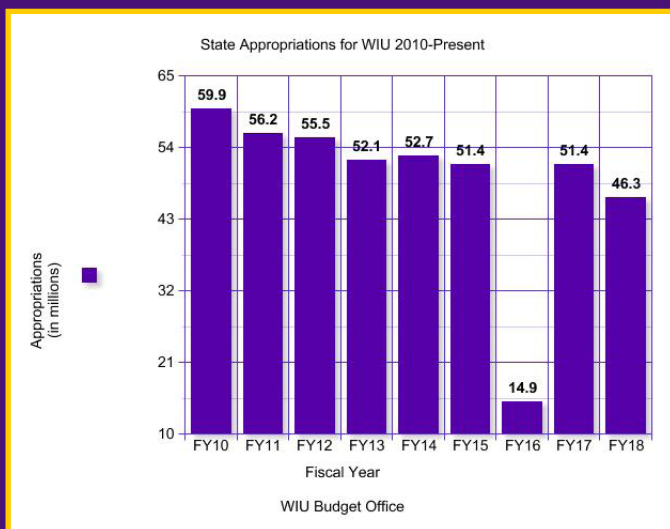
August 2016: Approx. 95 civil service & faculty return from layoff status.

October 2016: Contract negotiations begin between University & UPI WIU Chapter 4100.

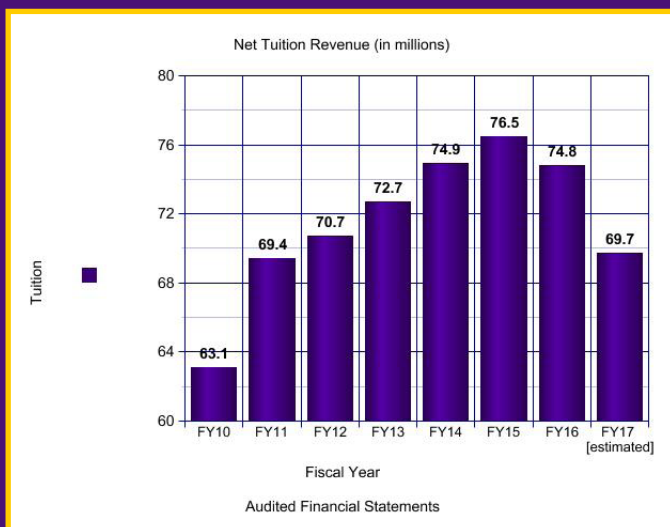
July 2017: Furlough program #3 implemented (7/1/17-6/30/18) (Approx. range of 2.3-3.1% salary reduction depending on salary for 199 non-negotiated admin/non-academic personnel).

Fall 2017: Approx. \$1 million provided for faculty salary increases beyond base increases.

* Per current contract



* Since 2011, decreases in personnel have occurred:
Civil Service - 24.7% • Faculty - 15.9% • A/P - 10.4%



* Since 2011, enrollment has decreased by 24.8%

Costs Associated with Contract Proposals*

UPI proposal as presented: On average, the estimated cost of the UPI proposal is \$4.5 million per year in new expenses for fiscal years 2018-2022.

University proposal as presented: On average, the estimated saving of the University's proposal is \$3.5 million per year for fiscal years 2018-2022.

**UPI & University proposals can be found at wiu.edu/provost.*

Frequently Asked Questions

Q: Why does the University feel mediation is necessary?

A: Unfortunately, we have yet to reach a consensus for a new agreement. After 10 months of discussion and agreement on certain non-economic issues, we have not made satisfactory progress or an agreement on substantive provisions. Therefore, the University has requested a mediator in an effort to make the negotiation sessions more productive. In the spirit of cooperation, the University requested that UPI WIU Chapter 4100 join us in asking for mediation; however, UPI has declined the joint request. Mediation brings a neutral third party to the process and allows the parties to pursue, through off-the-record discussions, alternatives to solve ongoing contract disputes. We must move forward with facilitation of the negotiation process in an effort to achieve the changes needed for future growth.

Q: Why has an agreement not yet been reached?

A: While both parties have agreed on some non-economic related terms within the proposals, we have not yet come to an agreement on several economic-related terms within the proposals. See proposals chart at wiu.edu/provost.

Q: Why is the administration still seeking to reduce costs after an appropriations budget was approved?

A: WIU's allocation from the state is 90 percent of the FY15 state appropriation (\$46.3 million compared to \$51.4 million in FY15). In addition, the University did not receive a state appropriation for two years and the institution's reserve funds were depleted. Funds disbursement for this fiscal year, while greatly appreciated, has forced the University to plan for operations as future appropriations are not certain. Coupled with the reduction in funding, and the lack of appropriated funding over those two years, tuition revenues were predicted to decrease by approximately 10 percent as a result of declining enrollment. It is also likely payments from the state will be delayed.

It is going to take a great deal of effort and time to overcome the impasse's negative effects. There is no guarantee a budget delay will not occur once again. We must continue fiscally responsible practices to ensure Western's viability. Taking this into account, WIU must adjust expenditures to meet revenues.

Q: Does the University's proposal(s) change WIU's practice of keeping salaries in line with peer institutions as the UPI contends?

A: Professors and associate professors at WIU are 101-102% of the national average in terms of salaries, as well as in the state (minus the University of Ill. system). Even if a three percent salary reduction is factored in, professors and associate professors at WIU will be within 99-100% of the national and state average, and our wages will still remain quite competitive. The fact that we are close to or above the national average is actually rather phenomenal given the recent fiscal crisis facing public higher education.

Q: What are the reductions the University is proposing?

A: The table at wiu.edu/provost fully outlines the University's proposals. An example can be provided using the University's proposal for a change in the structure of Professional Achievement Awards (PAAs). Faculty and Academic Support Professionals (ASPs) currently earn points toward a Professional Achievement Award for work above and beyond instructional duties. For example, serving on a department committee may be worth x-number of points. Upon accumulation of a set number of points, a monetary award of \$1,530 (Unit A) and \$900 (Unit B) is added to the faculty member's base salary. Under the current system, UPI members are eligible to earn these monetary awards each year, which are added to their base salary in a cumulative fashion and significantly increases their pension.

Under the current contract, \$1 million is currently provided each year for faculty salary increases beyond base increases for these performance awards, promotions, and longevity/minima incentives. This \$1 million annual increase in faculty and ASP salaries has been a practice for many years as part of the current contract.

The University is proposing to move to a more sustainable and viable merit-based PAA system for employees beginning after 10 years of service. The proposed PAA system is very similar to the system that was in place for faculty members prior to the current employment contract. See complete explanation at wiu.edu/provost/negotiationsupdate

Q: How does the administration respond to claims that the reductions and other actions by administration will negatively affect students?

A: In the last two years, all of the cost-saving measures implemented have reduced overall expenses, either temporarily or permanently, by over \$11 million dollars, while still protecting WIU's academic core and mission.

As always, students are the University's number one priority. WIU employees are here for the students and we will continue to provide the services they need. One of the proposals from the UPI is for a reduced workload, but at a greater level of pay. We are asking for their workload to remain status quo (as is).

If the University would agree to UPI's proposal for a reduced workload, the University would be required to hire approximately 50 new faculty members at a cost of at least \$3 million to cover those classes no longer taught by current faculty.

Furthermore, to meet the needs of our students and demands of the region, new academic programs are beginning this fall, and we have plans in place to invest in high demand programs.

The student experience has not been, and will not be, negatively impacted. We have a dedicated faculty and staff who work very hard to ensure that we are providing quality academic programs and experiences for our students.

For a complete list of frequently asked questions & answers, visit wiu.edu/provost/negotiationsupdate



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