

## **Frequently Asked Questions {2/1/18}**

### **Will the 3% deferral be returned to UPI members?**

For those members who were affected by the 3% deferral, the 3% will be added back into the FY19 contract and a 2% salary reduction will be implemented. This will result in a 1% increase from FY18 levels for most members. Those employees who did not defer their salary in FY17 and/or FY18 could experience up to a 2% salary reduction. [See example in link.](#)

### **Why is the University asking to restructure the summer school compensation model?**

The current [summer school model](#) compensates a faculty member 1/9th (one month) of their salary to teach a course. The University is proposing an incentive based system designed to encourage faculty to recruit more students into courses and allow more classes that are currently considered low-enrolled to meet minimum enrollment thresholds. By lowering the minimum enrollment threshold for both graduate and undergraduate courses to five (5) students, this could create additional opportunities for the growth of the University's summer program, while increasing compensation for instructors that would have otherwise been paid tutored study rates. This model also creates the potential to earn more than the current 1/9th salary, depending on class enrollment.

### **Why is the University proposing a change to how UPI assigned time is paid?**

The University does not believe that it is an appropriate use of tuition and/or state appropriations to pay for UPI-related work. We understand that UPI may need to conduct some union business during the course of a workday and in order for this to occur, course release time may be necessary. In an effort to recognize this need, we are proposing that UPI release time be paid for by UPI member dues rather than by students and/or taxpayers.

### **Why is the University offering wage re-openers, with triggers, and how were those determined?**

The University is unable to offer across-the-board increases at this time. However, if enrollment increases and additional state dollars are allocated, the University wants to engage in conversations to address the compensation of our employees. The triggers were set by considering FY15 enrollment and state appropriations levels. A return to those revenue levels will have a positive impact on the University budget. The University will continue to work to increase funding from all sources.

### **Is the University still pursuing furlough language?**

No. The University is not seeking furlough days, or language.

**Why is the University unwilling to consider a reduction in workload?**

The cost to hire additional faculty to cover classes as a result of a workload reduction would further strain the University budget. Furthermore, Western's workload is comparable to similarly situated institutions.

**Why is a new merit pay system proposed for full professors?**

A: The University's **proposed merit pay system** would provide fairness across all disciplines. The proposed merit pay system also adds a level of accountability to ensure quality teaching, research and/or service. The new proposed model allows faculty to choose their level of engagement, which will directly affect a merit increase.

**Why is the PAA system eliminated?**

The current PAA system has been a challenge to apply consistently and fairly across different areas. Additionally, the cost has escalated beyond expectations.

**How does the new compensation proposal affect those faculty who are not on minima and who are between the ranks of assistant and full professor?**

The **promotional amounts** have been increased significantly in order to provide more fairness across disciplines.

**Why is minima restructured?**

Over the years, the current system has resulted in inequality. Under the current minima model, there is a wide range of promotional dollars between disciplines for the same level of achievement. In addition, the restructuring of the minima allows the University to increase promotional amounts.

**Why is a 2% salary decrease proposed?**

The University continues to experience financial challenges and decreased enrollment. As a result, the University is on track to deficit spend this year, with the anticipation of additional deficit expenditures in the future. The University recognizes the sacrifices of its employees. The proposed 2% salary decrease would place faculty on par with other University employees who did not receive a 2% salary increase in FY16. As mentioned previously, if the financial picture sufficiently improves, the University wants to revisit compensation.