

Defining Salary Minima

The salary minima (also known as minima lanes) are the minimum salaries that can be earned by members of the University Professionals of Illinois WIU Chapter 4100 based on rank and years of service. Salary minima are applicable to Unit A faculty, Unit B faculty, and Academic Support Professionals (ASPs). The minima lanes ensure that monthly salaries, after considering basic increases and promotions, meet at least the minimum salary in regard to years of service and rank. The most recent salary minima for those employees represented by UPI can be found here: http://www.wiu.edu/provost/pdfs_and_docs/SalaryMinima.pdf

Historically, salary minima were developed to maintain salary equity within academic departments. For example, a faculty member who had been at the professor rank for five years would get a minima bump so that she/he would remain at a higher salary than a newly-promoted professor. However, after the system was in place for several years, the salary minima became more of a salary schedule.

The issue with minima lanes is that eventually employees within a particular category (e.g., Unit A faculty, Unit B faculty, ASPs) achieve equal salaries. While this may appear fair at face value, there are concerns with this outcome: 1) Employees on the minima lanes will receive much larger salary increases during their employment at WIU than those who are not on minima. Some of the disparities can be upwards of \$15,000/year. 2) While minima lanes ultimately result in all employees within a rank achieving the same rate of pay, the result for employees in highly competitive disciplines often is significantly less pay than their colleagues at peer institutions, while those that are influenced less by external salary benchmarks are paid above their peers. In other words, the minima lanes achieve internal equity at the expense of external marketplace equity.

The following table illustrates the average salaries of WIU professors in various disciplines compared to those in peer institutions. For example, an accounting professor at peer school as identified by the UPI draws a salary of nearly \$14,000 over an accounting professor at WIU. This disparity creates an issue when recruiting, and retaining, faculty for this high demand and competitive discipline.

Title	Acctg	Art	Biology	Comm	Comp Sci	Econ	English	Kin	LEJA	Mgmt	Math	Music	Psych	Teach Ed
WIU Prof	116,448	96,429	100,525	91742	107,405	99,212	91,404	95,443	96,431	112,839	93,639	100,171	97,611	100,976
Peer Prof*	130,397	81,782	91,813	93987	113,071	107,552	88,517	87,029	90,280	120,790	90,474	84,815	93,865	87,320
CML Prof**	127,538	84,555	89,313	89756	108,744	105,510	86,962	84,575	89,288	117,997	89,387	82,449	90,556	85,158

* UPI Peer Group

** Carnegie Masters Large Group

The University's proposal to restructure the concept of salary minima would maintain a minimum starting salary for new Unit A, Unit B (faculty and ASP) employees. However, from that point forward, salary adjustments would occur based on any basic across-the-board negotiated salary increases, promotions, and other mutually agreed upon incentives (e.g., PAA). While the current minima structure would be eliminated, the University's proposal would significantly increase the current promotion amounts received when faculty are promoted to the associate professor and professor ranks (with relatively similar promotion structures for Unit B faculty and ASPs). For example, while faculty currently receive an increase of \$3,429 to their annual salary upon promotion to associate professor and \$3,807 upon promotion to professor, the new proposal by the University would increase those amounts to \$9,000. This promotion-based system will maintain competitive salaries for UPI members and will provide greater opportunities for faculty recruitment and retention as salaries will be competitive with their external peers.