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Dr. Therese Schuepfer
NEIU/UPI Chapter President
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Dear Terry,

The administration team of the committee to discuss salary compression, minima and equity for 07-08 is enthusiastic at restarting our work to come to a consensus regarding the allocation of the contractually stipulated distribution of the 40% of the additional appropriated funds. At the same time, we are surprised regarding your e-mail to the President last Tuesday morning. The process for this decision making is outlined in the Contract. Specifically, the UPI and the administration are to meet as a committee to "consider the issues of salary compression, salary minima, and equity in pay." In our minds, this is a conversation, a collegial discussion in which the committee members work together to come up with the best possible solution(s) regarding the issues under consideration. This is exactly how the process worked last year when all agreed that the greatest salary need was bringing the Instructors closer to their peers, and the committee allocated most of the funds to address this need, while increasing selective minimas for tenure track faculty.

The contract language makes it clear that this is not supposed to be a negotiation, you have said this yourself. However, now the word "proposal" is used in your e-mail communication which also includes a stipulation of a date for a response. The selection of an arbitrary deadline without discussion or checking schedules (in spite of the fact that on several occasions over the last weeks Vicki specifically asked you for times when the UPI team would be ready to continue discussions and bring this year's committee work to an end) is surprising to say the least.

Finally, for the record, at our last meeting which we believe was held on December 10, 2007, after the administration shared our ideas about how we believed the dollars should be allocated, we were told that you would consider these ideas, look at the detail and identify a different/specific allocation of funds. The document you provided does not provide that kind of detail, and it dismisses the allocation suggested by the administration team. We hope we can resume the discussion at a mutually agreeable time.