

Comparison of Administration Proposal, UPI Team Response and Current Contract Language

ADMINISTRATION PROPOSAL JUNE 30, 2010	UPI TEAM RESPONSE JULY 27, 2010	CURRENT CONTRACT
Compensation – Basic Increase Across the board (ATB)	Compensation – Basic Increase	Compensation – Basic Increase
FY 10: 0% FY 11: 0% FY 12: 1.5% FY 13: 1.75% FY 14: 2.0% No furloughs in FY 11	FY 10: 3.0% (retroactive) FY 11: 3.0% FY 12: 3.5% FY 13: 4.0% FY 14: 4.5% No furloughs in FY 11	FY 05: 3.5% (retroactive) FY 06: 3.5% FY 07: 3.5% FY 08: 3.5% FY 09: 3.0% (interim contract)
Additional Work Load Incentive Salary Increase for FY 12	Equity/Compression Adjustment Salary Increase for FY 12	Additional Work Load Incentive or Equity/Compression Adjustment
Instructors: 7% Assoc. Prof: 1% Full Prof: 1.5%	Rejects increased workload – proposes Equity/Compression for the following: Instructors/ASP/ARP: 1.5% Assoc/Full: 1.5%	Current contract provided for equity/compression adjustments as has had previous NEIU/UPI contracts. FY05-FY09: Dollars set aside for equity and compression adjustments
Total FY 12 Increase by Group	Total FY 12 Increase by Group	Salary Increase by Group
Instructors: 8.5% Assoc: 2.5% Full: 3.0% All Others: 1.5%	Instructors/ASP/ARP: 5.0% Assoc/Full: 5.0% Assistant: 3.5%	Adjustments negotiated addressed long standing inequities experienced by Instructors.
Excellence Awards Dollars Allocated	Excellence Awards Dollars Allocated	Excellence Awards Dollars Allocated
FY 11: 30,000 FY 12: 30,000 FY 13: 40,000 FY 14: 40,000	FY 11: 50,000 FY 12: 60,000 FY 13: 70,000 FY 14: 80,000	FY 06: 50,000 FY 07: 60,000 FY 08: 70,000

ADMINISTRATION	UPI TEAM	CURRENT CONTRACT
Minima Table Adjustment	Minima Table Adjustment	Minima Table Adjustment
Values will be adjusted annually to incorporate the negotiated salary increases – but does not include workload incentive increase	Accept annual adjustment strategy based on all negotiated increases and includes the equity and compression adjustment	Was negotiated separately from base adjustment – no change in minima since FY07
Salary adjustment – Promotion Associate and Full Professor	Salary adjustment - Promotion	Salary adjustment - Promotion
Effective FY 12 \$600 to monthly FTE	Accept \$600 but begins in FY 10 and includes PAI	\$300 to monthly FTE
Tenure and Promotion to Associate Eligibility to apply for Full	Tenure and Promotion to Associate Eligibility to apply for Full	Tenure and Promotion to Associate Eligibility to apply for Full
Both personnel actions are linked and no longer separate actions and will use performance criteria for tenure (by end of evaluation period) Eligible to apply for Full in sixth year at rank of Associate	Accept linking of tenure and promotion as one action as long as option to apply under exceptionality remains Eligible to apply for Full in fifth year at rank of Associate	Two separate personnel actions with different performance criteria Eligible to apply for Full in fifth year at rank of Associate
Degree Completion Adjustment	Degree Completion Adjustment	Degree Completion Adjustment
Teach/Resource Prof: \$1800/annual Instructor/ASP/ARP: \$900/annual No adjustment for grant-funded Employees	All Employees: \$200 to monthly FTE	Contract lists only TP/RP as eligible but past practice has \$200 added to monthly FTE for all employee groups
Summer Session Salary	Summer Session Salary	Summer Session Salary
6 credits units compensated @ summer salary rate. Any additional assignments paid @ overload rate	9 credit units compensated @ summer salary rate. Any additional assignments paid @ overload rate	9 credit units compensated @ summer salary rate. Any additional assignments paid @ overload rate

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Overload Rate	Overload Rate	Overload Rate
TP/RP: \$1100/instructional \$350/non-instructional	TP/RP: \$1500/instructional \$500/non-instructional	TP/RP: \$1100/instructional \$350/non-instructional
Instructors: \$800	Instructors: \$1500	Instructors: \$800
Instructor Workload	Instructor Workload	Instructor Workload
24 credit units = 100% < 24 cu is prorated percentage	21 credit units = 100% < 21 cu is prorated percentage	18 – 24 credit unit range = 100%
Teaching Prof. Workload	Teaching Prof. Workload	Teaching Prof. Workload
18-20 instructional credit units 3 cu. Professional development 6 cu non-instructional cu (max limit unless cu available in pool) Workload Range: 21-27 cu With option to add more primary duty with no overload if there was not enough research/service assigned (amount not specified)	18-19 instructional credit units 3 cu. Professional development 6 cu non-instructional cu Workload Range: 21-27 cu Reject involuntary assignment of primary duty with no overload – overload must be paid. No minimum requirement for research/service or negotiated limit to research/service assignments	17-20 instructional credit units 3 cu. Professional development 6 cu non-instructional cu Workload Range: 21-27 cu No minimum requirement for research/service or negotiated limit to research/service assignments
Resource Prof. Workload	Resource Prof. Workload	Resource Prof. Workload
30 cu: primary duty 6 cu: research and service With option to add more primary duty with no overload if there was not enough research/service assigned (amount not specified)	Accept breakdown by primary duty, research and service. Reject involuntary assignment of primary duty with no overload – overload must be paid. No minimum requirement for research/service	30-36 credit units – differentiation between primary duty, research and service No minimum requirement for research/service or negotiated limit to research/service requirements
Involuntary Instruct/Primary Overload	Involuntary Instruct/Primary Overload	Involuntary Instruct/Primary Overload
One course per term	One three-credit course per year and must be compensated at full 3 cu overload	One three-credit course per term which may or may not generate overload

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Non instructional Overload Pool	Non instructional Overload Pool	Non instructional Overload Pool
.5 cu/Teaching or Resource Prof	Alternate formula to be developed jointly based on complexity and size of academic unit	Not addressed
Credit Unit Guidelines	Credit Unit Guidelines	Credit Unit Guidelines
<ul style="list-style-type: none"> • 2 cu/year limit for individual instruction • Lowered/eliminated size adjustment for large courses • Added WI courses to size adjustment • Lowered cu assignment for student teaching • Course development is service • Lowered cu value for graduate advising (.05 vs. .1 cu) 	<ul style="list-style-type: none"> • 2 cu/semester limit for individual instruction • Returned course size adjustment to status quo • Accepted WI (writing intensive) courses to size adjustment • Proposed alternative cu value for student teaching • Course development is instructional/primary duty • Proposed .075 cu value for graduate advising 	<ul style="list-style-type: none"> • 2 cu/semester limit for individual instruction • Returned course size adjustment to status quo • WI didn't exist under last contract • Student teaching: 1 cu + .667/student • Course development is instructional/primary duty • .1 cu value for graduate advising
Shared Governance	Shared Governance	Shared Governance
Added Chair of Planning and Budget Council	Accepted change and proposed addition of: Chair of FACAC Curricular Committee Chair of General Education Committee	Chairs of: Univ. Budget; Senate; FACAC, UPC
Intellectual Property	Intellectual Property	Intellectual Property
Joint committee to make recommendations to President	Joint committee makes recommendation to contract language team that creates a MOU (memorandum of understanding) to be added to contract	Not addressed

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ARP workload	ARP workload	ARP workload
Change ARP to 37.5 hour workweek and move away from cu assignments as designating percent of employment	Clarified percent of employment based on 30 cu as 100% < 30 cu is prorated percentage	Percent of employment determined by credit units assigned and not by 37.5 hour week
ASP workload	ASP workload	ASP workload
10% other duties as assigned No recognition of Equal Time Off process 37.5 hour week does not include 30 minute lunches	10% other duties as assigned but "other" is limited to duties which appear in job description and not contained in job descriptions of other employees in the unit Equal Time Off process incorporated in contract language 37.5 hour week does includes 30 minute lunches	5% other duties as assigned Equal Time Off process developed jointly and implemented by administration and UPI 37.5 hour week includes 30 minute lunches
Outside Employment	Outside Employment	Outside Employment
Affirms that NEIU employment is primary and requires TP/RP seek approval from Provost for teaching/primary duty activities outside NEIU	Affirms that NEIU employment is primary and but rejects TP/RP seek approval from Provost for teaching/primary duty activities outside NEIU	NEIU employment is primary