

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

ADMINISTRATION PROPOSAL September 21, 2010	UPI TEAM RESPONSE September 28, 2010	Changes since last comparison of proposals (July 2010)
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: 1.5% (retroactive) FY 11: 2.0% FY 12: 2.5% FY 13: 4.0% FY 14: 4.5% No furloughs in FY 11	Admin has not changed proposal since June 30. UPI has lowered FY10 – FY12 across Aug – Sept proposals
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: 7.5% Assoc. Prof: 1% Full Prof: 1.5%	Rejects increased workload incentive – proposes Equity/Compression for the following: Instructors/ASP/ARP: 1.5% Assoc/Full: 1.5%	Admin added .5% to 7% incentive to increased workload to 24 cu. UPI holds on 1.5% equity/compression increase rejects increased workload
Total FY 12 Increase by Group	Total FY 12 Increase by Group	Salary Increase by Group
Instructors: 9.0% Assoc: 2.5% Full: 3.0% All Others: 1.5%	Instructors/ASP/ARP: 4.0% Assoc/Full: 4.0% Assistant: 2.5%	Admin : adjustments exclude ASPs and ARPs. UPI : majority of Employees need equity/compression adjustment.
Excellence Awards Dollars Allocated	Excellence Awards Dollars Allocated	Excellence Awards Dollars Allocated
FY 11: 30,000 FY 12: 35,000 FY 13: 40,000 FY 14: 45,000	FY 11: 45,000 FY 12: 50,000 FY 13: 65,000 FY 14: 70,000	Both teams showed change in proposals. Admin : Dollars less than previous contract UPI : Dollars within previous contract range

ADMINISTRATION	UPI TEAM	Summary of Changes
Minima Adjustment	Minima Adjustment – Order Applied	Minima Adjustment – Order Applied
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	Appears there may be agreement but need confirmation that minima adjusted annually with all negotiated adjustments to base Appears to be agreement to have minima added before excellence, PAI, and promotion but after basic increase
Salary adjustment – Promotion Associate and Full Professor	Salary adjustment - Promotion	Salary adjustment - Promotion
Effective FY 12 \$600 to FTE for promotion to Associate. Effective FY 12 \$700 to FTE for promotion to Full	Accepts amount of promotional salary adjustments	Although there is agreement on amount to be added for each rank, Admin insists on lump sum added to annual salary but UPI maintains adjustment is to 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 Accepts eligibility change for application to Full changed from fifth year to six year in rank of Associate	Although there is agreement on both issues, Admin won't TA unless entire evaluation package is approved.
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	Admin treats degree differently as a function of employee type UPI: “a degree is a degree no matter who earns it”
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	No movement from either team. Admin: same work for less money UPI: same work for same compensation

ADMINISTRATION	UPI TEAM	Summary of Changes
<p>Overload Rate</p> <p>TP/RP: \$1125/instructional \$350/non-instructional</p> <p>Instructors: \$1125</p>	<p>Overload Rate</p> <p>TP/RP: \$1325/instructional \$450/non-instructional</p> <p>Instructors: \$1325</p>	<p>Overload Rate</p> <p>Admin: Agrees that Instr. earn same OL rate as TP/RP and adds \$25/cu</p> <p>UPI: decreased OL rate across multiple proposals</p>
<p>Instructor Workload</p> <p>24 credit units = 100% < 24 cu is prorated percentage</p>	<p>Instructor Workload</p> <p>21 credit units = 100%</p> <p>Eliminate CH and IEI return to CU < 21 cu is prorated percentage</p>	<p>Instructor Workload</p> <p>Admin: Maintains escalation of workload</p> <p>UPI: 21 credit units assigned to majority of Instructor whose salaries are below 10th percentile nationally. No increase in work</p>
<p>Teaching Prof. Workload</p> <p>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</p> <p>With option to add more primary duty with no overload if there was not enough research/service assigned (amount not specified)</p>	<p>Teaching Prof. Workload</p> <p>18- 20 instructional credit units – linked to acceptance to UPI credit unit guidelines proposal 3 cu. Professional development 6 cu non-instructional cu Workload Range: 21-27 cu</p> <p>Reject involuntary assignment of primary duty with no overload – overload must be paid. No minimum requirement for research/service or negotiated maximum to research/service assignments</p>	<p>Teaching Prof. Workload</p> <p>Admin: has not changed proposal for workload instructional range, involuntary assignment of overload, minimum research/service and limit for research/service</p> <p>UPI: moved from 18-19 instructional expectation to 18-20 but this is linked to the Admin acceptance of UPI proposal for credit unit guidelines</p>
<p>Resource Prof. Workload</p> <p>30 cu: primary duty 6 cu: research and service</p> <p>With option to add more primary duty with no overload if there was not enough research/service assigned (amount not specified)</p>	<p>Resource Prof. Workload</p> <p>Accept breakdown by primary duty, research and service.</p> <p>Reject involuntary assignment of primary duty with no overload – overload must be paid. No minimum requirement for research/service</p>	<p>Resource Prof. Workload</p> <p>Workload range appears to be settled other issues below remain open</p> <p>No minimum requirement for research/service or negotiated limit to research/service requirements</p>

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Involuntary Instruct/Primary Overload	Involuntary Instruct/Primary Overload	Involuntary Instruct/Primary Overload
One course per term which may not be fully compensated if it overlaps with instructional range	One three-credit course per year and must be compensated at full 3 cu overload	No change by Admin or UPI
Inherent Responsibility/Unassigned Duty	Inherent Responsibility/Unassigned Duty	Inherent Responsibility/Unassigned Duty
Proposes that TP/RP workload includes unspecified inherent responsibilities. Recently substituted unassigned duty or inherent responsibilities	Workload is assignment of specific responsibilities and activities. Rejects statement of inherent and unassigned duties	Admin insists that workload includes more than assigned primary duty, research and service. This is covered by inherent/unassigned responsibilities For UPI workload is an assignment and rejects notion that there are inherent duties that are not assigned.
Non instructional Overload Pool	Non instructional Overload Pool	Non instructional Overload Pool
Limit of 6 non instructional Cus..if OL then only drawn from pool of .5 cu/Teaching or Resource Prof	Alternate formula to include adjustments for complexity and size of academic unit	Admin no change in proposal UPI requested task force but last proposal introduced specific adjustments for complexity and size of unit
Credit Unit Guidelines	Credit Unit Guidelines	Credit Unit Guidelines
<ul style="list-style-type: none"> • Decreased option for individual instruction • Lowered/eliminated size adjustment for large courses • Increased class size without adjustment for size • Lowered cu values for student teaching, practicum • Course development is service • Eliminated credit unit categories 	<ul style="list-style-type: none"> • Proposed credit unit guidelines return to status quo with some minor adjustments for TP/RP • For instructors – eliminate IEI and credit hour designation and returned workload to credit units 	Admin – no change in proposal UPI – attempted several compromises with all credit unit categories but in last proposal returned to original credit unit concept for all faculty (TP/RP and I)

ADMINISTRATION	UPI TEAM	Summary of Changes
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	Admin rejects any UPI proposed addition to shared governance UPI – curriculum review and revision requires an inordinate amount of time that should be assigned and compensated
Intellectual Property	Intellectual Property	Intellectual Property
Narrows focus of Intellectual property to on line courses and introducing work for hire into the contract language – proposes taskforce and a language team to create a MOU	Joint committee makes recommendation to contract language team that creates a MOU (memorandum of understanding) to be added to contract – rejects work for hire as appropriate to UPI agreement	Both appear to have reached agreement on use of task force, language team and an MOU but the scope of intellectual property differs
ARP workload	ARP workload	ARP workload
ARP full time workload is 36 credit units and makes adjustments in guidelines to devalue credit units for these employees	Clarified percent of employment based on 30 cu as 100% < 30 cu is prorated percentage	Admin original proposal moved ARP tfrom a cu-guided workload to a 37.5 hr/wk schedule UPI – ARPs are untenured RPs and do same/similar jobs then the quantification of workload should be identical.
ASP workload	ASP workload	ASP workload
10% other duties as assigned are not limited to job description Keeps workload audit to determine if ASP deserves overload compensation 37.5 hour week does not include 30 minute lunches	10% other duties as assigned but “other” is limited to duties only in their job description Overload can be earned under several conditions Equal Time Off process incorporated in contract language 37.5 hour week does includes 30 minute lunches	Admin and UPI agree to 10% other duty as assigned but not what can be included UPI – UWD never implemented by Admin in the past when unit was understaffed and ASPs went uncompensated for excessive workload.

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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.	Neither Admin nor UPI has changed its position.
Common Elements	Common Elements	Common Elements
President can require common elements for evaluation with no negotiation or notice prior to ratification of Agreement	President can require common elements but these must be identified prior to ratification vote	Admin – never changed its position UPI – attempted several modifications to its proposal
Respond to false statements	Respond to false statement	Respond to false statements
Employees will be able to respond to false statements embedded in their evaluation narratives if UPI accepts that President can require common elements without negotiation (or notification) prior to ratification.	Employees should be able to respond to false/misleading statements embedded in evaluation narratives and requests for reconsideration should be included in portfolio	Admin linked common elements issue to right to respond to false or negative evaluations in portfolios UPI – number of proposals to affirm right to respond to falsehoods and negative evaluations
Pre evaluative consultation	Pre evaluative consultation	Pre evaluative consultation
No prior actions such as oral warnings, letters to the file, etc. required before a pre sanction meeting is called notifying Employee that a sanction/termination is being considered. No recording of meetings discussing possible sanctions/terminations, etc.	Proposes a process similar to progressive discipline in which Employee is given an oral notice, then written to file to precede any pre sanction meeting All meetings between Employee and Administration related to possible sanction/termination is recorded	Admin – no change UPI – introduced recordings and later progressive discipline process over course of proposals