

THE EFFECT OF NEGOTIATED AND PROPOSED UPI SALARY INCREASES CALCULATED BY RANK, EMPLOYEE GROUP, AND UNIVERSITY

A recent document circulated by the administration compares the NEIU administration's latest compensation offer with salary increases negotiated at other Illinois universities represented by the UPI. The document compared the effect of raises to salaries of \$30,000, \$50,000 and \$70,000 but the document did not address differences related to rank, employee group and annual contract length. Other information that did not appear in the document included the first year of the NEIU proposal (FY10) and the disparity in salaries between NEIU and other universities.

The tables below provide salary comparisons by rank and employee group across universities. Blank cells appear where no negotiated salary exists and salaries are listed in the thousands. A review of the cross university comparisons reveals that all NEIU employee groups except Assistant Professors remain well behind their peers now and continue to do so when the proposed NEIU five-year contract expires.

PROFESSORS' SALARIES BY CONTRACT YEARS

(Nine month contract period for Teaching Professionals and twelve month contract for Resource Professionals)

PROFESSOR	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15
GSU	106.0	106.0	108.7	112.5		
WIU	91.0	91.0	91.9	94.2	97.5	101.4
EIU	88.1	89.4	90.5			
NEIU*	79.2	80.4	83.7	85.8	88.2	

*NEIU - Includes 2% equity increase in FY12. Contract period average is approximately 2.05%

ASSOCIATE PROFESSORS' SALARIES BY CONTRACT YEARS

(Nine month contract period for Teaching Professionals and twelve month contract for Resource Professionals)

ASSOCIATE PROFESSOR	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15
GSU	78.8	78.8	80.8	83.6		
WIU	70.6	70.6	71.3	73.1	75.6	78.7
EIU	71.7	72.8	73.7			
NEIU*	65.0	66.0	68.5	70.2	72.1	

*NEIU - Includes 1.5% equity increase in FY12. Contract period average is approximately 1.95%

ASSISTANT PROFESSORS' SALARIES BY CONTRACT YEARS

(Nine month contract period for Teaching Professionals and twelve month contract for Resource Professionals)

ASSISTANT PROFESSOR	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15
GSU	65.2	65.2	66.8	69.2		
WIU	57.0	57.0	57.6	59.0	61.1	63.5
EIU	62.1	63.0	63.8			
NEIU*	62.1	63.0	64.5	66.1	67.9	

*NEIU Contract period average is approximately 1.65%

INSTRUCTORS' SALARIES BY CONTRACT YEARS

(Nine month contract period - Salary in Thousands)

INSTRUCTOR	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15
GSU	53.7	53.7	55.0	57.0		
WIU	42.9	42.9	43.3	44.4	46.0	47.8
EIU	43.3	43.9	44.5			
NEIU*	35.8	36.3	40.1	41.7	42.9	

*NEIU - Includes 7.5% equity increase in FY12 and 1.5% in FY13. Contract period average is approximately 3.45%

ACADEMIC SUPPORT/RESOURCE PROFESSIONALS' SALARIES BY CONTRACT YEARS

Salaries extrapolated from the Instructors' nine month salary base
(Twelve month contract period - Salary in Thousands)

ASP/ARP	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15
GSU	71.6	71.6	73.4	76.0		
WIU	57.2	57.2	57.8	59.2	61.3	63.8
EIU	57.8	58.6	59.4			
NEIU*	47.8	48.5	50.4	51.7	53.1	

*NEIU - Includes 1.5% equity increase in FY12. Contract period average is approximately 1.95%

NEGOTIATED AND PROPOSED RAISES BY UNIVERSITY BY CONTRACT YEAR

ACROSS THE BOARD RAISES	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15	Contract Average
GSU	0.0%	0.0%	2.5%*	3.5%*	TBN	TBN	1.50%
WIU	3.5%	0.0%**	1.0%**	2.5%**	3.5%**	4.0%**	2.42%
EIU	na	1.5%	1.25%	TBN	TBN	TBN	1.38%
NEIU (ATB only)	0.0%	1.5%	1.5%+\$500	2.5%	2.75%	TBN	1.65%

ATB – Across the board raise

TBN – to be negotiated

* **GSU** – impact bargaining option: university must demonstrate it cannot meet the raise

****WIU** – salary re-opener: if state appropriations higher then raise may be higher

NEIU – ATB raises and equity adjustments were added to all tables above