

SALARIES AND BENEFITS

SALARY. Currently, raises at UIC come from 2 pools: Merit and CEMR (compression, equity, market, retention). Both are distributed to units based on a “pool” that is a percentage of the total value of faculty salary. The campus salary program (CSP) is a campus-wide raise that the president determines for each year.

Merit raises are to be distributed to faculty based on a review through shared governance.

- **Admin’s offer:** 2% merit raise pool for 2018-19, then 1.5% for subsequent years, or CSP if larger.
- **Our proposal:** 3.5% merit raise in 2018-19, 4.5% in 2019-20, and 4% in 2020-21, or CSP if larger.

CEMR raises are to correct for historical inequities or imbalances in how much people are paid compared with their colleagues (compression & equity) or to retain people who have offers elsewhere (market & retention). Our proposal was accepted to limit this pool for compression and equity (C&E) raises, as the university already has a separate pool of money they use for market and retention.

- **Admin’s offer:** 2% C&E pool for each year
- **Our proposal:** 2% C&E pool for each year

HEALTH CARE. UIC faculty receive **health care benefits** through the state of Illinois. We are fighting for an agreement from the university to cover any increase in costs to faculty over the course of the contract.

MINIMUM SALARIES. Base or lowest possible salary for a faculty member. In the new contract it will now be by rank and track. We have won the following minimums in negotiations:

NTT minimum: \$50,000 (up from \$42,000 (19% increase). It was \$30,000 before our first contract)	} New – by rank and title
NTT with 1 promotion: \$55,000	
NTT with 2 promotions: \$60,500	
TT Assistant Professor: \$65,000	
TT Associate Professor: \$71,500	
TT Full Professor: \$78,650	

SHARED GOVERNANCE AND DISCIPLINE & DISMISSAL

SHARED GOVERNANCE. Faculty are expected to contribute to the running of our own units and colleges and the university through the senate. The specific processes vary depending on whether a unit has a head or chair and are laid out in Article IV of the UI Statutes.

Workload: We have won that departments must have a written policy regarding workload and that faculty play a meaningful role is creating that policy

Faculty evaluations: We have won on getting in the contract the requirement that they adhere to Senate policy that student evaluations are used only in conjunction with other indicators of faculty performance.

DISCIPLINE AND DISMISSAL. Faculty subject to disciplinary procedures at UIC, and those expected to carry out such procedures, do not have clear and articulated guidance as to what appropriate actions are. We are seeking a contract that outlines a fair and progressive discipline and dismissal process and provides opportunities for both rebuttal and performance improvements.

GROWTH

As enrollments at UIC increase, we want to ensure faculty have the support we need to do our jobs effectively.

Wins: Office space for each faculty member. Extending classroom support to fit the extended class schedule grid.

Pending: A written commitment to fulfill the chancellor’s promise to hire additional TT faculty.

EQUITY

Wins: Adjusting multi-year appointment structure to allow longer appointments sooner. Expanding the contract language around non-discrimination. Commitment to increase gender-neutral bathrooms and facilities for nursing mothers.

Pending: Requirement that NTT faculty who are not reappointed be given a reason for their non-reappointment.