

# SIUE Faculty Association Newsletter

Volume 2, Issue 1

August 16, 2017

(visit [siuefa.org](http://siuefa.org) for digital version with active links)

Dear Colleagues,

Welcome to SIUE or Welcome Back! We hope you had a terrific summer and are excited to get to work. A lot happened in higher education and at SIUE these past few months. We'll help you catch up.

As always, if you have any questions or concerns, please contact your Rep or an officer at any time. Best of luck in the new school year!

[Kim Archer](#) (President)

[Mary Sue Love](#) (Vice President)

[Mark Poepsel](#) (Secretary)

[Alison Reeves](#) (Treasurer)

[Cathy Daus](#) (Regional Council Representative)

## School Representatives ("Reps")

**CAS:** Eddie Ackad, John Bell, Olga Bezhanova, Richard Fry, Michael Grossman, Flo Maatida, Megan Robb, Mike Shaw, Steve Tamari, Jason Yu

**Business:** Gertrude Pannierselvam

**Engineering:** Igor Crk, Xin Chen

**SEHHB:** Kevin Cannon, Jen Logue, Laurie Puchner

**Library:** TBD (Melissa Burel left SIUE)

**Nursing:** Connie Frey-Spurlock

## Local Business Features



**sacred  
grounds  
café**

New in this issue: ads for Edwardsville Main Street businesses!

Check the last page for coupons.

Enjoy getting to know our local culture, products, services, and treats.

## What your union does for you!

Your Faculty Association has been hard at work all summer. Here are some of our accomplishments:

**June 2017:** President Kim Archer gave invited testimony about our [health insurance](#) to the House Higher Education Appropriations Committee. Both the [Chicago Tribune](#) and [Sun-Times](#) covered the hearing and referenced SIUE. The Chicago Tribune followed up with a [feature article](#). (We had the last word!)

**July 2017:** The Faculty Association pressed for a public statement of the university's intention regarding an [inflation adjustment in AY 2017-18](#). Chancellor Pembroke acknowledged to the campus that our letter to him and President Dunn – along with our call for faculty action – made a difference in the university's thinking. The media continues to call for updates; we will keep everyone posted.

**August 2017:** The loan from SIUE to SIUC will be repaid. Remember, this "loan" was first presented with no limits or payback schedule. The Faculty Association's advocacy to the Board of Trustees, local lawmakers, and the media ensured that SIUE was protected during that transaction.

**September 2017:** Your Bargaining Preparation Committee plans to finish writing [our entire first CBA](#) (Collective Bargaining Agreement). If you want a voice in virtually all aspects of our proposal, there's still time to volunteer!

## Did you know?

**Your officers, Bargaining Team, Reps, and committees are all volunteers.**

No Faculty Association member is paid. Most departments voluntarily count FA service toward evaluation, tenure, and promotion because they understand the value of our work in protecting students, programs, departments, faculty, and all of SIUE.

However, the administrators who bargain with and participate in grievances for each of the 20 unions on our campus are paid to do so. It is part of their job.

## Budget Update

The House and Senate passed a budget over the July 4<sup>th</sup> weekend. The governor vetoed it. Both the House and Senate voted to override the veto.

The budget restores higher education at **10% lower than FY15 levels**, so we still have work to do toward restoring full funding.

The good news is this budget repaid last year's MAP Grant funding, which SIUE had assumed on behalf of our students. This budget also covers the current year's MAP Grant funding.

This budget and the veto override hinged on the support of Republican legislators in university districts who defied the governor to support higher education. Please send a "thanks" to **SIUE alumnus Rep. Sarah Jimenez**, who was one such vote!

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## How is bargaining going?

Our Bargaining Team has been to the table 8 times. Including prep sessions, that is about 80 hours of unpaid summer service on behalf of our faculty.

Our Team is standing firm on members' priorities. A first contract is hard work and takes a long time, but we saw a stunning success that resulted directly from faculty solidarity last spring at UI-Springfield. It can be done!

Our Team is:

Mary Sue Love, Chief Negotiator (Business)  
Charles Berger (CAS)  
Cathy Daus (SEHHB)  
Gertrude Pannirselvam (Business)  
Steve Tamari (CAS)  
Kim Archer (CAS)  
Michael McDermott (IEA UniServ Director)



**JERRY'S**  
TIRE SALES, INC.

## Will faculty finally get a raise this year?

On July 25, Rep. Katie Stuart alerted the Faculty Association that SIUE received funding from the state. The university has cash.

On July 10 and July 18, the Faculty Association wrote to the Chancellor, Provost, System President, local lawmakers, and the media to ensure that our *urgent* financial situation is crystal clear. You can read these letters at our [website](#).

The administration's bargaining team says they have no knowledge about who will make this decision or when it will be made.



Thanks to so many of you for contacting the Chancellor to say that recognition of our going without for four years requires immediate restitution, now that a state budget has re-opened the financial spigot. If you have not yet shared your concern, please [act now](#).

## What were the rumors that SIUE would not give a raise because we are bargaining a contract?

The law says that during contract negotiation, SIUE cannot change our hours, wages, or terms & conditions of employment without first "impact bargaining. This is a chance for us to negotiate the negative impact of a change. Last year, [EIU saved its Philosophy Department using impact bargaining](#). (Note: "UPI" is EIU's tenure-line faculty union.)

"Impact bargaining" can take 5 seconds and it can even be done over the phone. If the university asked, "Do you want an [8% inflation adjustment](#) to make you whole again?" the Faculty Association would reply, "Yes."



## Did you know?

**There are 20 unions at SIUE, representing at least 70% of all employees. 16 of the unions are currently bargaining.**

The 30% of employees not yet represented are tenure-line Dental and Pharmacy faculty, clinical and NTT Nursing faculty, administration, and employees with access to confidential information.

## “My salary is fine. What’s the big deal?”

SIUE is a community and a family. This includes a responsibility to protect our most vulnerable.

Many of us were recruited to SIUE with promise of a generous benefits package and the option for summer teaching, in exchange for low salaries. Now health care is inaccessible and summer offerings have been severely cut back. It may seem indelicate to discuss salary – we teachers are in this for the students! Still, we must be able to support ourselves and our families in order to teach well.

CPI has increased about 2% per year each of the four years we didn’t have a raise. *This loss hurts us for the rest of our careers!* During the budget crisis:

**Faculty making \$40,500 lost about \$3335 in annual salary.** *(This is a real starting salary for tenure line faculty with doctorates at SIUE.)*

**Faculty making \$60,000 lost about \$4,945 in annual salary.**



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112 Hillsboro  
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(618) 656-0202

Allen Keith  
Hours:  
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\*Dry Cleaning and Laundry for those who care\*

Meanwhile, we’ve learned that some SIUE admins had 5 figure raises during the same time!

According to the [IBHE](#):

- SIUE faculty salaries are 12% below the average of Illinois public universities.
- We are the 3<sup>rd</sup> lowest paid faculty after Chicago State and UI-Springfield. Our counterparts at all the regional institutions and Governor’s State make more, despite a lower cost of living in places like Charleston, Macomb, and DeKalb.
- We are probably second lowest, since last year UI-Springfield’s union negotiated a minimum salary for all Assistant Professors of \$55,000.

Some of our colleagues are the sole provider for a young family, must travel internationally to see family, have medical issues, or otherwise struggle to make ends meet. It is our duty to do all we can to help them, even if we are financially comfortable.



## Health Insurance Update

The State Journal-Register has [a good summary](#) of where things stand between AFSCME and the governor. As you may know, AFSCME – as the largest union of state employees – sets the template for our health coverage and costs.

On June 15, SIUE-FA President Kim Archer testified in Chicago to the House Higher Education Appropriations Committee. The 4-hour marathon event included pleas and tears from students, faculty, and staff begging for help. **Kim’s testimony is on our website: [siuefa.org](#).**

The Chicago Tribune published a [follow-up](#).

The new budget does include some funding for backlogged healthcare bills, but it remains to be seen when or if this improves our access to care.

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**“I’ll help if it’s something small.”**

**1. Attend the New Faculty Happy Hour (see below).**

Welcome and support our new colleagues!

**2. Attend the Fall General Membership Meeting (see below).**

Come get the facts and connect with colleagues all across campus.

**3. Check out the many local businesses who support SIUE Faculty!**

### Fort Russell Veterinary Service

6185 Old Alton Edwardsville Road  
Edwardsville, IL 62025

[mike.firsching@gmail.com](mailto:mike.firsching@gmail.com)

618-656-9525

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this ad and get  
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(Parking lot behind building & rear entrance)

Expires Oct. 31, 2017 – Restrictions apply

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STORE HOURS:

M - TH 10 - 8PM

FRI 10 - 6PM

SAT 8 - 6PM

SUN 12 - 6PM

GROUP RUNS:

WED 6:30PM

SAT 8:00AM

## **New Faculty Welcome & Happy Hour**

Saturday August 26, 4 to 6 pm

Stay tuned! (Location TBA)

Family friendly

*drinks and appetizers provided*

## **Fall General Membership Meeting**

*(including Bargaining updates)*

Late October – stay tuned!

*lunch provided*

