

FACULTY SENATE AGENDA
Wednesday, November 19, 2014, 3 p.m.
Holmes Student Center Sky Room

I. CALL TO ORDER

II. ADOPTION OF AGENDA

III. APPROVAL OF THE [MINUTES](#) OF THE OCTOBER 29, 2014 FS MEETING

IV. PRESIDENT'S ANNOUNCEMENTS

- A. Use of microphones – William Pitney
- B. [Student Conduct 101](#): What Faculty Should Know About Us – Pages 4-7
Brian Glick, Asst. Director, Office of Community Standards and Student Conduct
- C. NIU Cellular Phone Stipend Policy [Proposal](#) – Pages 8-10
Matt Parks, Senior Director, Network and Communications Services, DoIT

V. ITEMS FOR FACULTY SENATE CONSIDERATION

- A. Chicago State University Faculty Senate
[Clash Between Chicago State U. and Its Faculty Leaders Redefines Hardball](#) –
The Chronicle of Higher Education, October 6, 2014 – Pages 11-15
- B. [Position Exemption concerns](#) related to State University Civil Service System
(SUCSS) – Pages 16-21

VI. CONSENT AGENDA

VII. REPORTS FROM ADVISORY COMMITTEES

- A. FAC to IBHE – Sonya Armstrong – no report
- B. University Benefits Committee – Brian Mackie, Faculty Senate liaison to UBC –
no report
- C. Computing Facilities Advisory Committee – George Slotsve – report
- D. BOT Academic Affairs, Student Affairs and Personnel Committee –
Dan Gebo and William Pitney – [report](#) – Page 22
- E. BOT Finance, Facilities, and Operations Committee –
Jay Monteiro and Rebecca Shortridge – [report](#) – Pages 23-24

- F. BOT Legislative Affairs, Research and Innovation Committee – Deborah Haliczzer and Dan Gebo – report – walk-in
- G. BOT Compliance, Audit, Risk Management and Legal Affairs Committee – Deborah Haliczzer and Greg Waas – report – walk-in
- H. BOT – William Pitney and Greg Waas – no report

VIII. REPORTS FROM STANDING COMMITTEES

- A. Faculty Rights and Responsibilities – Richard Siegesmund, Chair – no report
- B. Academic Affairs – Sarah McHone-Chase, Chair – Open Access for NIU-produced published journal articles [proposed resolution](#) – Pages 25-26
- C. Economic Status of the Profession – George Slotsve, Chair – [Faculty Salary Report](#) – Pages 27-37
- D. Rules and Governance – Robert Schneider, Chair – no report
- E. Resources, Space and Budget – Jim Wilson, Liaison/Spokesperson – no report
- F. Elections and Legislative Oversight – Stephen Tonks, Chair – no report

IX. UNFINISHED BUSINESS

X. NEW BUSINESS

XI. COMMENTS AND QUESTIONS FROM THE FLOOR

XII. INFORMATION ITEMS

- A. [Annual Report](#), Office of the Ombudsperson
- B. [Minutes](#), Academic Planning Council
- C. [Minutes](#), Admissions Policies and Academic Standards Committee
- D. [Minutes](#), Athletic Board
- E. [Minutes](#), Campus Security and Environmental Quality Committee
- F. [Minutes](#), Committee on Advanced Professional Certification in Education
- G. [Minutes](#), Committee on the Improvement of Undergraduate Education
- H. [Minutes](#), Committee on Initial Teacher Certification
- I. [Minutes](#), Committee on the Undergraduate Academic Experience
- J. [Minutes](#), Committee on the Undergraduate Curriculum
- K. [Minutes](#), General Education Committee
- L. [Minutes](#), Honors Committee

- M. [Minutes](#), Operating Staff Council
- N. [Minutes](#), Supportive Professional Staff Council
- O. [Minutes](#), Undergraduate Coordinating Council
- P. [Minutes](#), University Assessment Panel
- Q. [Minutes](#), University Benefits Committee

XIII. ADJOURNMENT

November 19, 2014

The following information is a quick reference guide for faculty in responding to academic misconduct and disruptive students in the classroom. This document contains general information relating to the processes followed by Northern Illinois University in responding to these violations of the Student Code of Conduct or Undergraduate and Graduate Catalogs. Further information is available on our website: <http://www.niu.edu/communitystandards>.

The Office of Community Standards & Student Conduct is always available to assist you with specific situations which arise.

Academic Misconduct Information

Undergraduate Catalog Definition: “Good academic work must be based on honesty. The attempt of any student to present as his or her own work that which he or she has not produced is regarded by the faculty and administration as a serious offense. Students are considered to have cheated if they copy the work of another during an examination or turn in a paper or an assignment written, in whole or in part, by someone else. Students are guilty of plagiarism, intentional or not, if they copy material from books, magazines, or other sources without identifying and acknowledging those sources or if they paraphrase ideas from such sources without acknowledging them. Students guilty of, or assisting others in, either cheating or plagiarism on an assignment, quiz, or examination may receive a grade of F for the course involved and may be suspended or dismissed from the university.” (p. 54)

NIU Student Code of Conduct Definition: “The receipt or transmission of unauthorized aid on assignments or examinations, plagiarism, unauthorized use of examination materials, cheating, or other forms of dishonesty in academic matters. The term “cheating” includes but is not limited to the following:

1. Use of any unauthorized assistance in taking quizzes, tests, or examinations or on academic assignments;
2. Use of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems, or carrying out other assignments;
3. Acquisition, without permission, of tests or other academic material belonging to a member of the University faculty or staff;
4. Engagement in any behavior specifically prohibited by a faculty member in the course syllabus or class discussion.

The term ‘plagiarism’ includes but is not limited to the use, by paraphrase or direct quotation, of the published or unpublished work of another person without full and clear acknowledgment. Plagiarism also includes the unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials.” (p.13)

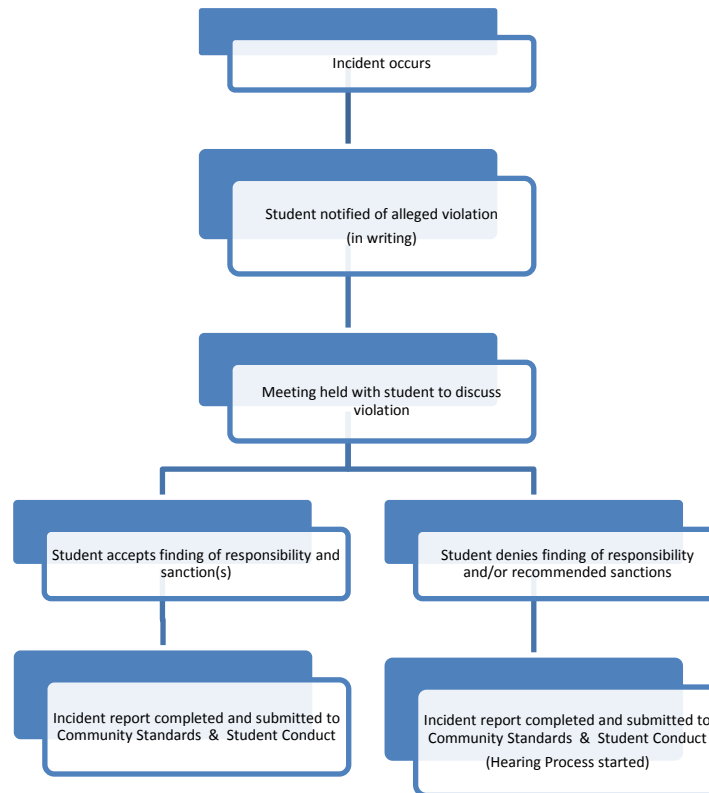
Determining an Appropriate Sanction for Academic Misconduct

Academic penalties are left up to the individual instructor. The course instructor maintains control over any grade issued in the class.

- Faculty/Staff may impose any of the following academic penalties against the student:
 - Letter of Written Warning
 - Redo the Assignment
 - Complete Another Assignment
 - F/O on the Assignment
 - F for the course

- Sanctions of suspension and expulsion may only be levied by the Office of Community Standards & Student Conduct. Such sanctions occur only after a meeting with the student and an opportunity for a hearing.
- Faculty may check with the Student Conduct office to determine prior academic misconduct history of a student

Academic Misconduct and the Faculty



NIU Academic Regulations allow the Faculty member to resolve incidents of academic misconduct at the department level by levying a sanction no greater than an F for that course. The Faculty member shall notify the student & the Office of Community Standards & Student Conduct of any action taken. For cases where the charge of academic misconduct is disputed the NIU Academic Regulations provide: “In all matters where the charge of academic misconduct is disputed by the student or if the faculty member feels a sanction greater than an F in the course is appropriate (such as repeated offenses or flagrant violations), the faculty member shall refer the matter to the Office of Community Standards and Student Conduct making use of the Academic Misconduct Incident Report. Additional sanctions greater than an F in a course can be levied only through the University Judicial System.” (p.53)

Disruptive Students

- Any situation which poses an imminent risk to the campus community should be reported to the police at 911.
- Varying levels and displays of disruptive behavior,
- Please use the course syllabus to define and discuss disruptive behavior and the possible consequences for it
- Faculty may address behavior that pose no risk to the immediate safety of the campus community by submitting an incident report to the Office of Community Standards & Student Conduct for adjudication
- Only CSSC or the College Dean, after an investigation, may permanently remove a student from class.

For resources on dealing with a student of concern and to file a report on concerning behavior please see NIU webpage <http://www.niu.edu/care>

Incident Reporting

Faculty may file incident reports on students reporting disruptive behavior. Simply go to our website: <http://www.niu.edu/communitystandards> and click on the graphic in the center of the page to “Complete and Submit an Incident Report.”

- To report disruptive behavior, use the “General Non-Academic” Incident Report
- To report academic misconduct, use the “Academic Misconduct” Incident Report



Northern Illinois University

Learning Today, Leading Tomorrow

Cellular Service Stipend Policy

EXECUTIVE: 11-12-14
STEERING:
FACULTY SENATE: 11-19-14
UNIVERSITY COUNCIL:

1.0 Purpose

This policy allows Northern Illinois University to meet federal regulations and its fiduciary responsibility to the taxpayers of the State of Illinois by providing a general guideline for the use of cellular stipends for University business purposes. In addition, this policy defines how employees will be reimbursed to reduce the cumbersome requirements of tracking and auditing expenses incurred by the institution under the current “Cellular Service” program.

2.0 Scope

This policy pertains and applies to all NIU departments and employees that either utilize an NIU-issued cellular communication device for University business purposes, or are eligible for an NIU-issued cellular communication device based on job requirements.

Cellular communication devices are defined as: Basic and Smart Cell phones, 3G/4G Aircards, Mi-Fi/iPads or any devices that have voice/data capabilities with a monthly service.

3.0 Policy

It shall be the policy of Northern Illinois University to no longer purchase cellular devices for individual employee use.¹ Employees whose duties include frequent need for a cellular device may receive extra compensation, in the form of a monthly stipend (taxable to the employee), to cover business-related costs. Cellular device services for NIU personnel will be subject to the review and approval of the individual responsible for the overall budget management of the department. Promoting fiscal responsibility is strongly encouraged and cellular devices should not be selected as an alternative to other means of communication – e.g., land-lines and/or mobile radios – when such alternatives would provide adequate and less costly service to the University.

4.0 Procedures

If the manager and employee agree that University business mandates the need for a form of cellular communication, the Employee Cellular Services Stipend Agreement Form must be completed and signed appropriately. The manager and employee should select the most reasonable monthly stipend options, based on the intended usage of the devices and within their budget constraints.

| | | |
|---------------------------|--------------|--|
| MONTHLY STIPEND A: | \$35 | Basic-voice usage only or data |
| MONTHLY STIPEND B: | \$85 | Typical voice/data usage plans |
| MONTHLY STIPEND C: | \$115 | Expanded voice/data functionality |

These stipend allocations are based on average market pricing, and have been adjusted to compensate for taxes.



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The Employee Cellular Services Stipend Agreement Form must be completed by the requesting employee to initiate the departmental approval process. Once the Employee Cellular Services Stipend Agreement Form is completed and approved, the appropriate departmental designee must also complete an Additional Pay Form. The approved Additional Pay Form must then be sent to Payroll for processing to initiate the monthly stipend.

The monthly stipend will be annualized and then dispersed over 24 pay periods. (For example: $\$85 \times 12 = \$1,020$; divided by 24 = \$42.50 per paycheck). The stipend will always expire on June 30th of the existing fiscal year, until a newly approved form is submitted.

If the employee does not have a sufficient, ongoing need for a cellular device, employees can submit their 'business-related' expenses on a quarterly basis, with the appropriate documentation and manager approval, to the Controller's office for reimbursement.

There will be no reimbursement for any equipment under this policy. Any employee who receives a stipend will be expected to have their cellular phone number available to be published or distributed for business purposes.

5.0 Enforcement

Recipients of the cellular stipend that utilize a personal device for NIU business must comply with NIU's Managed Device Policy and Data Classification Policy.

The failure of a University employee to perform any obligation required of this policy or applicable local, state, and federal laws or regulations will be subject to established University disciplinary actions, which may include restitution, termination, and/or prosecution by state or federal authorities.

6.0 Additional Information

1. Effective immediately upon the approval of this policy (hereafter "effective date"), the University will no longer purchase new cell phones, nor will any existing cell phone contracts be renewed or extended. ITS Communication Services will support NIU employees in transitioning their existing NIU equipment/plan to a personal plan, for a period of 6 months after the effective date of this policy.
2. Employees can retain existing cell phone numbers and should make immediate arrangements with ITS Communication Services (TS114/753-8100) to transfer ownership of the phone number to their personal account.
3. Individual departments are responsible for the authorization, oversight and processing of all departmental stipends to employees.
4. **EXISTING NIU EQUIPMENT** – To facilitate the transition to a Cellular Stipend plan, NIU acknowledges that cellular equipment previously purchased under the existing Cellular Services plan may be transferred to the employee based on departmental approval as outlined in the Employee Cellular Services Stipend Agreement Form. This transfer is limited solely to equipment formerly purchased for use on the assigned



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account and does not constitute an intention on the part of NIU to provide cellular equipment henceforth for any employee eligible under the NIU Cellular Stipend plan.

5. Equipment upgrades will be the sole responsibility of the individual, and no allowance will be made to cover costs of upgraded cellular equipment.
6. NIU's current managed cellular program does not contain early termination fees. As employees transition to a personal cellular plan with their chosen cellular provider, attention should be paid to any early termination penalties of the new plan. NIU will not be responsible for early termination charges associated with personal cellular plans.
7. The Employee Cellular Services Stipend Agreement Form and the Additional Pay Form must both be reviewed and re-approved annually, each fiscal-year.
8. International Travel : Visit or call your individual carrier to determine equipment compatibility, Data / Text / Voice costs and other travel related options before you travel outside the United States. The University assumes no liability for additional costs associated with travel within or outside of the United States, unless the travel is designated for a University business purpose. Business-related expenses incurred can be submitted to the Controller's office for reimbursement, along with the appropriate documentation and manager approval.
9. The employee's cellular device(s) can be used for both personal and business purposes; therefore, it should be understood that the stipend should cover a majority of the business-use expenses.
10. Changes to stipend tiers may be made on an annual basis, after careful market analysis by the Controller's office.
11. The stipend allowance does **NOT** constitute an increase to base pay, and will **NOT** be included in the calculation of percentage increases to base pay due to annual raises, job upgrades, etc.

7.0 Exception Process

Requests for exceptions to this policy will be reviewed on a case-by-case basis by submitting a request to the Divisional Vice President:

8.0 Revision History

Initial date: May 13, 2014

Revised date: June 12, 2014

9.0 Effective Date

The Effective Date of this policy is August 1, 2014.

THE CHRONICLE OF HIGHER EDUCATION

Faculty

October 6, 2014

Clash Between Chicago State U. and Its Faculty Leaders Redefines Hardball

By Peter Schmidt

EXECUTIVE:
STEERING:
FACULTY SENATE: 11-19-14
UNIVERSITY COUNCIL:
REFER TO:

Many higher-education institutions experience internal fights over governance, but Chicago State University's administration and its Faculty Senate are going at each other in ways that their counterparts elsewhere have not thought of before.

Among the innovations spawned by the escalation of their long-running war: Chicago State's administration has sought to use Illinois's open-records law to extract from the Faculty Senate details of a faculty vote this year on changes in the senate's constitution. The records request—an attempt to find evidence that faculty members had been disenfranchised in the voting process—puts the public university in the unusual position of asking state lawyers to try to pry information from one of its own advisory bodies.

Citing the Faculty Senate's refusal to voluntarily provide administrators with the election information they sought, the university's Board of Trustees last month took the drastic step of denying the Faculty Senate recognition and declaring the recent changes in the senate's constitution to be void. The Faculty Senate plans to meet this week anyway, and its leaders are accusing the trustees of having an ulterior motive for their recognition denial—a desire to silence a Faculty Senate that has been a thorn in the administration's side.

The open-records request is still pending before the state attorney general's office. The administration asked the office to review it after Phillip A. Beverly, the Faculty Senate's president, failed to offer a formal response.

The recent developments leave the future of the Faculty Senate, at

least as it is currently composed, in doubt, and appear to have only inflamed tensions between the administration and the faculty's leaders.

"I have been here 23 years," Mr. Beverly, an associate professor of political science, said in an interview last week. "This is probably the worst we have ever been."

Thomas Wogan, a university spokesman, last week argued that the administration's relations with its faculty remained good. He blamed the conflict on the Faculty Senate, which has about 45 members, and said it had been hijacked by a small number of faculty members who "want to grind their political ax" against the administration and turn the senate "into their own soapbox."

"Their motivation is, increasingly, to tear down the name of this university," said Mr. Wogan, who argued that "all of this puts shared governance at risk."

Speech Concerns

The latest skirmishes at Chicago State are part of a [broader power struggle](#), dating back well over 10 years, that has pitted the Faculty Senate against the board and administration of the [financially troubled institution](#).

When the board picked the university's current president, Wayne D. Watson, in 2009, the Faculty Senate denounced the selection process as rigged in favor of unqualified political insiders, and [unanimously voted](#) to urge the state's governor to remove the board's members. Relations between the two sides have remained poor, and the senate has hit Mr. Watson with two no-confidence votes.

In an interview last week, Patrick C. Cage, Chicago State's general counsel and vice president for labor and legal affairs, characterized much of the faculty opposition as a backlash against tough decisions to turn around the institution and [keep it from losing accreditation](#).

"We believe the president is moving the university forward," Mr. Cage said, "but in the process toes get stepped on from time to

time."

Faculty Senate leaders, for their part, say the administration has provoked their resistance through mismanagement and heavy-handedness.

The current clash over the Faculty Senate's elections hardly represents the first time that the university's administration and board have been accused of seeking to silence their critics. In a [verdict upheld by a state judge](#) in August, a jury this year ordered the university to pay \$3-million to a former senior legal counsel who had claimed he was fired, in 2010, for complying with faculty members' open-records requests seeking evidence of financial misconduct by Mr. Watson and other officials.

In a [lawsuit filed in July](#), Mr. Beverly and Robert E. Bionaz, an associate professor of history and corresponding secretary of the Faculty Senate, accused the university's board and top officials of violating their First Amendment rights by seeking to [restrict their ability to speak out](#) against the administration on a faculty-operated blog. The administration has denied the allegations in the lawsuit.

Balloting Issue

The dispute over the Faculty Senate's voting process and constitution centers on the senate's efforts to amend the constitution to change how the senate's seats are apportioned, from department-based to discipline-based. It is seeking the change to prevent faculty members from being disfranchised by a 2011 university reorganization that consolidated some departments. Its initial effort, three years ago, to amend the constitution was challenged by the administration as violating the senate's own rules. So it held an election this year to try to defuse that challenge.

The administration's open-records request seeks to obtain ballots from the election and other information, such as the identities of the officials who counted them. The senate has refused to provide that information voluntarily, saying that no faculty members had complained to it about the election process and the

administration has not named anyone left out.

Officials of the American Association of University Professors last week said they could not recall any previous instance in which a public university's administration had tried to use an open-records law to get information from a faculty senate. Maryam Judar, executive director of the Citizen Advocacy Center, a nonprofit Illinois organization that assists in open-records requests, said she had heard of public-school-board members' using the state's open-records law to obtain information from schools but had never heard of the law's being used similarly by higher-education officials.

Mr. Bionaz of Chicago State's Faculty Senate last week denounced the administration's open-records request as "incredible overreach."

In a written statement issued last week, Anthony L. Young, chairman of Chicago State's Board of Trustees, said the board had found it necessary to strip the Faculty Senate of recognition until questions related to the election were resolved because the board "has an obligation to ensure that all duly constituted university organizations are operating in an appropriate manner."

Mr. Beverly last week accused the board and the administration of having ulterior motives. "They wanted," he said, "to find a way to dissolve the senate so that they could find a faculty body that was more amenable to its nonsense." The AAUP last month sent the university's board and administration a letter arguing that its denial of recognition to the senate violates principles of academic governance.

9 Comments

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Join the discussion...



happyprof · a month ago

I wonder what percentage of CSU faculty are -not- currently on the job market.

4   · Reply · Share >



lbothwell13 · a month ago

This sounds verv heavv-handed on the part of the administration1.4f four



This comment very heavily biased on the part of the administration. If you

departments are reorganized into one, the faculty overall loses three voices in the senate. The sad thing though is that these faculty really have no where to go. They have taught 4-5 classes semester, and have little in the way of scholarship on their CVs due to that large teaching load.

4 ^ | v • Reply • Share >



concernedprof • a month ago

It is sad that this is becoming the new "normal" for higher education. While I have not read everything about this latest mess it seems that no party has sole possession of the moral high ground. The ultimate mission is to provide a quality education for the students. I see nothing in this or previous articles that leads me to believe either side is fighting for the students with that in mind.

1 ^ | v • Reply • Share >



TerribleEddie • a month ago

This article only scratches the surface of the administrative dysfunction and malfeasance at CSU. You could write three more articles this length and still not do it justice. My sympathies to the CSU faculty.

2 ^ | v • Reply • Share >



patr7529 • a month ago

CSU has been entirely corrupt for at least 15 years, IME. I doubt that most of the faculty could find jobs elsewhere. A thorough house-cleaning by both the state and HLC should dismantle the place, fire nearly everybody connected with it, and start over again, this time with people who aren't hired because of their connections--both administrators and faculty.

1 ^ | v • Reply • Share >



zincwarrior • a month ago

Sounds like a school not to attend.

1 ^ | v • Reply • Share >



academicvalues → **zincwarrior** • a month ago

So many of their students don't have a choice--that's what is so awful about this. A long-standing problem--so much at this institution is political and so little is academic. Students? Last group to be considered. That's the tragedy.

1 ^ | v • Reply • Share >



academicvalues • a month ago

The President would not know quality if it bit him and the board is clearly as political as he is. Nothing academic about him--and it's a sad commentary on 'higher education' especially in an institution serving so many minorities who deserve and need better. Get rid of Watson and get in someone who values education.

^ | v • Reply • Share >



cao3rd • a month ago

I'll bet there is much more to the story than the CHE presents. That recognized, and as a senior administrator for the past dozen years, my reaction is who really cares how the senate is seated as long as the rules are clear and it is fair? I mean you want all this negative publicity over this? Makes no sense to me . . . its only an advisory body. What a waste of time.

1 ^ | v • Reply • Share >



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COUNCIL OF ILLINOIS UNIVERSITY SENATES

<http://cius.illinoisstate.edu/>

(309) 438-8735

acsenate@ilstu.edu

SENATES OF THE 12 PUBLIC UNIVERSITIES OF ILLINOIS

Chicago State University

Eastern Illinois University

Governors State University

Illinois State University

Northeastern Illinois University

Northern Illinois University

Southern Illinois University Carbondale

Southern Illinois University Edwardsville

University of Illinois Chicago

University of Illinois Springfield,

University of Illinois Urbana Champaign

Western Illinois University

STATEMENT OF CONCERN

The Council of Illinois University Senates is gravely concerned about the actions of the Executive Director and staff of the State Universities Civil Service System (SUCSS) toward reclassifying principal administrative/academic professional positions within universities, as well as their adversarial audit activities and the threat thereof, without adequate and widespread consultation, including with the Presidents, Chancellors, Faculty leadership, and Human Resource Directors of the respective campuses.

These actions strike us as both arbitrary and capricious, and lacking in the transparency we expect from our public bodies.

UNIVERSITY OF ILLINOIS
AT URBANA-CHAMPAIGN



Abbas Aminmansour, Ph.D., Chair
Faculty Advisory Council
Illinois Board of Higher Education
c/o School of Architecture
117 Temple Buell Hall, MC-621
Champaign, IL 61820 USA
AAmin@Illinois.edu

November 5, 2013

Lewis T. Morelock, Executive Director
State Universities Civil Service System (SUCSS)
1717 Philo Road, Suite 24
Urbana, Illinois 61802

Submitted electronically only via: TomM@SUCSS.Illinois.gov

Dear Director Morelock:

I am writing as the Chair of the Illinois Board of Higher Education (IBHE) Faculty Advisory Council (FAC). Our Council is the most comprehensive organization representing faculty in higher education in the state of Illinois including four-year public universities, community colleges and private institutions. We are a non-political organization and are not affiliated with any groups or unions, though some of our members are members of unions at their institutions.

Our Council is aware of attempts to remove the exemption authority from our public institutions to hire academic professionals. We are very concerned about these efforts and believe that, if implemented, such a change will limit the ability of our institutions to remain competitive in today's global higher education arena.

Academic professionals are pivotal in our institutions' ability to carry out their diverse missions in teaching, research and public engagement. Their role in the day-to-day life of our institutions is no less critical than that of us, the faculty. Further, it is of the utmost importance that when academic professional positions are vacant, that we hire the most qualified individuals for the positions and to do so in a very timely manner. We cannot afford to abandon our essential tasks in teaching, research and public engagement because of unnecessary delays caused by a remote body imposing hiring decisions or restrictions in areas that they are most likely unfamiliar with. We believe our institutions are fully capable of conducting fair and reasonable searches for academic professional positions to hire individuals most qualified to serve the citizens of our state within the exemption authority they have had for years. We cannot go back to the situation we were in before 1998 when the exemption authority was not delegated to our public institutions.

We are aware that differences exist between SUCSS and our state universities on this issue. We are also aware that it was proposed at the November 14, 2012 Merit Board meeting that a study group consisting of Merit Board members, HR Directors, faculty members as well as other stakeholders be established to examine the issues and make recommendations to the Board for its consideration. We understand that a stakeholder's group has been formed and has met a number of times, but that there are no Merit Board members or faculty serving on the group.

Citizens of the state of Illinois deserve nothing short of a fair and transparent consideration of their issues. I was instructed by a unanimous vote of our Council at its meeting of October 18, 2013 to communicate to you our serious concerns on this issue. Therefore, on behalf of the Council, I urge you to please include in the stakeholder's group members of the Merit Board as well as faculty to allow even-handed deliberations and a fair and well-informed outcome.

To that end, I propose the following remedy: Our Council has earned a reputation of being a respectable and fair-minded organization. And we have successfully nominated faculty for membership on important state committees and agencies in the past such as the Illinois Board of Higher Education. We would be delighted to nominate highly qualified and well-informed individuals for membership on this group, just as we have done for other groups at the state level.

On behalf of the Council, I look forward to working with you on the implementation of faculty representation on the stakeholder's group. Thank you for your consideration and have a wonderful day.

Sincerely yours,



Abbas Aminmansour, Chair
IBHE Faculty Advisory Council

cc: Dr. Harry Berman, IBHE Executive Director
Members of the Merit Board (submitted electronically only via: TeresaR@SUCSS.Illinois.gov)
IBHE Faculty Advisory Council

UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE
Senate Executive Committee
(Final; Action)

SC.13.06 Reaffirmation of SC.11.14, SEC support for Council of Academic Professionals Resolution

BACKGROUND

The Senate Executive Committee (SEC) finds it important to support the main concerns of the Council of Academic Professionals (CAP) which is 1) the imminent risk of losing the exemption authority of the Urbana campus which would limit its ability to create academic professional (AP) positions, and 2) the trend toward classifying AP positions as civil service.

The following current CAP members have approved the Spring 2011 resolution: K. Allan, K. Alexander-Brown, R. Atterberry, R. Bauer, M. Bergman, S. Carroll, B. Escobar, T. Flanagan, J. Howell, V. Kann, S. Key, T. Korder, G. Letterly, M. Madsen, B. Mahaffey, E. Malloch, J. Mumbower, E. Rockman, S. Schweitzer, L. Smith, J. Witte, K. Yfantis.

RECOMMENDATION

The Senate Executive Committee recommends reaffirmation of the attached "Council of Academic Professionals (CAP) Resolution on Academic Professionals: Conversion and Exemption" originally presented to the Senate on April 25, 2011 and approved on May 2, 2011.

SENATE EXECUTIVE COMMITTEE
Matthew Wheeler, Chair
Roy Campbell, Vice Chair
Abbas Aminmansour
Nicholas Burbules
Brock Gebhardt
Harry Hilton
Eric Johnson
Prasanta Kalita
John Kindt
Calvin Lear
William Maher
Jim Maskeri
Gay Miller
Joyce Tolliver
Konstantinos Yfantis

SC.11.14, Senate Executive Committee support for CAP Resolution

**University of Illinois at Urbana-Champaign
Council of Academic Professionals**

Letter of Resolution

By Chair Rick Atterberry

With the support of CAP representatives: Kingsley Allen, Michelle Bergman, Liezl Bowman, Kathleen Brinkmann, Kimberly Brown, Yvonne Brown, Sandra Carroll, Betoel Escobar, Veronica Kann, Sue Key, Tom Korder, Melissa Madsen, Brad Mahaffey, Erica Malloch, Karen McLaughlin, Lisa Merrifield, Elizabeth Rockman, Wayne Stahl, Jim Witte, and Kostas Yfantis

Academic Professionals: Conversion and Exemption

Whereas, Academic Professionals are a unique category of employees on this campus, serving in administrative, professional and technical roles, fulfilling the need for a flexible, self-directed and multi-disciplinary workforce contributing directly to the university's mission, and

Whereas, the need for Academic Professional positions was identified in order to respond to the call for a different kind of specialized support for teaching, research, technology and administration – needs not met by the civil service system and positions that did not fit the civil service classifications, and

Whereas, the civil service system created a series of Academic Professional titles, specifically exempting Academic Professionals from the civil service system, and

Whereas, the campus was given exemption authority and allowed to create positions outside the civil service system, and

Whereas, movement is underway to audit and potentially convert a significant number of Academic Professional positions to civil service classifications, and,

Whereas, serious consideration is being given to remove the exemption authority for positions from the Urbana-Champaign campus and to require that this critical employment function become the responsibility of the State Universities Civil Service System (SUCSS),

Therefore, be it resolved by the Council of Academic Professionals, the official voice and advocate of the employee group known as Academic Professionals at the University of Illinois at Urbana-Champaign, that,

We vigorously oppose the reclassification of Academic Professional positions (as exempted and authorized by campus) to civil service classifications, a change that will result in untenable restrictions impacting recruiting, hiring, and retention, resulting in loss of both future and current top tier talent necessary for the University of Illinois at Urbana-Champaign to remain a world renowned institution, and

We adamantly oppose the removal of position exemption authority which would irrefutably harm the campus by requiring that a third party assume responsibility for a critical institutional decision-making process with far reaching implications to the mission based functions of the university,

Therefore, we urge the President of the University of Illinois and the Board of Trustees to recognize the irreplaceable value and impact of Academic Professionals to the teaching, research, public service and economic development functions of the university, and

We urge the President of the University of Illinois and the Board of Trustees to consider further how the contributions of Academic Professionals impact the university's ability to respond to the needs of the citizens of the State of Illinois,

In response we steadfastly request that the President of the University of Illinois and the Board of Trustees take any steps necessary to prevent the conversion of Academic Professional positions to civil service classifications, and

In response we steadfastly request that the President of the University of Illinois and the Board of Trustees take any necessary steps to prevent the removal of exemption authority from the Urbana-Champaign campus.

Be it finally resolved, that this Resolution, along with copies of the Council of Academic Professionals Statement on *Implications of Conversion of Academic Professionals and Loss of Exemption Authority* be forwarded to the following persons and entities:

Robert Easter
*Interim Vice President, University of Illinois &
Chancellor, University of Illinois at Urbana-Champaign*

Elyne G. Cole
Associate Provost for Human Resources

The Academic Senate and the Senate Executive Committee of the
University of Illinois at Urbana-Champaign

The Council of Academic Deans

Administrative Review and Restructuring Implementation Steering Committee

Michael J. Hogan
President of the University of Illinois

Maureen M. Parks
Executive Director of Human Resources

The Board of Trustees of the University of Illinois

The State Universities Civil Service System Merit Board

Tom Morelock
Executive Director, State Universities Civil Service System

University Professional Personnel Advisory Committee (UPPAC)

Report on the NIU Board of Trustees Academic Affairs, Student Affairs and Personnel Committee Meeting

November 6, 2014

The NIU Board of Trustees Academic Affairs, Student Affairs and Personnel (AASAP) Committee met on Thursday, November 6, 2014 in DeKalb. Committee Chair Marshal called the meeting to order at approximately 9:00 AM.

The AASAP committee considered a change in degree designation request from the Department of Counseling, Adult and Higher Education within the College of Education. The proposed change was to move the degree designator for the current Ed.D. in Counselor Education and Supervision to a Ph.D. As of September 2013, there were 62 programs in the U.S. accredited by CACREP and 86% offer a Ph.D. degree; the remaining 14% offer an Ed.D. degree. Once approved, the Ed.D. degree will be phased out. It was clarified that the curriculum for the Ph.D. degree differs significantly from the Ed.D. degree in its research focus. The AASAP committee unanimously approved this change in degree designation.

The AASAP committee also considered a new program request for a Doctor of Nursing Practice (D.N.P.) degree. The D.N.P. is a professional practice degree grounded in advanced nursing knowledge, collaborative leadership and evidence-based practices focused on addressing issues and needs of diverse client populations and healthcare systems. The proposed degree program addresses expanding roles for nurses in the healthcare industry. The program will be funded with reallocation of existing resources. This new degree program request passed unanimously.

The one information item provided to the AASAP committee related to the oversight of academic programs. Both the internal and external processes were described. NIU has received permission from the IBHE to align the timing of NIU's academic program review with that of the accreditation review where applicable.

Respectfully Submitted,

William A. Pitney
UAC Representative

Northern Illinois University
Board of Trustees
Finance, Facilities and Operations Committee
Meeting Report: November 6, 2014

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| EXECUTIVE: STEERING: FACULTY SENATE: 11-19-14 UNIVERSITY COUNCIL: 12-03-14 |
|---|

The **Finance, Facilities and Operations Committee** of the NIU Board of Trustees met on Thursday, November 6, 2014. The meeting was chaired by Trustee Marc Strauss. The meeting was called to order at approximately 1:30 p.m. There were six action items and three informational items on the agenda.

- I. **Action Items:** The Board of Trustees considered and approved seven action items submitted by the Board Committees including:
 - A. Bowl Game Participation Expenses – Nancy Suttentfield asked for Board approval of expenditure authority for the President, or designee, to undertake all transactions necessary in relation to NIU’s participation in a post-season bowl game competition. Report of any authorizations beyond what is customary to be reported at a subsequent meeting of the Board.
 - B. FY16 Tuition, Fees, and Room and Board Recommendations
 1. Tuition
 - a. Undergraduate – Bradley Bond presented a recommendation of a 2.3 percent increase in tuition for undergraduates enrolled in 15 credit hours. It was also recommended that NIU abandon the declining credit hour structure and replace it with a flattened bundled structure because the declining rate structure created confusion to students and parents and was difficult to administer. Recommendation was also made to establish a lower out-of-state tuition for students from surrounding Midwest states (Iowa, Wisconsin, Indiana, Michigan, Ohio, and Missouri) at 140% rather than at the current 200% rate. The recruitment of approximately 80 students would off-set the loss in revenue. Graduate tuition
 - b. Graduate –An alternative tuition rate for graduate assistants and fellows was recommended that is equal to in-state rates to ease a tax withholding burden that falls on out-of-state graduate assistants. It was also recommended that “tuition” and “general fee” charges be combined for graduate and law students into one consolidated rate. This will attract students whose employer reimbursement policies only cover tuition. It was recommended that the Board approve a minimum and maximum graduate program and law school differential tuition rate of \$30 per credit hour and a maximum of \$400 per credit hour to replace program, excellence, and regional delivery fees.
 - c. Online – Recommendation was given to establish a minimum tuition rate of \$500 per credit hour and a maximum tuition rate of \$1000 for graduate and undergraduate online programs
 2. Room and Board – Eric Weldy presented a recommendation for one room and board rate that represents a 7.08 percent reduction in rates as a modest step to entice more students to reside on campus. Board rates will be bundled with room rates for a combined one rate. Room rates will be collapsed into two categories; single-occupancy or multiple-occupancy.
 3. Student Fees – Eric Weldy presented the recommendation of a two-year phase in that will collapse over a dozen separate dedicated fees into four broad categories of related fees. This is a “cosmetic” change that does not involve any change in policy. It will also aid in publicized pricing and will help make billing explanation easier.

- C. New Facility for Campus Distributive Antenna System – Matthew Parks gave a presentation of a proposed land lease agreement with Crown Castle to house a Distributed Antenna System hub. The proposed facility will provide a central collocation point from which providers can expand antenna systems across NIU to improve cellphone coverage for the entire campus. A new fiber optic infrastructure will also be built and interconnected to the university's main fiber optic arteries. All costs of improvements, equipment, shelters, and fiber optic infrastructure will be covered by Crown Castle.
- D. Energy Infrastructure Improvements-Phase XI Performance Contract – John Chaney and Kenneth Pugh presented a request for an amendment to the contract amount that was approved by the Board in December 2013. The original amount was to not exceed \$10.8 million. The amendment would include financing an additional \$7.2 million to bring the new total to not exceed \$18.0 million.

II. **Information items** (None of which were discussed):

- A. Semi-Annual Progress Report of Active Capital Projects
- B. Quarterly Summary Report of Transactions in Excess of \$100,000
- C. Periodic Report on Investments

The meeting adjourned at approximately 4:30 p.m.

Respectfully submitted,



Jay Monteiro
University Advisory Committee Representative

Open Access for NIU-produced published journal articles

The Faculty of Northern Illinois University is committed to disseminating its research and scholarship as widely as possible. In particular, as part of a public university system, the Faculty is dedicated to making its scholarship available to the people of Illinois and the world. Also, to comply with the provisions of the state of Illinois' *Open Access to Research Articles Act* the following is encouraged for adoption.

It is proposed that this be an open access policy for faculty produced, published research articles for Northern Illinois University.

Under this policy, Faculty members are strongly encouraged to retain their copyrights for all published scholarly articles. As such, each Faculty member grants to Northern Illinois University license to exercise and all rights under copyright relating to each of his or her scholarly articles, in any medium, and to authorize others to do the same.

The policy applies to all scholarly articles authored or co-authored while the person is a member of the Faculty except for any articles published before the adoption of this policy and any articles for which the Faculty member entered into an incompatible licensing or assignment agreement before the adoption of this policy. This policy does not transfer copyright ownership, which remains with Faculty authors under existing Northern Illinois University policy.

Application of the license will be waived for a particular article or access delayed for a specified period of time upon expressed direction by a Faculty member to Northern Illinois University.

To assist the University in disseminating and archiving the articles, each Faculty member will provide an electronic copy of his or her final version of the article to Northern Illinois University by the date of its publication. Northern Illinois University will make the articles available in an open access repository. When appropriate, a Faculty member may instead notify Northern Illinois University if the article will be freely available in another repository or as an open-access publication.

The University Council and Northern Illinois University will be responsible for implementing this policy, resolving disputes concerning its interpretation and application, and recommending any changes to the Faculty. The Academic Senate and Northern Illinois University will review the policy within three years, and present a report to the Faculty. The Faculty calls upon the Academic Senate and Northern Illinois University to develop and monitor mechanisms that would render implementation and compliance with the policy as convenient for the Faculty as possible.

Resolution:

Whereas the State of Illinois has passed Public Act 098-0295, the Open Access to Research Articles Act;

Whereas the Act requires research produced by faculty of Illinois public universities to make this accessible to all;

Whereas NIU's Huskie Commons provides an open access outlet for NIU Faculty produced scholarly manuscripts;

Whereas the Faculty at Northern Illinois University is committed to disseminating its research and scholarship as widely as possible;

Therefore, be it resolved that the Northern Illinois University Faculty Senate endorses the following Open Access Policy for scholarly products produced by all NIU faculty:

1. Each Faculty member is strongly encouraged to retain all copyright rights for all scholarly articles that they publish or produce.
2. Each Faculty member grants Northern Illinois University permission to make available his or her scholarly articles and grants Northern Illinois University license to exercise any and all rights under copyright relating to each of his or her scholarly articles provided these are not sold.
3. The policy applies to all scholarly articles authored or co-authored while the person is a member of the Faculty except for any articles published before the adoption of this policy and any articles for which the Faculty member entered into an incompatible licensing or assignment agreement before the adoption of this policy. This policy does not transfer copyright ownership, which remains with Faculty authors under existing Northern Illinois University policy, unless the author chooses to transfer the copyright to a publisher.
4. Application of the license will be waived for a particular article or access delayed for a specified period of time upon expressed direction by a Faculty member to Northern Illinois University.
5. To assist the University in disseminating and archiving the articles, each Faculty member will provide an electronic copy of his or her final version of the article to Northern Illinois University by the date of its publication. Northern Illinois University will make the articles available in an open access repository, Huskie Commons. When appropriate, a Faculty member may instead notify Northern Illinois University if the article will be freely available in another repository or as an open-access publication.
6. The University Council, in consultation with the office of the Executive Vice President and Provost will review the policy within three years, and present a report to the Faculty. The Faculty calls upon the University Council and Northern Illinois University to develop and monitor mechanisms that would render implementation and compliance with the policy as convenient for the Faculty as possible.

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|--|
| EXECUTIVE: 11-12-14 STEERING: FACULTY SENATE: 11-19-14 UNIVERSITY COUNCIL: REFER TO: |
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Faculty Salary Report

Faculty Senate
Committee on the Economic Status of the Profession
Northern Illinois University

October 2014

Acknowledgements

We would like to thank Bilal Khan for his efforts in collecting additional data. Any remaining errors are the responsibility of the Committee. For various reasons this report has taken a long time to prepare. Please remember that committee members were not compensated in terms of time or remuneration; all participation is voluntary. Any questions concerning this report should be directed to the Chair of the Committee, George A. Slotsve.

Background

In 2011 the NIU Faculty Senate requested an analysis of faculty salaries across universities. The question of interest was how NIU salaries compared to other universities. The project languished for two years as data was not readily available. In 2012 the Faculty Senate was granted a research assistant position and this allowed the data to be collected and analyzed.

Comparison Universities

The biggest issue faced by the committee was the dearth of appropriate data. In the best of all worlds, we would like to have included a larger number of universities. Due to the availability of consistently defined data, we restricted our analysis to Illinois. Because only public universities in Illinois were considered, we have implicitly controlled for the effects of the State Budget cuts on higher education.

Statistical Analysis

We have only provided the average (mean) base salary by department and rank across universities. Other summary measures of central tendency (median) and dispersion (standard deviation, range) could be calculated. It should be noted that the mean salary will be affected by outliers (particularly high or low salaries). We have not examined outliers in the analysis. If we had at least two years of data, it would be possible to control for unobserved heterogeneity in our sample using panel data techniques. Finally, at least at the university level, we could compare the distribution of salaries across universities. In the interest of producing a report this year rather than next and given limited resources, we have opted not to perform these additional analyses.

Data

The data for the Fiscal year 2013 were obtained from the IBHE website (<http://www.ibhe.org/pa96266/search.aspx>). The information included:

- Employee Name
- University
 - 1 Chicago State University
 - 2 Eastern Illinois University
 - 3 Governors State University
 - 4 Illinois State University
 - 5 Northeastern Illinois University
 - 6 Northern Illinois University
 - 7 Southern Illinois University – Carbondale
 - 8 Southern Illinois University – Edwardsville
 - 9 Southern Illinois University – School of Medicine
 - 10 Southern Illinois University – System Office
 - 11 University of Illinois – Chicago
 - 12 University of Illinois – Springfield
 - 13 University of Illinois – Urbana/Champaign
 - 14 University of Illinois – University Administration
 - 15 Western Illinois University

- Position
 - 1 Assistant Professor
 - 2 Associate Professor
 - 3 Chancellor
 - 4 Instructor
 - 5 Lecturer
 - 6 No Rank or Other
 - 7 Other Administrator
 - 8 President
 - 9 Professor
 - 10 Senior Officer
 - 11 Unit Officer
 - 12 Vice Chancellor
 - 13 Vice President

- Title

Included additional specifics with respect to title including identifying department chairs, deans, etc).

- Additional Information

This information is sporadically and inconsistently reported within and across universities. For example, some departments at Chicago State noted the length (in months) of the contract. Most departments and universities did not report this information.

- Base Salary

Generally this refers to the 9 month contract.

- Additional Compensation

This includes, for example, salary for summer teaching.

Information Not Reported

The IBHE data did not include any information on the department to which an employee was attached. This is a particularly important variable for our analysis. Salary data for universities available at most websites only report the average or mean salary possibly broken out by rank and gender. The problem with using university wide averages is the large variation in salary across departments within universities and the different distributions of departments across universities. For example, universities that have a large medical school are expected to higher average salaries. Consequently, university-wide averages do not provide a fair comparison of salaries across universities.

A fairer comparison is average department salary by rank across universities. The problem is the IBHE data did not include department information. As a result, we manually collected the department information. We have chosen comparison universities for which it was possible to find the academic departments for the majority of professors through an internet search. We did not include universities for which this information was difficult to find for many professors. The six major universities we compared included:

- 1 Chicago State University
- 2 Eastern Illinois University
- 3 Illinois State University
- 4 Northern Illinois University
- 5 Southern Illinois University – Carbondale
- 6 University of Illinois – Urbana/ Champaign

Department Definitions

Some traditional department classifications were aggregated to allow comparison across universities. We also deleted some departments because they were interdisciplinary, and it was difficult to combine them in any one group. For example, Atmospheric Sciences is combination of engineering, physics and chemistry. Urban and regional planning is a combination of sociology, economics, engineering, etc. See below for how different departments have been combined.

| | |
|--------------------|---|
| Sociology: | Anthropology, Sociology |
| Technology: | Information Technology, Technology and Education |
| Philosophy: | Criminal Justice, Philosophy |
| Foreign: | Latin Studies, African American Studies, Foreign Languages |
| Chemistry: | Biochemistry |
| Business: | Accounting, Finance, Management, Marketing |
| Health: | Kinesiology, Counseling, Audiology, Physical Education |
| Art: | Film Studies, Music, Architecture, Design, Theatre, Dance |
| Engineering: | Computer Science |
| Family: | Family and Consumer Sciences, Family and Human Development, Hospitality Management |
| Political Science: | Politics and Government |
| Communication: | Journalism, Media |
| History: | Linguistics, Women's Studies, Classics, Religion |
| Biology: | Food Science and Nutrition, Crop Science, Life Sciences, Molecular and Cellular Biology, Biotechnology, Bioengineering, Neuroscience |
| Geography: | Geology, Geography, Natural Resources and Environmental |
| Deleted: | Urban Regional Planning, Atmospheric Sciences, Employment and Labor Relations, Environment, Agriculture, Criminology |

Within the six universities, if there were professors whose departmental information we could not find through an internet search, we removed their names from the data.

Sample Restrictions

We have tried to include only those professors who did not hold an administrative position. Specifically we excluded department chairs from our analysis. It is debatable as to whether department chairs should be included in the sample because part of their salary reflects their administrative duties. We do not have information on the percentage of chair appointment attributable to administrative duties. Hopefully this allows a fairer comparison of salaries across departments and schools.

Missing Controls

We would like to have also controlled for other factors that may be expected to influence salaries. For example, we would have liked to control for quality of the faculty (captured by publication records), teaching loads, and time devoted to service activities. Unfortunately, this information is not readily available nor did we have the resources to obtain the information (much of which would need to be manually collected).

We would also like to have controlled for base contract length, but again the data is not readily available. For example, in the NIU School of Nursing, some contracts are 9 month and some are 10 or 12 month.

Interpret the data with caution!

Salaries at Selected Illinois Universities by Department and Rank, FY 2013

| | Chicago State University | | Eastern Illinois University | | Illinois State University | | Northern Illinois University | | Southern Illinois University Carbondale | | U of I at Urbana/Champaign | | Total Average Base SALARY | Total Count |
|----------------------|--------------------------------|-----------|-----------------------------------|-----------|---------------------------------|-----------|------------------------------------|-----------|--|-----------|-------------------------------|------------|------------------------------------|----------------|
| | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | | |
| Art | 69226 | 12 | 67988 | 36 | 64619 | 94 | 63840 | 82 | 65099 | 66 | 80081 | 140 | 69989 | 430 |
| Assistant Professor | 59681 | 4 | 48819 | 13 | 56474 | 27 | 48101 | 15 | 56455 | 20 | 62243 | 38 | 56530 | 117 |
| Associate Professor | 63252 | 4 | 62827 | 9 | 61035 | 40 | 58922 | 44 | 64997 | 33 | 75248 | 54 | 65547 | 184 |
| Professor | 84744 | 4 | 89106 | 14 | 78074 | 27 | 83512 | 23 | 78656 | 13 | 99640 | 48 | 88531 | 129 |
| Biology | 71623 | 14 | 86090 | 26 | 69427 | 19 | 76506 | 28 | 78450 | 36 | 101998 | 199 | 92621 | 322 |
| Assistant Professor | 67446 | 4 | 66234 | 6 | 63339 | 6 | 68774 | 6 | 61021 | 11 | 76493 | 50 | 71756 | 83 |
| Associate Professor | 69129 | 5 | 77396 | 4 | 67619 | 10 | 71967 | 12 | 78048 | 17 | 84857 | 47 | 79054 | 95 |
| Professor | 77459 | 5 | 95709 | 16 | 87633 | 3 | 86591 | 10 | 103269 | 8 | 122399 | 102 | 113599 | 144 |
| Business | 88036 | 15 | 114326 | 23 | 115280 | 77 | 128518 | 51 | 136764 | 31 | 180353 | 98 | 139984 | 295 |
| Assistant Professor | 78597 | 2 | 113532 | 12 | 114673 | 25 | 127992 | 17 | 132680 | 11 | 167251 | 45 | 138822 | 112 |
| Associate Professor | 77373 | 6 | 109357 | 8 | 112687 | 23 | 127261 | 19 | 131329 | 12 | 163005 | 23 | 128285 | 91 |
| Professor | 99872 | 7 | 130752 | 3 | 117860 | 29 | 130705 | 15 | 150531 | 8 | 213308 | 30 | 152971 | 92 |
| Chemistry | 64134 | 4 | 76431 | 13 | 73597 | 21 | 81394 | 16 | 71659 | 16 | 136484 | 42 | 98008 | 112 |
| Assistant Professor | | | 62133 | 4 | 63596 | 6 | 67198 | 2 | 60351 | 6 | 85235 | 11 | 71179 | 29 |
| Associate Professor | 64134 | 4 | 75543 | 5 | 69203 | 6 | 71186 | 8 | 71556 | 7 | 84960 | 4 | 72344 | 34 |
| Professor | | | 91841 | 4 | 83195 | 9 | 99735 | 6 | 94513 | 3 | 164997 | 27 | 131694 | 49 |
| Communication | 72167 | 4 | 71783 | 26 | 68716 | 29 | 72303 | 26 | 66663 | 46 | 98484 | 39 | 76089 | 170 |
| Assistant Professor | 72167 | 4 | 60062 | 11 | 64993 | 10 | 61533 | 6 | 57887 | 20 | 71138 | 11 | 63044 | 62 |
| Associate Professor | | | 73901 | 9 | 65574 | 11 | 69044 | 11 | 64506 | 18 | 89685 | 14 | 72422 | 63 |
| Professor | | | 90096 | 6 | 77689 | 8 | 83468 | 9 | 93456 | 8 | 128770 | 14 | 99194 | 45 |
| Economics | 77190 | 3 | 73746 | 11 | 92680 | 13 | 98421 | 11 | 106347 | 9 | 126221 | 56 | 110250 | 103 |
| Assistant Professor | | | 70841 | 3 | 79396 | 4 | 82332 | 4 | | | 93801 | 16 | 87417 | 27 |
| Associate Professor | 63117 | 1 | 62533 | 5 | 88200 | 3 | 95889 | 4 | 91706 | 6 | 94983 | 13 | 87780 | 32 |
| Professor | 84227 | 2 | 95339 | 3 | 103776 | 6 | 123250 | 3 | 135630 | 3 | 160474 | 27 | 140604 | 44 |

| | Chicago State University | | Eastern Illinois University | | Illinois State University | | Northern Illinois University | | Southern Illinois University Carbondale | | U of I at Urbana/Champaign | | Total Average Base SALARY | Total Count |
|---------------------|--------------------------|-----------|-----------------------------|-----------|---------------------------|-----------|------------------------------|-----------|---|-----------|----------------------------|------------|---------------------------|-------------|
| | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | | |
| Education | 66128 | 25 | 76102 | 32 | 66062 | 91 | 68446 | 90 | 64370 | 48 | 104125 | 66 | 74495 | 352 |
| Assistant Professor | 62928 | 12 | 62537 | 17 | 60819 | 42 | 57972 | 32 | 55748 | 20 | 68492 | 13 | 60538 | 136 |
| Associate Professor | 67861 | 7 | 77359 | 7 | 63664 | 32 | 68846 | 35 | 67494 | 23 | 83716 | 17 | 69743 | 121 |
| Professor | 70506 | 6 | 103831 | 8 | 83531 | 17 | 82409 | 23 | 84490 | 5 | 126631 | 36 | 100529 | 95 |
| Engineering | 94965 | 6 | 78272 | 6 | 113715 | 1 | 85698 | 43 | 93647 | 60 | 129316 | 315 | 118774 | 431 |
| Assistant Professor | 70578 | 1 | 63846 | 2 | | | 68568 | 16 | 72628 | 13 | 93022 | 64 | 85343 | 96 |
| Associate Professor | 83394 | 1 | 83007 | 3 | | | 88722 | 15 | 89289 | 26 | 103186 | 76 | 97743 | 121 |
| Professor | 103955 | 4 | 92916 | 1 | 113715 | 1 | 104758 | 12 | 112053 | 21 | 153938 | 175 | 145663 | 214 |
| English | 71754 | 6 | 76147 | 36 | 69335 | 43 | 69861 | 30 | 68754 | 23 | 88810 | 52 | 76045 | 190 |
| Assistant Professor | | | 57822 | 8 | 61425 | 8 | 58166 | 6 | 59130 | 3 | 63434 | 6 | 60031 | 31 |
| Associate Professor | 69392 | 4 | 66835 | 10 | 62523 | 18 | 64814 | 15 | 66294 | 14 | 76246 | 26 | 68437 | 87 |
| Professor | 76478 | 2 | 89464 | 18 | 80270 | 17 | 86069 | 9 | 79306 | 6 | 112756 | 20 | 92132 | 72 |
| Family | | | 75701 | 15 | 70859 | 9 | | | | | 90781 | 11 | 79195 | 35 |
| Assistant Professor | | | 61097 | 7 | 61405 | 5 | | | | | 71137 | 2 | 62641 | 14 |
| Associate Professor | | | 75582 | 4 | 65352 | 3 | | | | | 77176 | 5 | 73688 | 12 |
| Professor | | | 101376 | 4 | 134649 | 1 | | | | | 117610 | 4 | 112288 | 9 |
| Foreign | 66773 | 5 | 62202 | 6 | 64842 | 19 | 67422 | 21 | 63985 | 12 | 82095 | 70 | 74206 | 133 |
| Assistant Professor | 65385 | 1 | 49761 | 1 | 57941 | 7 | 56916 | 6 | 54047 | 5 | 66331 | 23 | 61816 | 43 |
| Associate Professor | 62025 | 3 | 62423 | 4 | 62916 | 7 | 59182 | 10 | 60894 | 5 | 79391 | 34 | 70980 | 63 |
| Professor | 82404 | 1 | 73757 | 1 | 77198 | 5 | 96512 | 5 | 96555 | 2 | 117057 | 13 | 101465 | 27 |
| Geography | 73638 | 1 | 72031 | 11 | 65465 | 12 | 77354 | 24 | 81726 | 15 | 91296 | 37 | 81119 | 100 |
| Assistant Professor | | | 61044 | 6 | 59520 | 9 | 63550 | 8 | 61468 | 5 | 70437 | 12 | 64073 | 40 |
| Associate Professor | | | 86806 | 2 | | | 74924 | 8 | 72068 | 2 | 82367 | 9 | 78974 | 21 |
| Professor | 73638 | 1 | 84155 | 3 | 83301 | 3 | 93586 | 8 | 96801 | 8 | 111964 | 16 | 99757 | 39 |

| | Chicago State University | | Eastern Illinois University | | Illinois State University | | Northern Illinois University | | Southern Illinois University Carbondale | | U of I at Urbana/Champaign | | Total Average Base SALARY | Total Count |
|---------------------|--------------------------|-----------|-----------------------------|-----------|---------------------------|-----------|------------------------------|-----------|---|-----------|----------------------------|------------|---------------------------|-------------|
| | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | | |
| Health | 64808 | 14 | 74859 | 37 | 68917 | 37 | 69748 | 49 | 67584 | 41 | 91445 | 54 | 74800 | 232 |
| Assistant Professor | 63375 | 8 | 57514 | 15 | 59403 | 13 | 60124 | 22 | 56120 | 12 | 71523 | 21 | 61979 | 91 |
| Associate Professor | 65477 | 5 | 74359 | 10 | 66024 | 11 | 73601 | 19 | 65277 | 19 | 86266 | 21 | 73500 | 85 |
| Professor | 72936 | 1 | 96957 | 12 | 80877 | 13 | 87063 | 8 | 85724 | 10 | 135372 | 12 | 97608 | 56 |
| History | 65065 | 5 | 75183 | 27 | 64421 | 24 | 73435 | 30 | 68629 | 18 | 93087 | 119 | 82588 | 223 |
| Assistant Professor | | | 52186 | 4 | 55137 | 7 | 59669 | 9 | 56826 | 7 | 67656 | 14 | 60407 | 41 |
| Associate Professor | 64013 | 4 | 54727 | 7 | 62079 | 13 | 68854 | 13 | 64415 | 5 | 79543 | 56 | 72630 | 98 |
| Professor | 69273 | 1 | 89882 | 16 | 88278 | 4 | 96366 | 8 | 85910 | 6 | 115831 | 49 | 105031 | 84 |
| Law | | | | | | | 102548 | 22 | 95976 | 23 | 186965 | 36 | 137259 | 82 |
| Assistant Professor | | | | | | | 76808 | 5 | 80617 | 12 | 141329 | 6 | 94184 | 24 |
| Associate Professor | | | | | | | 97939 | 11 | 96631 | 4 | | | 97590 | 15 |
| Professor | | | | | | | 132448 | 6 | 121931 | 7 | 196093 | 30 | 175139 | 43 |
| Library | 61387 | 15 | 91974 | 14 | 70071 | 15 | 59415 | 20 | 60681 | 18 | 83133 | 89 | 75666 | 171 |
| Assistant Professor | 54636 | 11 | 59174 | 3 | 69956 | 6 | 41909 | 7 | 51480 | 7 | 65145 | 18 | 58165 | 52 |
| Associate Professor | 70896 | 2 | 76898 | 1 | 66431 | 8 | 62276 | 8 | 60608 | 8 | 78551 | 55 | 73823 | 82 |
| Professor | 89008 | 2 | 103322 | 10 | 99888 | 1 | 79347 | 5 | 82342 | 3 | 119119 | 16 | 104346 | 37 |
| Mathematics | 78422 | 10 | 83788 | 14 | 76959 | 31 | 78482 | 37 | 78879 | 21 | 99419 | 79 | 87278 | 192 |
| Assistant Professor | | | 48706 | 1 | 65701 | 7 | 64867 | 11 | 59472 | 2 | 79077 | 12 | 69395 | 33 |
| Associate Professor | 73611 | 4 | 61578 | 2 | 63968 | 5 | 69195 | 14 | 69321 | 10 | 87179 | 25 | 76314 | 60 |
| Professor | 81629 | 6 | 91016 | 11 | 84526 | 19 | 101797 | 12 | 93811 | 9 | 112517 | 42 | 99884 | 99 |
| Medicine | | | | | | | | | | | 124360 | 35 | 124360 | 35 |
| Assistant Professor | | | | | | | | | | | 110023 | 9 | 110023 | 9 |
| Associate Professor | | | | | | | | | | | 119841 | 8 | 119841 | 8 |
| Professor | | | | | | | | | | | 133537 | 18 | 133537 | 18 |

| | Chicago State University | | Eastern Illinois University | | Illinois State University | | Northern Illinois University | | Southern Illinois University Carbondale | | U of I at Urbana/Champaign | | Total Average Base SALARY | Total Count | |
|---------------------|--------------------------|-------|-----------------------------|-------|---------------------------|-------|------------------------------|-------|---|-------|----------------------------|-------|---------------------------|-------------|----|
| | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | | | |
| Nursing | 65030 | 3 | 66759 | 2 | 69572 | 17 | 69501 | 19 | | | | | 69069 | 41 | |
| Assistant Professor | 65030 | 3 | 66759 | 2 | 66641 | 13 | 67277 | 11 | | | | | 66724 | 29 | |
| Associate Professor | | | | | 75966 | 3 | 71351 | 7 | | | | | 72735 | 10 | |
| Professor | | | | | 88488 | 1 | 81025 | 1 | | | | | 84757 | 2 | |
| Pharmacy | 94506 | 12 | | | | | | | | | | | 94506 | 12 | |
| Assistant Professor | 90347 | 8 | | | | | | | | | | | 90347 | 8 | |
| Associate Professor | 102825 | 4 | | | | | | | | | | | 102825 | 4 | |
| Philosophy | 73665 | 15 | 72988 | 6 | 74196 | 16 | 68279 | 9 | 83445 | 10 | | 97561 | 11 | 78391 | 67 |
| Assistant Professor | 63470 | 4 | 54739 | 1 | 59445 | 4 | 59424 | 6 | | | 60826 | 3 | 60301 | 18 | |
| Associate Professor | 71540 | 6 | 72292 | 1 | 67332 | 7 | 72780 | 1 | 64080 | 4 | 81051 | 6 | 71530 | 25 | |
| Professor | 84371 | 5 | 77725 | 4 | 95608 | 5 | 92594 | 2 | 96356 | 6 | 202194 | 2 | 99104 | 24 | |
| Physics | 64116 | 2 | 85408 | 6 | 78849 | 9 | 90180 | 18 | 80234 | 7 | 119049 | 63 | 105098 | 105 | |
| Assistant Professor | | | 54745 | 1 | 58005 | 1 | 66250 | 2 | 67154 | 2 | 90266 | 9 | 79463 | 15 | |
| Associate Professor | 64116 | 2 | 76143 | 3 | 68229 | 3 | 86374 | 8 | 74203 | 4 | 89572 | 16 | 82842 | 36 | |
| Professor | | | 114639 | 2 | 89390 | 5 | 99969 | 8 | 130518 | 1 | 138278 | 38 | 127056 | 54 | |
| Policy | 60156 | 1 | | | | | 91514 | 3 | 89930 | 2 | 73001 | 1 | 83937 | 7 | |
| Assistant Professor | 60156 | 1 | | | | | 65500 | 1 | 59679 | 1 | 73001 | 1 | 64584 | 4 | |
| Associate Professor | | | | | | | 81950 | 1 | | | | | 81950 | 1 | |
| Professor | | | | | | | 127091 | 1 | 120182 | 1 | | | 123636 | 2 | |
| Political Science | | | 82323 | 9 | 68698 | 15 | 74007 | 20 | 67024 | 14 | 118739 | 26 | 86632 | 84 | |
| Assistant Professor | | | 64196 | 1 | 60811 | 8 | 65151 | 10 | 60032 | 5 | 79510 | 5 | 65514 | 29 | |
| Associate Professor | | | 76581 | 3 | 65127 | 3 | 75460 | 8 | 65701 | 7 | 94933 | 9 | 78104 | 30 | |
| Professor | | | 89393 | 5 | 87149 | 4 | 112474 | 2 | 89136 | 2 | 152939 | 12 | 121362 | 25 | |

| | Chicago State University | | Eastern Illinois University | | Illinois State University | | Northern Illinois University | | Southern Illinois University Carbondale | | U of I at Urbana/Champaign | | Total Average Base SALARY | Total Count |
|---------------------|--------------------------|------------|-----------------------------|------------|---------------------------|------------|------------------------------|------------|---|------------|----------------------------|-------------|---------------------------|-------------|
| | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | Average Base SALARY | Count | | |
| Psychology | 68245 | 12 | 85030 | 16 | 73928 | 37 | 80670 | 29 | 78044 | 18 | 103954 | 48 | 85305 | 160 |
| Assistant Professor | 56937 | 3 | 55493 | 3 | 61659 | 3 | 73133 | 7 | 65424 | 3 | 74086 | 13 | 68550 | 32 |
| Associate Professor | 69987 | 6 | 40888 | 2 | 60187 | 15 | 74181 | 11 | 73994 | 10 | 84086 | 13 | 71115 | 57 |
| Professor | 76071 | 3 | 101111 | 11 | 86715 | 19 | 91955 | 11 | 93714 | 5 | 133344 | 22 | 104249 | 7 |
| Social Work | 68153 | 4 | | | 58802 | 8 | | | 74425 | 10 | 85902 | 12 | 74062 | 3 |
| Assistant Professor | 67721 | 2 | | | 47331 | 4 | | | 56345 | 2 | 73987 | 4 | 61117 | 1 |
| Associate Professor | 64170 | 1 | | | 68865 | 3 | | | 64995 | 3 | 87526 | 6 | 76224 | 1 |
| Professor | 72999 | 1 | | | 74502 | 1 | | | 87314 | 5 | 104856 | 2 | 88198 | 9 |
| Sociology | 65133 | 6 | 68237 | 11 | 68868 | 24 | 74219 | 27 | 69945 | 16 | 83780 | 45 | 75096 | 12 |
| Assistant Professor | 56916 | 2 | 53551 | 4 | 56651 | 5 | 63009 | 9 | 60534 | 6 | 67512 | 12 | 61887 | 3 |
| Associate Professor | 57659 | 2 | 67126 | 5 | 64108 | 14 | 73444 | 11 | 67662 | 5 | 76871 | 17 | 70398 | 5 |
| Professor | 80825 | 2 | 100389 | 2 | 94413 | 5 | 89848 | 7 | 83522 | 5 | 103323 | 16 | 95519 | 3 |
| Technology | 84005 | 2 | 83825 | 12 | 91459 | 27 | | | 66756 | 37 | | | 78375 | 7 |
| Assistant Professor | 74356 | 1 | 70009 | 2 | 83117 | 10 | | | 60475 | 17 | | | 69120 | 3 |
| Associate Professor | | | 82695 | 7 | 93672 | 9 | | | 69336 | 18 | | | 78528 | 3 |
| Professor | 93654 | 1 | 95673 | 3 | 99398 | 8 | | | 96921 | 2 | | | 97836 | 1 |
| Grand Total | 72461 | 196 | 78825 | 395 | 75191 | 689 | 78064 | 705 | 77100 | 597 | 110183 | 1743 | 90233 | 432 |

Notes

1. We have tried to include only those professors who did not hold an administrative position. This allows us a fairer comparison of salaries across departments and schools.
2. The six major universities we have chosen are the ones for which it was possible to find the academic departments of the majority of professors through an internet search. We did not include universities for which this information was difficult to find for many professors.
3. Within the six universities, if there were professors whose departmental information we could not find through an internet search, we removed their names from the data.
4. Because departments are defined differently in across universities, we had to inevitably group some departments together. (For example, UIUC has several different engineering schools that we combined into one.) See below for how different departments have been combined.
5. We deleted some departments because they were interdisciplinary, and it was difficult to combine them in any one group. (For example, Atmospheric Sciences is combination of engineering, physics and chemistry. Urban and regional planning is a combination of sociology, economics, engineering, etc).

Department Definitions

Sociology: Anthropology, Sociology

Technology: Information Technology, Technology and Education

Philosophy: Criminal Justice, Philosophy

Foreign: Latin Studies, African American Studies, Foreign Languages

Chemistry: Biochemistry

Business: Accounting, Finance, Management, Marketing

Health: Kinesiology, Counseling, Audiology, Physical Education

Art: Film Studies, Music, Architecture, Design, Theatre, Dance

Engineering: Computer Science

Family: Family and Consumer Sciences, Family and Human Development, Hospitality Management

Political Science: Politics and Government

Communication: Journalism, Media

History: Linguistics, Women's studies, Classics, Religion

Biology: Food Science and Nutrition, Crop Science, Life Sciences, Molecular and Cellular Biology, Biotechnology, Bioengineering, Neuroscience

Geography: Geology, Geography, Natural Resources and Environmental,

Deleted: Urban Regional Planning, Atmospheric Sciences, Employment and Labor Relations, Environment, Agriculture, Criminology