

Southern Illinois University, Carbondale  
Faculty Senate  
Budget Committee  
Annual Report AY 2020-2021

The Budget Committee conducted a study of issues relating to budget equity SIU. The committee gathered data from the Office of the Vice Chancellor for Administration and Finance and the Office of Institutional Research and Studies (including the Interactive Fact Book online). The Committee held regular monthly meetings, as well as special meetings with Chancellor Austin Lane and Director of Athletics Liz Jarnigan. The Committee Chair met with Interim Associate Chancellor of Diversity to inquire about initiatives to support underrepresented faculty.

The results of study are outlined in the **Budget Equity Report Card** (attached). After releasing the Report Card, the committee hosted a **Budget Equity Town Hall**, which is available on the SIU Chancellor YouTube page:

<https://youtu.be/0Yx93m9qfxc>

An article about the Town Hall was published in *The Daily Egyptian*:

<https://dailyegyptian.com/106404/news/sius-faculty-senate-budget-committee-addresses-budget-equity-disparities/>

The Committee Chair will deliver all of the data gathered this year to next year's Budget Committee, with the hopes that the Committee in future years might add to it, and continue to track and report on SIU's progress with respect to budget equity.

The Committee Chair also served on the Chancellor's Planning and Budget Advisory Council.

# SIUC Faculty Senate Budget Committee

## BUDGET EQUITY REPORT CARD 2020

### SIUC POLICIES SUPPORTING EQUITY

- SIUC is poised to make budget decisions in a time of national unpredictability due to COVID-19 and global market fluctuations, as well as longstanding budget shortfalls and debt obligations within the State of Illinois, all of which necessitate well-informed, fair and equitable budget decision-making at the university level.
- For decades SIUC has considered equity and anti-discrimination with regard to faculty hiring, compensation, benefits, promotion, and treatment to be critical to the success of faculty and of the university as a whole.
  - See, for example, Faculty Senate Resolution to charge Faculty Senate standing committees to address diversity, equity, and inclusion (7/17/2020); Resolution to amend grievance procedure for the faculty on sexual harassment, affirmative action/equal opportunity, research misconduct (3/21/1995); Resolution to endorse statement concerning sexual harassment (3/11/1980).*
  - See, for example, SIUC Policy on Non-Discrimination and Non-Harassment (revised 2011); SIUC Affirmative Action Policy Statement (1996); SIUC Americans with Disabilities Act of 1990 Grievance Procedure; SIUC AIDS Policy (1988).*
- However, despite longstanding warnings by national academic associations and regional watchdogs, SIUC policies related to budget equity have not sufficiently considered disparities in compensation and service between administration and faculty, and between tenure-track and non-tenure track faculty, nor have inequities and anti-discrimination been adequately addressed under existing policies with respect to equal opportunity and protected categories.
  - No SIUC policy addresses a commitment to remedy pay and service disparities between faculty and administration or between tenure-track and non-tenure-track faculty.*
  - The Agreement Between the Board of Trustees of Southern Illinois University and the SIUC Faculty Association, IEA/NEA requires a focus on parity when there is a budget surplus, but not when there is a budget shortfall.*

### STUDENT/FACULTY/ADMIN COUNTS AND SALARY DATA, FY11-FY20

*(based on data provided by the VC for Administration and Finance, Institutional Research and Studies, and SIU Interactive Fact Book online; data presented here does not include School of Medicine)*

- Total student enrollments (UG/Grad/Professional) have declined by ~42% (20,037 in FY11; 11,695 in FY20); state appropriations have declined by ~23% (\$224,378,400 in FY11; \$173,435,300 in FY20)
- T/TT faculty counts have declined by ~37%; NTT counts have remained relatively stable
- In FY20, NTT faculty outnumbered T/TT faculty on campus for the first time
  - T/TT to NTT Ratio:           FY11: 1.44
  - FY20: 0.93
- Undergraduate/Graduate Assistants have declined by ~35% since FY13 (data was not provided for FY11 and FY12)
- Numbers of Upper Administration/Management (Deans/Assoc. Deans; Provost/Assoc. Provost; Chancellor/VC) have declined by ~11% in the same period
- Numbers of academic-unit chairs and directors (i.e. the administrative level directly above faculty) have declined by ~44% since FY11
- Salaries for some upper-admin positions have increased by 10%-20% since FY11

<b>Faculty / UG &amp; Graduate Assistants</b>		
	COUNTS	TOTAL SALARY*
Tenure Track (T/TT)	- 37% (682 to 430)	- 33% (\$51.1M to \$34.2M)
Non-Tenure Track (NTT)	- 3% (474 to 460)	+ 8% (\$14.6M to \$15.8M)
Undergraduate/Graduate Assistants (UGA/GA)	-35% (1722 to 1123)	-28% (\$21.2M to \$15.3M)

<b>Administration/Management</b>		
	COUNTS	TOTAL SALARY*
Upper Admin./Management**	- 11% (36 to 32)	-7.4% (\$5.5M to \$5.1M)
Chairs/Directors (academic-unit)	- 44% (63 to 35)	-38.6% (\$7.6M to \$4.6M)

\*IBHE data unavailable for FY11

\*\*Includes Deans/Assoc. Deans; Provost/Assoc. Provost; Chancellor/VC

<b>Admin/Management Salary increases (by position)</b>	
Interim Chancellor	+40.0% / \$108K (\$267K FY15; \$375K FY20)
Provost	+11.6% / \$27K (\$234K FY14; \$261K FY20)
Assoc. Provost for Academic Programs	+15.1% / \$23K (\$148K FY15; \$171K FY17)
VC for Student Affairs*	+19.5% / \$29K (\$149K FY17; \$178K FY18)
Interim Asst. Provost & Chief Information Officer**	+10.0% / \$13K (\$128K FY16; \$141K FY17)
Chief of Staff***	+15.1% / \$18K (\$122K FY18; \$140K FY20)

\*Interim until 12/2019

\*\*Became CIO 03/2015

\*\*\*Position changed from "Assistant to the Chancellor" to "Chief of Staff" 08/2017

as of 2.27.2021