**Academy for Academic Personnel Administration**

**Fall 2016**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: Illinois State University

Name and Title of Individual Responding: Mike Schultz – Director, Labor Relations & Academic Employee Relations

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

Approximately 450 non-tenure track faculty

Includes:

* All full-time and part-time non-tenure track faculty employed by Illinois State University;
* All part-time non-tenure track faculty employed by ISU who are also employed by ISU in civil service or academic professional positions;
* All part-time non-tenure track faculty who are also employed by ISU as faculty associates in the University’s lab schools (Metcalf School and University High School);
* All full-time and part-time non-tenure track faculty employed by ISU in the Department of Curriculum and Instruction to supervise student teachers

Excludes:

* All non-tenure track librarians employed by ISU;
* All non-tenure track employees of ISU employed at Mennonite College of Nursing;
* All full-time and part-time non-tenure track faculty who are retirees and hold emeritus status;
* The position of Director of Media Relations;
* All ISU employees who hold the position of Department Head or Department Chair;
* All full-time and part-time non-tenure track faculty employed by ISU who meet the definition of “short-term” employee
* All other persons employed by ISU

**Bargaining Agent:**

Non-Tenure Track Faculty Association (IEA/NEA)

**Date of First Contract:** August 16, 2004 – June 30, 2005

**Number of Succeeding Contracts:** 4, plus 2 one year extensions

**Web address of current contract:**

http://hr.illinoisstate.edu/downloads/Labor\_Contract\_NTT.pdf

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

Current agreement effective 7/1/14 through 6/30/17, was ratified on April 21, 2015. Settlement included:

* 0% salary increase effective 7/1/15 with the publicly announced increase applicable in year 3 (No announcement has been made for FY 2017 so salaries have not changed since 7/1/14).
* Agreed to give status NTT’s “weighted consideration” for full time and 9 month appointments.
* Courses that meet 4 or 5 days per week for 50 minutes will be considered 4 credits for purposes of determining workload.
* Reduced the 10 year longevity stipend from $150 to $125 per month and added a new 15 year longevity stipend of $75 per month.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.):** No significant campaigns or decisions since our last report.

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):** Despite the budget crisis and political gridlock in the State of Illinois, we are one of the few public universities in the state who have not had to initiate layoffs or furloughs. Thanks to financially sound decisions made by our leadership and the tireless efforts of our faculty and staff members, ISU remains strong and stable.