



PROPOSED COMPENSATION FOR DEPARTMENT CHAIRS/HEADS

THREE COMPENSATION VARIABLES

1. Non-Instructional Assignments (NIA's)

NIA's are awarded to provide time during the academic year to manage annual and daily operational and management demands of the unit.

2. Academic Year Stipend (AYS)

AYS's are provided to support the administrative and leadership roles and responsibilities assigned unit leaders during the academic year.

3. Chair Summer Stipend (CSS)

CSS's – Past practice has been to provide an additional month of compensation (1/9th) for work that was required during the summer months.

CSS's - Proposed – Chair's will submit summer work plans and receive a stipend based on the nature of the work and the time needed to complete the work.

See proposed Chair/Head Compensation Policy

CURRENTLY

- NIA's Based on college practice (not standardized on any metrics)
Addressed by CBA Article VII, Section 3 – Chairs must receive at least 1 NIA per academic year. Contract no longer applies to Chairs/Heads.
- AYS's Provided only to Heads.
- CSS's Provided with a month (1/9th) uniformly.
Addressed by CBA Article VII, Section 3 – all chairs provided a months salary (1/9th) during the summer. Contract no longer applies to Chairs/Heads.
Chairs and Heads can teach 1 or 2 class (no time off if two classes though not enforced).

PROPOSED

NIA's Standardized across colleges based on size and complexity of unit.

AYS's Standardized across colleges based on size and complexity of unit.
Increased as full range of duties is implemented.

CSS's Based on unit, college, and institutional need and approval of a work plan.
Chairs and Heads can teach 1 class (4 weeks off).

My View: More effective and efficient – also more fair and objective.

COSTS ASSOCIATED WITH NIA'S

	Present	Proposed	Savings
Number	67	45	22*
Dollars	\$567,203	\$372,348	(\$194,855)

* The only "real" savings here is that UIS would be able to offer 22 sections at no additional cost for adjuncts or overloads. The salary dollars are a sunken cost.

See proposed Chair/Head Compensation Policy

COSTS ASSOCIATED WITH AYS'S

	Present	Proposed	Cost
Dollars	\$0*	\$43,000	\$43,000

See proposed Chair/Head Compensation Policy

*Only Heads currently receive AYS

COSTS ASSOCIATED WITH CSS'S

	Present	Proposed	Savings
Dollars	\$221,554	\$110,777	\$110,777

See proposed Chair/Head Compensation Policy

PRESENT COMP VS PROPOSED COMP

	Present	Proposed	Savings
NIA's	67	45	22
	\$567,203	\$355,955	-\$194,855
AYS's	\$0*	\$43,000	+\$43,000
CSS's	\$221,554	\$110,777	-\$110,777
TOTAL	\$788,757	\$533,435	(\$235,322)** (\$67,777)

*Currently, only Heads receive AYS

**Remember, the dollar savings from the reduction of NIA's is not an actual savings or reduction – the salary will still be paid but 22 more sections of classes would be taught.



TIMELINE

- The proposed Roles and Responsibilities and Compensation Plan for Chairs and Heads will receive feedback until Thursday, May 2, 2019.
- The final versions of these documents will be issued no later than the end of business on Monday, May 6, 2019.
- Chairs and Deans should begin preparation of work plans for Summer 2019 immediately.