



Richard Laugesen [REDACTED]

Request for salary benchmarking information

Richard Laugesen [REDACTED]

Tue, Apr 29, 2014 at 10:23 PM

To: foia@uillinois.edu

Richard S. Laugesen
[REDACTED]

Dear UI University Relations:

I respectfully request the following records under the Illinois Freedom of Information Act. I am not a commercial requestor. I would prefer to receive the information free of charge, but would consider paying for it if necessary.

REQUESTED INFORMATION ON UNIVERSITY OF ILLINOIS:

The Provost of the Urbana-Champaign campus (Ilesanmi Adesida) announced in a mass email on Monday April 28 that:

"After benchmarking salaries for specialized faculty in a sampling of areas among peer institutions, we have determined that it is appropriate to set a minimum for non-visiting positions of \$40,000/year for full-time 9-month appointments."

I request the benchmarking information that was used to help make this determination.

This request includes (but is not limited to) any relevant executive summary, data in spreadsheets, tables, formulas used in carrying out the benchmarking analysis, list of areas sampled and at which peer institutions, and so on.

Thank you for your assistance.

Sincerely,

Richard Laugesen
Campus Faculty Association - Uniting for the Future!
cfailinois.org



Richard Laugesen [REDACTED]

FOIA response #14-292

University of Illinois FOIA <FOIA-OUR@mx.uillinois.edu>

Wed, May 7, 2014 at 5:00 PM

To: [REDACTED]
Cc: University of Illinois FOIA <FOIA-OUR@mx.uillinois.edu>

May 7, 2014

Richard S. Laugesen
[REDACTED]
[REDACTED]
[REDACTED]

Re: FOIA #14-292

Dear Mr. Laugesen:

I write to respond to your Freedom of Information request of April 29, 2014, and received in my office on April 30, 2014, in which you requested:

"The Provost of the Urbana-Champaign campus (Ilesanmi Adesida) announced in a mass email on Monday April 28 that:

"After benchmarking salaries for specialized faculty in a sampling of areas among peer institutions, we have determined that it is appropriate to set a minimum for non-visiting positions of \$40,000/year for full-time 9-month appointments."

I request the benchmarking information that was used to help make this determination"

Information responsive to your request is available and attached. These are public documents numbering 2 pages.

Should you wish to inspect or receive a physical copy of these documents, please call Melanie Kuehn at the phone number below and she will provide you with all necessary details.

[REDACTED]

You have a right, under the law, to seek a review of this response by the Public Access Counselor (PAC) in the Office of the Attorney General. The PAC may be reached by phone at [217-782-1396](tel:217-782-1396), by email to publicaccess@atg.state.il.us, or by postal mail at the Public Access Bureau, 500 S. 2nd Street, Springfield, Illinois 62706. You also have the right to seek judicial review under section 11 of this Act.

If you have questions for our office, please contact [217-333-6400](tel:217-333-6400).

Sincerely,

Thomas P. Hardy
Executive Director
and Chief Records Officer



14-292.Documents.pdf

49K

Q1:Name of university?	Q2 Name of department?	Q23:What is the number of FTE you have in NTS faculty altogether?	Q24 How many of these individuals are full-time (100%) employees?	Q25:How many are part-time?	Q26:For part-time NTS faculty, what is the median percentage appointment?	Q27:Lowest salary at rank?
University of Maryland, College Park	Communication	23	18	7	50	40800
University of Nebraska-Lincoln	Communication Studies	4	2	2	0.6	55000
Penn State	Communication Arts and Sciences	25.71	25	2	100	30636
Rutgers University	Department of Communication within the School of Communication and Information	48	3	45	0.25	64744
Michigan State University	Department of Communication	0				
The Ohio State University	School of Communication	12	12	0		70908
University of Iowa	Department of Communication Studies	1	1	0	0	40875
Northwestern University	Communication Studies	6	6	0	100	45545
University of Minnesota	Communication Studies					
University of Wisconsin-Madison	Communication Arts	3	2	1	33	37875

Q28: Highest salary at rank?	Q29: Median	Q30 Mean	Q31: Mean years in rank	Q32: Number of faculty at rank (full-time equivalencies)	Q33: What is the typical workload at 100% FTE (e.g., how many courses, any supervisory responsibilities, course director roles, service expectations, and so forth)?
57680	46350	47749.73	1.75	8	4/4 load. No supervisory responsibilities, do course director roles, no research or service responsibilities. equivalent of four courses per semester 6 courses/year 8 course equivalents
55000	55000	55000	3	1	
55008	42912	41844	10.6	9	
73478	64744	69111	2	2	
				0	
70908	70908	70908	5	1	Eight courses and varied supervisory and service assignments.
40875	40875	40875	2	1	A full teaching load (100%) for a Lecturer is 4 courses per semester and 8 courses per AY. Our Lecturer's teaching load is 75%, which is 3 courses per semester and 6 courses per AY. Our Lecturer has 20% time assigned for administrative duties, which brings the total appointment to 100%. The administrative duties include serving as the instructor for the Internship course (5%), and serving as the faculty advisor for the Undergraduate Communication Association (20%).
71577	65975	62268	1.75	4	Max course load = 6 courses a year (2/qtr), may direct debate or courses, regular service expectations, may receive course reductions for director roles
48480	43178	43178	4	1.33	Each employee teaches one course per semester. For the remaining workload, one employee is assistant course director for a class that enrolls about 1200 student; the other employee has outreach duties.



Richard Laugesen [REDACTED]

FOIA response #14-292

Richard Laugesen [REDACTED]

Wed, May 7, 2014 at 10:04 PM

To: University of Illinois FOIA <FOIA-OUR@mx.uillinois.edu>

Cc: mkuehn@uillinois.edu

Dear Mr. Hardy:

Thank you for this prompt response.

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I request your assurance that no further information exists that is responsive to my request. I raise the matter for two reasons.

1. The Provost's Office claimed in their mass email that the benchmarking exercise covered "a sampling of areas". That claim is contradicted by the 2-page response you sent me, which presents salary data for just a **single** area (Communication) at ten universities. Either the Provost's claim is incorrect, or else the response to my FOIA request is incomplete.

2. My FOIA request said (in a portion not quoted in your response):

"This request includes (but is not limited to) any relevant executive summary, data in spreadsheets, tables, formulas used in carrying out the benchmarking analysis, list of areas sampled and at which peer institutions, and so on."

Your response has provided no executive summary, no written report, and no list of areas sampled.

Does this non-response mean that the Provost's benchmarking exercise produced no such documents?

Sincerely,

Richard Laugesen

Campus Faculty Association - Uniting for the Future!

cfaillinois.org

[REDACTED]



Richard Laugesen [REDACTED]

FOIA response #14-292

University of Illinois FOIA <FOIA-OUR@mx.uillinois.edu>

Thu, May 15, 2014 at 5:19 PM

To: "Richard Laugesen" [REDACTED]

Cc: University of Illinois FOIA <FOIA-OUR@mx.uillinois.edu>, "Hardy, Thomas" <hardyt@uillinois.edu>

Richard,

I apologize for the delay. We forwarded your inquiry to the campus and received the following response:

“The document provided to you is fully responsive to your FOIA request seeking benchmarking information used in establishing a salary minimum for specialized faculty in full-time, non-visiting positions on 9-month appointments.

In addition to the information sought in your FOIA, I can provide the following further background. As you may know, the campus has been working on guidelines and policies to better recognize and support specialized faculty for over three years. After the recent completion of Provost Communication No. 25 – Employment Guidelines for Specialized Faculty Holding Non-Tenure Systems Positions, the campus has been reviewing specialized faculty salaries. The campus looked at a number of factors and data, including cost of living indices. The campus also looked at departments that have a large number of specialized faculty at the lower end of the salary continuum. The decision was made to use the Department of Communication as an appropriate unit for benchmarking purposes. The campus chose Communication because of the significant number of specialized faculty with appointments in that unit and because it is a field that tracks salary ranges for faculty not in the tenure system.”

I hope this information is helpful. Please let our office know if you have any questions.

Thank you,

Kathy

Kathleen McCarthy

Assistant Director, FOIA Administration

Office for University Relations

University of Illinois

Urbana-Champaign, Chicago, Springfield

312-996-3773 mccarthk@uillinois.edu

From: University of Illinois FOIA

Sent: Thursday, May 15, 2014 12:00 PM

To: Hudak-David, Virginia; Kuehn, Melanie; McCarthy, Kathleen Elizabeth; Hudak-David, Virginia

Subject: FW: FOIA response #14-292

From: Richard Laugesen

Sent: Thursday, May 15, 2014 11:59:46 AM (UTC-06:00) Central Time (US & Canada)

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