

## Response to EMU Administration Press Release of August 25, 2010

MYTHS	FACTS
<p><b>Myth #1:</b> EMU (The administration) is seeking a fair, competitive and economically sustainable contract for faculty.</p>	<p><b>Fact #1:</b> The administration is proposing a pay cut for faculty. EMU full professors' salaries trail nearly all of their peers. They are not competitive. Our peer institutions are receiving 4 percent pay increases for the upcoming year. Administrative salaries at EMU, however, are the highest among comparable institutions</p>
<p><b>Myth #2:</b> According to the administration, health care costs have dramatically increased, creating a challenging economic environment</p>	<p><b>Fact #2:</b> The administration's data is misleading, as it includes all employee groups. In fact, faculty health care costs have increased an average of only 5% over the past five years.</p>
<p><b>Myth #3:</b> The administration is seeking to have the faculty share in the success of increasing enrollment as a way to bolster the faculty's salary.</p>	<p><b>Fact #3:</b> Enrollment is a metric beyond the faculty's control, as numerous economic, social, and regional factors affect enrollment, and the faculty has no control over these factors. In addition, the administration proposes that faculty pay be tied to the state appropriation, another construct that the faculty has absolutely no control over. In fact, the proposed formula is unachievable in the 2nd year of the contract, and very unlikely to ever be reached.</p>
<p><b>Myth #4:</b> The administration says the faculty is resisting efforts to increase its share of the health care burden.</p>	<p><b>Fact #4:</b> The faculty now contributes 14 percent of total health care costs of EMU, which is the national average for public sector employers, and has proposed increasing that amount in these current negotiations.</p>
<p><b>Myth #5:</b> The administration's most recent proposal calls for an increase of 1 percent effective Jan.1, 2011, another 1 percent in July 2011, and a 1-percent increase in July 2012.</p>	<p><b>Fact #5:</b> According to the most recent proposal presented to the faculty, the increases would be received as follows: 0 percent in September 2011, 1 percent in September 2011, and 1 percent in September 2012. The July dates are incorrect. The administration has also proposed a 1 percent increase in January, 2011 based on a formula linking student credit hours and state appropriation (see Myth 6 below)</p>
<p><b>Myth #6:</b> The administration states its incentive package that is tied to enrollment growth is unique and innovative.</p>	<p><b>Fact #6:</b> No other university in the country ties faculty compensation to the state appropriation. We know of no other institution in the country ties faculty compensation to student credit hours.</p>

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Myth #7: The administration states the average EMU faculty salary is more than \$91,618.	Fact #7: The current average EMU faculty salary is actually \$73,000. The administration's amount of \$91,618 represents full-time faculty salary as well as pay from additional work, none of which is ever guaranteed.
Myth #8: The administration states that the university is facing increasing economic challenges due to dramatically higher health care costs and continued cuts in state aid.	Fact #8: 2010 has generated the highest total revenue in the history of the university. In recent years, the university has been so strong financially that it has allocated more than \$1 million in extra funds to athletics, and has provided an average 8 percent increase in administrative salaries. This use of additional funds is contrary to supporting the university's core academic mission.
Myth #9: The administration states that the university continues to add to the number of its faculty	Fact #9: The EMU-AAUP anticipates losing 40 faculty members in each of the next 2 years due to attrition. The EMU-AAUP has proposed that there be definitive targets for faculty hiring, but the administration has refused to even discuss this issue.
Myth #10: The administration states that health care costs rose more than 15 percent last year, from \$15.7 million to \$18.1 million.	Fact #10: These numbers include all university employees, not just faculty. In fact, faculty healthcare costs are \$8 million, and have increased only an average of \$500,000 or 7.7% for the previous two years.
Myth #11: The union's salary proposal... is simply unrealistic in today's economic environment.	Fact #11: The EMU-AAUP has proven that its salary proposal is easily affordable. Faculty costs account for only 25 percent of total university expenses, and they are not the main driver in terms of tuition increases. What is driving tuition increases are continued increases in administrative costs and continued exorbitant expenses devoted to athletics.