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Remarks presented to the Board of Higher Education by Dr. Charles Hicklin, Illinois State University, Chairman of the Faculty Advisory Committee to the Board of Higher Education

Academic Senate
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Chicago, Illinois
January 5, 1971

Remarks presented to the Board of Higher Education by Dr. Charles Hicklin, Illinois State University, Chairman of the Faculty Advisory Committee to the Board of Higher Education.

Ladies and Gentlemen:

I wish to bring to your attention an important policy matter related to the budgeting process which resulted in the operating budgets which you have before you today. Briefly stated, it is this:

These budgets do not contain enough money to maintain the merit pay principle which has been in effect for many years at Illinois institutions. Faculty pay systems do not, in Illinois, contain a built in base; thus the approximate 6 % raise generated by the BHE formula does not contain enough money beyond the cost of living rise to allow for any meaningful merit distinctions.

I am fully cognizant of the financial plight of the State of Illinois and that rising costs of higher education are difficult to meet. I therefore recommend that the Board go on record with a policy relieving the various universities of their commitment to the merit pay principle. To do otherwise is to allow a cruel hoax to continue and will force universities to reduce de facto the pay of many fully adequate teachers in order to maintain the facade of merit pay for a few.

The Faculty Advisory Committee previously requested that the cost of living increase given to most state employees, but denied to faculty members last year, be included in this year's budget. We regret that this was not done. Many voices are urging faculties toward collective action to improve their working conditions. These voices undoubtedly will have an even greater force as we fail to maintain true merit principles.

Thank you.