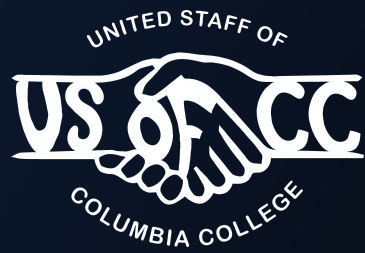


Why Staff Deserve a Fair Raise

DECEMBER 17, 2019



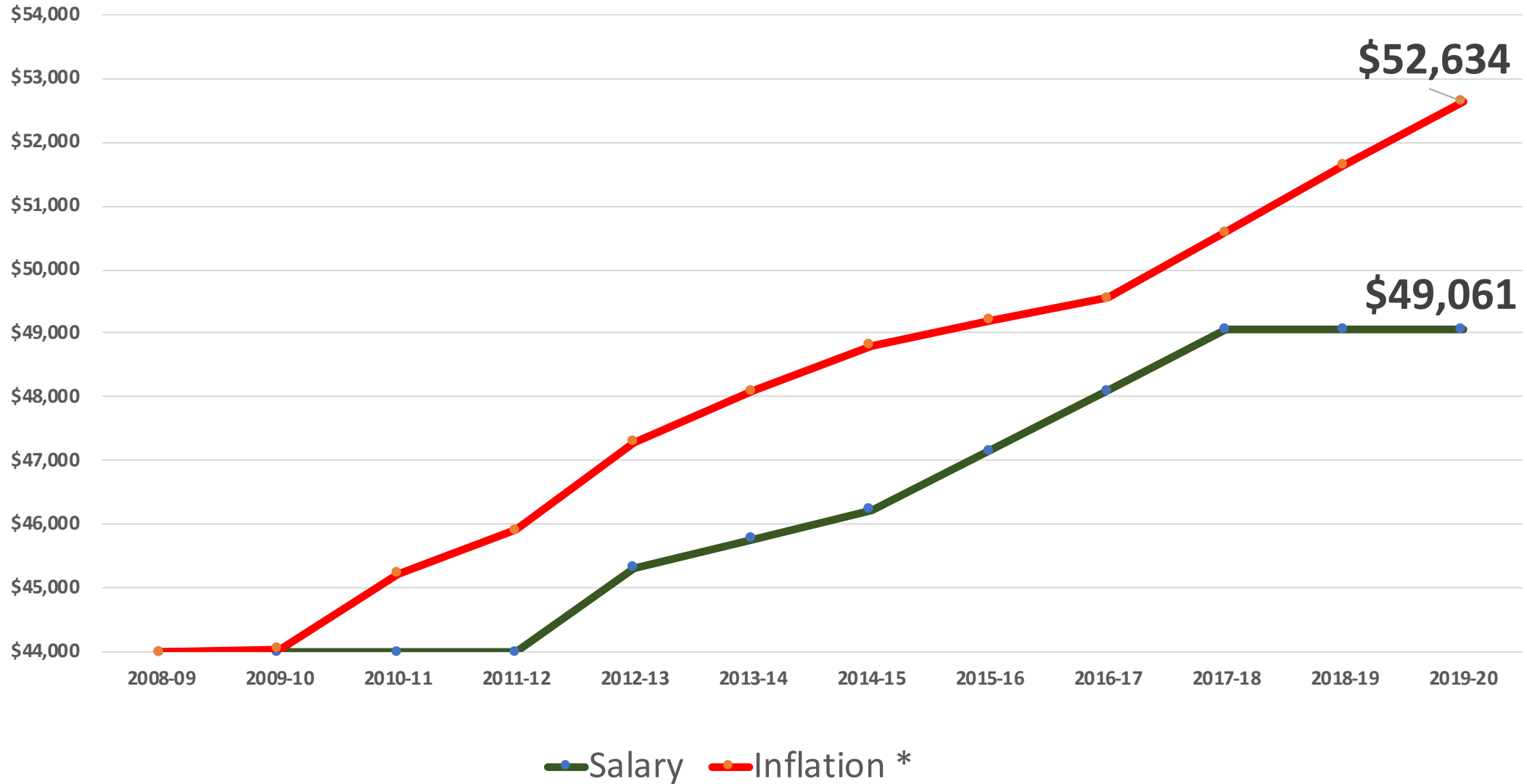
Staff salary increases lag far
behind the rate of inflation.

2019 prices are **18.1% higher** than the average prices in 2009.

Source: Bureau of Labor Statistics-Consumer Price Index



Comparison of Staff Pay Raises to Inflation--2009-19



Since 2009, the average Union member's pay raises have **fallen \$3,573** behind the cost of living.

Many USofCC staff members live paycheck to paycheck and need to work a second job to cover expenses.

An aerial photograph of a dense urban area in Chicago, showing several tall skyscrapers and smaller buildings. The image is partially obscured by a dark blue diagonal shape that serves as a background for the text.

Cost of apartment rentals in Chicago

In 2018, the **average monthly rent** for all apartments in Chicago was **\$1,760** according to Rent Café

This cost amounts to **\$21,120** per year, which represents 48% of the average salary of a unit member who lives alone.

How much have Chicago property taxes increased?

Homeowners of single-family dwellings in Chicago's north and central regions saw an **average increase of more than 11%** on their 2018 property taxes compared to 2017.

Source: Cook County Clerk's Office



Child care costs eclipse rental costs

► Illinois: **“One of the least affordable states for child care.”**

The average annual cost of child care now outpaces what families spend on a year of rent in Illinois, according to a new report that examines child care costs nationwide.

The average annual cost of center-based care for an infant in Illinois has reached \$13,474

This amount represents **32%** of an average unit member’s salary.

Source: Child Care Aware of America as reported by Cassie Walker Burke

Cost of owning a car in Chicago

In Chicago, it costs on average **\$116.00 per week** to own a car.

The report measured weekly car costs by examining gas, maintenance, insurance and parking costs.

This amount equals an annual cost of **\$6,032** which is **13%** of a unit member's average salary.

Source: Mary Meeker Internet Trends Report



Cost of public transportation

A 30-Day CTA pass costs \$105.

Metra costs are also rising. Current range is \$116 to \$239

Source: Chicago Transit Authority



How should the College determine the most appropriate method for establishing salary compensation rates?

Columbia's hired consultant, Mercer, answers this in its study performed for the college:

“The labor market is most commonly defined as the organizations to whom talent is lost and/or recruited from...”

Source: Mercer Report – p.8

... and Columbia College Chicago is losing more and more talented staff who are leaving for higher paying jobs at other area schools.

This is the labor market that should be the focus of external compensation reviews.

A few examples:



Two counselors in the college advising department left Columbia earlier this year to perform the same work at DePaul at a salary increase of \$9,000.

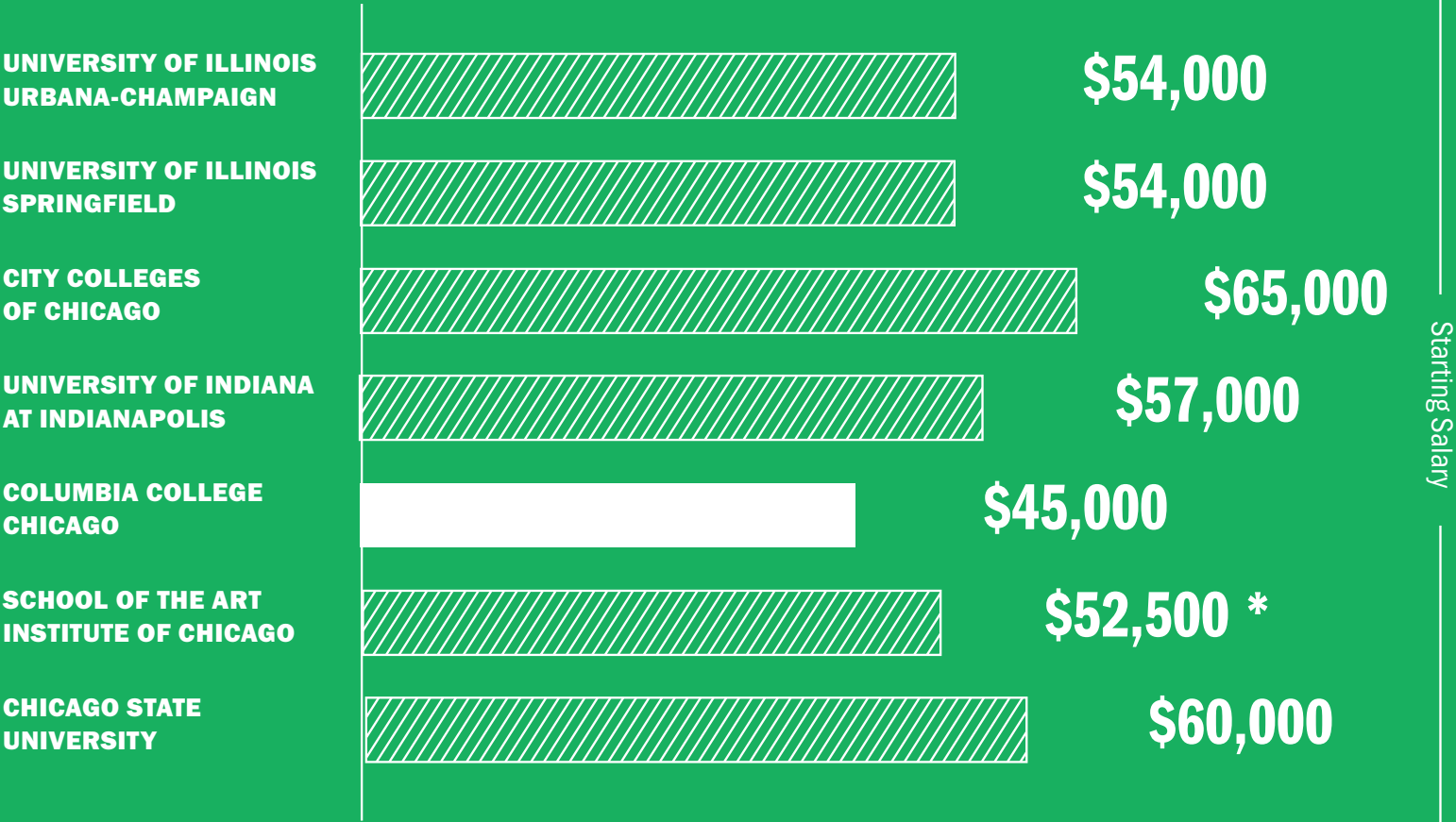
One Cinema Department technician left Columbia in 2018 to earn a \$5,200 salary increase at the College of DuPage. He performs a less demanding job.

A Radio Department technician left Columbia last year to earn a salary increase of \$15,200 at Northwestern for doing comparable work.

One Computer Lab manager left Columbia in 2019 to **earn \$10,000 (20%) more** at **Loyola** to do comparable work.

One staff therapist recently left Columbia to
earn \$15,000 more at Chicago State to perform
the same work.

SALARY DISPARITY OF STAFF THERAPISTS & COORDINATOR POSITIONS



* A non-licensed art therapist position starts at \$52,500. In addition, the school pays for the therapist's continuing education and licensing fees.

USofCC Staff have borne the brunt of the college's budget cutbacks due to layoffs, job eliminations and hiring delays.



Between 2015 and 2019:

331

USofCC staff positions
have been eliminated or lost.

Staffing levels 2015 vs. 2019

2015

384 full-time staff
378 part-time staff

762

2019

256 full-time staff
175 part-time staff

431

This represents a drop of 57%

Staff cuts have had a negative impact on student services.

Elimination of the Global Education department.

Elimination of staff-supported computer labs. (lounges)

Cuts to mailroom staff limiting deliveries (supplies, equipment and administrative delays).

Cuts to Diversity, Equity and Inclusion staff.

Cut to facility hours in print and fabrication studio.

Cuts and consolidation to IT staff.

Library has limited active programming to support students

The historic “**trade-off**” between
Columbia College Chicago and the staff union

Since 2009, staff have accepted sub-standard salary increases in order to preserve the affordable, high-quality health care plan at Columbia College Chicago.

Staff salary increases
since 2009
tell the story:

Total USofCC
pay raises is 11%

2009 -10	0%
2010-11	0%
2011-12	0%
2012-13	3%
2013-14	1%
2014-15	1%
2015-16	2%
2016-17	2%
2017-18	2%
2018-19	0%

11% in salary increases over the past 10 years
does not begin to keep up with the
18.1% rate of inflation

The cost of health care.



Despite this longstanding “trade-off,” the administration now proposes a **massive hike in health insurance costs** with no corresponding salary increase.



Under the College's proposed increases, employees would pay up to **\$1,419 more** each year for single coverage and up to **\$4,818 more** each year for family coverage.

These increases would require a **pay raise of 3.5%** for single coverage and **12.1%** for family coverage just to stay even.

A Member with Single Health Coverage Would Pay This Much More Each Year:

\$99.72 to \$146.04 in additional premiums each year.
(the range is based on salary level)

\$175.00 in additional deductible amounts each year.

\$135.00 in additional costs each year for the co-pay percentage
increase to 20%.

Cuts up to an additional **\$1,100.00** each year for increased Out-of-Pocket costs.

Total Earning Loss for **Single** Plan Member

In total, a Staff Member with Single Plan Health Coverage earning \$40,000 would have their yearly take-home pay reduced by:

\$1,419.72 per year

\$.68 per hour

3.5% in salary

A Member with Family Health Coverage Would Pay This Much More Each Year:

\$1,343.16 in additional premiums each year (the range is based on salary level)

\$275.00 in additional deductible amounts each year

\$310.00 in addition costs each year for the co-pay percentage **increase to 20%**

Up to **\$3,200.00** additional costs each year for increased **Out-of-Pocket** maximums.

Total Earning Loss for **Family** Plan Member

In total, a Staff Member with Family Plan Health Coverage earning \$40,000 would have their yearly take-home pay reduced by:

\$4,818.16 per year

\$2.32 per hour

12.1% in salary

Do High-Salaried Columbia Employees Pay
Their Fair Share Under the College's New Tier
Health Plan?

NO

Under the College's Health Care Proposal:

An employee **earning \$45,000** per year would **pay 1.95%** of their salary for single plan coverage.

An employee **earning \$150,000** per year would **pay 0.65%** of their salary for single plan coverage.

Under the College's Health Care Proposal:

A staff member **making \$45,000 per year** would **pay 5.9% of their gross salary** for family health care coverage.

A high-paid administrator **making \$150,000 per year** or more would **pay 1.9% of their gross salary** for family health care coverage.

Can the college afford to give us a fair
and decent raise?

YES

How much does the college save every year in expenses due to staff cuts?

As of 2019, the college saves approximately **\$10 million each year** on staff salaries and benefits due to the reduced number of staff positions.

How much does the college save every year in expenses due to staff cuts?


Additionally, the college has saved significant funds by implementing a **four-month delay** in filling many positions, most of which are USofCC staff positions.

How much does the college save every year in expenses due to staff cuts?

The four-month delay often becomes a **six or more month delay** after job postings, interviews and orientations are completed.

How much does the college save every year in expenses due to staff cuts?

For each full-time position that goes unfilled for six months, the college saves between **\$25,000 and \$30,000** in salary and benefits.

The background features a series of overlapping triangles in shades of dark grey and black. Within these triangles, there are vibrant, blurred light trails in teal and orange, suggesting motion or data flow. The overall aesthetic is modern and technological.

*Remaining staff members are required to perform additional duties
– in many cases without a temporary increase in their salary.*

Workloads have increased...
The college is understaffed...

Everyone is working harder.

In May of 2019, **35 Union and non-Union staff** were **cut** in order to boost the college's scholarship offerings.

Staff fully support the increase in financial assistance to obtain higher enrollment.

But...

Why didn't the Administration choose to take funds from cash reserves or its endowment fund to cover the increased scholarship offerings?

After all,

*“ The Columbia College Endowment Fund has grown from \$117.5 million in 2013 to **\$200.7 million** as of 2018.”*

*“ Columbia’s net assets have increased in each of the last eight years, from \$179.6 million in FY09 to **\$360 million** in FY17.”*

Source: Columbia College Assurance Argument to the Higher Learning Commission (HLC)

Unlike most schools, Columbia's endowment fund is largely comprised of unrestricted funds.

These unrestricted funds from the endowment can be used for any legitimate purpose, including operating expenses and the salaries of Columbia staff.

According to the same Columbia report, the College removed or transferred \$50 million from its “cash reserves” into what it calls its “quasi-endowment fund”. This occurred between 2016 to 2018.

Source: Columbia College Assurance Argument to the Higher Learning Commission (HLC)

In this same report to the HLC, the college notes that Standard & Poor's cited Columbia for its "healthy full accrual surpluses, robust available resources ratios following the sale of significant real estate assets, and a low debt burden."

When it chooses, Columbia College has found the resources to provide generous salary increases for select individuals and members of the other campus union.

Dr. Kim's reported compensation rate increased by \$189,147 over three years, rising from \$452,453 to \$641,602 between 2015 to 2017.

This represents a pay increase of 42% over 3 years.

Source: Internal Revenue Service (IRS) Form 990

On top of this massive pay increase, Dr. Kim received -
at the height of the huge enrollment drop - **\$101,000** in
bonuses between 2014-2016

2014 Bonus – **\$20,000.00**

2015 Bonus – **\$40,000.00*** (only bonus given)

2016 Bonus – **\$41,000.00**** (1 of only 2 bonuses given that year)

Source: Internal Revenue Service (IRS) Form 990

Former Provost Wearden's total compensation increased by **12%** over two years —going from \$296,875 to **\$331,037**

Source: Internal Revenue Service (IRS) Form 990

Marcelo Sabates, Vice Provost for Global Education, was compensated in the amount of **\$251,114** during 2017-18 to run a department that was eliminated the following year!

Source: Internal Revenue Service (IRS) Form 990

Higher-paid administrators also receive special retirement compensation.

The ex-president of Columbia College was given a golden parachute.

For the year 2014-15, the former President, Warrick Carter, received a going away present of

\$2,002,471

Source: Internal Revenue Service (IRS) Form 990

During this same period, how did Columbia managers do on average financially?

Management took good care of themselves.

According to a CUDAS survey, the salaries of Columbia's "Management Positions" salaries rose **37.5%** between 2012 and 2017.

Source: College and University Data Analysis System (CUDAS)

This represents an average increase of 7.5% per year for management positions at Columbia.

How does this compare with manager positions at two other local schools?

DePaul management positions: -3.2%

SAIC management positions: 21%

Columbia management positions: 37.5%

Source: CUDAS survey

How has the college administration dealt with its other union, CFAC in recent negotiations?

Part-time faculty received sizable **pay increases** ranging from 13% to **18%** for 2019-20.

The college also gave part-time faculty:

Signing bonuses of **\$350 to \$550**

An increase in the professional development pool from \$75,000 to **\$150,000**

Automatic **\$200** payments for department meetings

Increased pay for administering the Union **contract**

A **“Me Too” clause** to provide same raises as staff

Several **job security protections** including caps on teaching classes by non-tenure track employees.

Staff deserve the same salary increase to reflect the contributions that we make at Columbia College Chicago.

Can Columbia College rely on a single, national industry survey to establish salary levels for USofCC staff?

The college cites the College University Professional Association (CUPA) for its salary surveys to determine staff salaries.

Yet CUPA data is based on a broad national sampling of up to 837 schools, drawn from all regions of the country - from both urban and rural areas, public and private independent four-year schools, public two-year community colleges and private religious schools.

This does not conform with the findings of Mercer consultants as previously stated:

The labor market is "most commonly defined as the organizations to whom talent is lost and/or recruited from ..."

Local schools **NOT** on CUPA's survey list:

Loyola

Northwestern

UIC

University of Chicago

School of the Arts Institute Chicago (SAIC)

College Mapper identifies 10 private, non-religious schools that were “similar to Columbia College Chicago”...

...but only four of these 10 schools (40%) were listed in the CUPA master list.

Additionally, many of the job positions listed in the CUPA survey do not correspond with job titles at Columbia College Chicago.

The National Center for Education Statistics identifies 50 private, not-for-profit schools, including Columbia College Chicago, that have a focus on Media and Fine Arts and are located in large cities.

Source: National Center for Education Statistics



Institution	City	State	Region	Highest level of offering
Columbia College Chicago	Chicago	IL	Great Lakes	Comprehensive
American Academy of Dramatic Arts-Los Angeles	Los Angeles	CA	Far West	Associate
Portland Actors Conservatory	Portland	OR	Far West	Associate
National Conservatory of Dramatic Arts	Washington	DC	Mid East	Associate
American Academy of Dramatic Arts-New York	New York	NY	Mid East	Associate
Circle in the Square Theatre School	New York	NY	Mid East	Associate
Neighborhood Playhouse School of the Theater	New York City	NY	Mid East	Associate
The Ailey School	New York	NY	Mid East	Associate
Studio Incamminati	Philadelphia	PA	Mid East	Associate
Columbia College Hollywood	Tarzana	CA	Far West	Baccalaureate
American Academy of Art	Chicago	IL	Great Lakes	Baccalaureate
Cleveland Institute of Art	Cleveland	OH	Great Lakes	Baccalaureate
Milwaukee Institute of Art & Design	Milwaukee	WI	Great Lakes	Baccalaureate
American Musical and Dramatic Academy	New York	NY	Mid East	Baccalaureate
Marymount Manhattan College	New York	NY	Mid East	Baccalaureate
Kansas City Art Institute	Kansas City	MO	Plains	Baccalaureate
Visible Music College	Memphis	TN	Southeast	Baccalaureate
American Conservatory Theater	San Francisco	CA	Far West	Comprehensive
American Film Institute Conservatory	Los Angeles	CA	Far West	Comprehensive
California College of the Arts	San Francisco	CA	Far West	Comprehensive
Otis College of Art and Design	Los Angeles	CA	Far West	Comprehensive
San Francisco Art Institute	San Francisco	CA	Far West	Comprehensive
San Francisco Conservatory of Music	San Francisco	CA	Far West	Comprehensive
The Colburn Conservatory of Music	Los Angeles	CA	Far West	Comprehensive
Pacific Northwest College of Art	Portland	OR	Far West	Comprehensive
Cornish College of the Arts	Seattle	WA	Far West	Comprehensive
School of the Art Institute of Chicago	Chicago	IL	Great Lakes	Comprehensive
College for Creative Studies	Detroit	MI	Great Lakes	Comprehensive
Art Academy of Cincinnati	Cincinnati	OH	Great Lakes	Comprehensive
Columbus College of Art and Design	Columbus	OH	Great Lakes	Comprehensive
Maryland Institute College of Art	Baltimore	MD	Mid East	Comprehensive
New York Academy of Art	New York	NY	Mid East	Comprehensive
New York School of Interior Design	New York	NY	Mid East	Comprehensive
Pratt Institute-Main	Brooklyn	NY	Mid East	Comprehensive
Academy of Vocal Arts	Philadelphia	PA	Mid East	Comprehensive
Curtis Institute of Music	Philadelphia	PA	Mid East	Comprehensive
Moore College of Art and Design	Philadelphia	PA	Mid East	Comprehensive
Pennsylvania Academy of the Fine Arts	Philadelphia	PA	Mid East	Comprehensive
The University of the Arts	Philadelphia	PA	Mid East	Comprehensive
Berklee College of Music	Boston	MA	New England	Comprehensive
Emerson College	Boston	MA	New England	Comprehensive
Minneapolis College of Art and Design	Minneapolis	MN	Plains	Comprehensive
Memphis College of Art	Memphis	TN	Southeast	Comprehensive
Watkins College of Art Design & Film	Nashville	TN	Southeast	Comprehensive
Cleveland Institute of Music	Cleveland	OH	Great Lakes	Doctoral-Granting
Manhattan School of Music	New York	NY	Mid East	Doctoral-Granting
The Juilliard School	New York	NY	Mid East	Doctoral-Granting
The New School	New York	NY	Mid East	Doctoral-Granting
The New England Conservatory of Music	Boston	MA	New England	Doctoral-Granting
Belmont University	Nashville	TN	Southeast	Doctoral-Granting

Of these 50 schools that have a focus on fine arts curriculum, only **five** appear on the CUPA survey utilized by Columbia College Chicago.

CUDAS

College and university data analysis system

U.S. Department of Education, National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System's (IPEDS) data.

What can we learn from CUDAS regarding salary information?

When compared to 10 other colleges and universities in the Chicagoland area,

Columbia College Chicago staff salaries
are **8.4% below the average** for office and
administrative support occupations

Source: National Center for Education Statistics

When compared to 10 other colleges and universities in the Chicagoland area,

36% below average for jobs in the community service, legal, arts and media occupations, and below average for office and administrative support roles

Source: National Center for Education Statistics

When compared to 10 other colleges and universities in the Chicagoland area,

15% below average for job positions
in library and non-post secondary
teaching occupations

Source: National Center for Education Statistics

Institution	Office and Administrative Support Occupations	Community Service, Legal, Arts and Media Occupations	Library and Non-Post Secondary Teaching Occupations
Columbia College Chicago	\$46,800	\$50,660	\$56,538
DePaul University	\$45,253	\$75,143	\$65,156
Loyola University	\$52,645	\$66,482	\$57,893
Northwestern University	\$53,506	Not included	\$68,145
Robert Morris University Illinois	\$57,428	\$71,847	\$52,186
Roosevelt University	\$48,366	\$49,356	\$53,555
University of Chicago	\$49,107	\$73,899	\$82,642
University of Illinois Chicago	\$47,032	\$55,627	\$63,377
College of DuPage	\$50,062	\$81,425	\$76,738
Oakton Community College	\$54,378	\$78,448	\$66,105
Harper College	\$49,720	\$69,479	\$62,529
Source: National Center for Education Statistics			



We know that things are finally looking up as far as enrollment and retention.

President Kim's 2018 year-end assessment strikes positive note.

Columbia's future outlook improving.

Extent of Full Time Equivalent enrollment drop subsiding.

Transfer students up 8%.

By 2024 the college projects to an enrollment of than 8,000 students. That is 1,300 more students than currently enrolled and an increase of 16.25%.

Fall 2019 report:
400+ new incoming freshman

Spring 2020, Fall 2020 are predicted to
continue on a positive trend.

While Columbia's administration holds the staff in high regard in words, USofCC believes that this upcoming contract is an opportunity to demonstrate the administration's commitment to the outstanding work performed by the staff.

Why Staff Deserve a Fair Raise

- *Salaries are below CPI*
- *Property taxes and other costs are increasing*
- *Looking at area market our salaries are lagging*
- *Increase of workload*
- *We cannot afford an increase to healthcare without a significant increase to our salaries*

Thank you.