

PIO Financial Presentation

Friday, May 28, 2021



The PIO: Who We Are

- **2019-2020 (Fiscal Year)**
 - Total Members: **564 members**
 - We taught both undergraduate and graduate level courses
 - *We generated* **94,940 credit hours**
 - We taught **1,197** classes
 - 26 of them were courses capped at 100 or more students

The PIO: Who We Are

- **2020-2021 (Fiscal Year)**
 - Total Members: **399 members**
 - Approximately 165 members from 2019-2020 were not re-hired or left during the pandemic
 - We taught both undergraduate and graduate level courses
 - We generated **66,018 credit hours**
 - We taught **968** classes
 - 14 of them were courses capped at over 100 students

PIO Compensation and WMU Finances

Part-time Instructor Compensation and WMU Financial Indicators, Annual Breakdown from 2015 to 2021

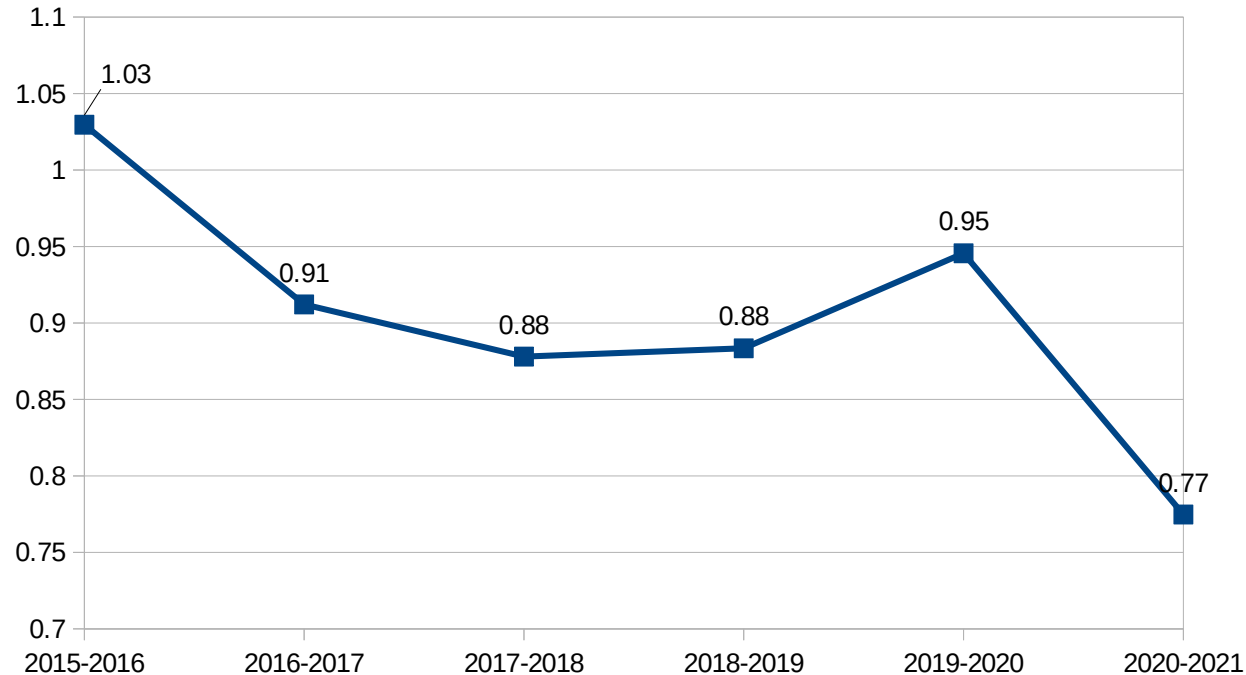
Year	PTI Compensation (CY)	WMU Total Revenue (FY)	WMU Total Operating Expenses (FY)	Surplus (FY)
2015-2016	\$5,086,983	\$494,064,243	\$512,884,836	-\$18,820,593
2016-2017	\$5,026,385	\$551,026,362	\$537,820,870	\$13,205,492
2017-2018	\$4,879,955	\$555,800,365	\$525,157,603	\$30,642,762
2018-2019	\$5,022,178	\$568,471,875	\$523,563,335	\$44,908,540
2019-2020	\$4,945,384	\$523,002,974	\$504,505,491	\$18,497,483
2020-2021	\$3,859,904*	\$498,212,633**	\$424,944,975**	\$73,267,658**

*PTI Compensation is estimated based on a projection that Summer II 2021 will have compensation totals as high as those found in Summer I 2021 (despite typically being lower).

** These numbers for WMU are projections based on their most recent monthly financial statement (4/30/21) where the regular revenues were 95.26% of the regular revenues for FY 2020 and the regular expenses were 84.23% of the regular expenses for FY 2020.

PIO Compensation and WMU Finances

Part-time Instructor Compensation as Percent of WMU Total Revenue from 2015 to 2021



PIO Contributions vs. Compensation

- In the 2019-2020 Contract Year (Fall 2019 - Summer II 2020) Part-time Instructors taught **3,717 credit hours**.
- During that same period at WMU, a total of **31,510 credit hours** were taught by all instructors and faculty.
- This means that the PIO bargaining unit members taught **11.8%** of the credit hours during that period.
- However, PIO represented **just 2.2%** of the Instruction Expenses (\$206,512,740) during the 2019-2020 Fiscal Year.
 - This represents slightly over a **5:1 ratio** of contribution to compensation.

PIO Contributions vs. Compensation

Comparison of Tuition Dollars Generated by PIO to PIO Compensation (FY 2020 and FY 2021)

Fiscal Year	PIO Tuition \$ Generated	PIO Compensation	Ratio
2019-2020	\$51,258,571	\$4,566,544	11:1
2020-2021*	\$33,140,983	\$3,298,832	10:1

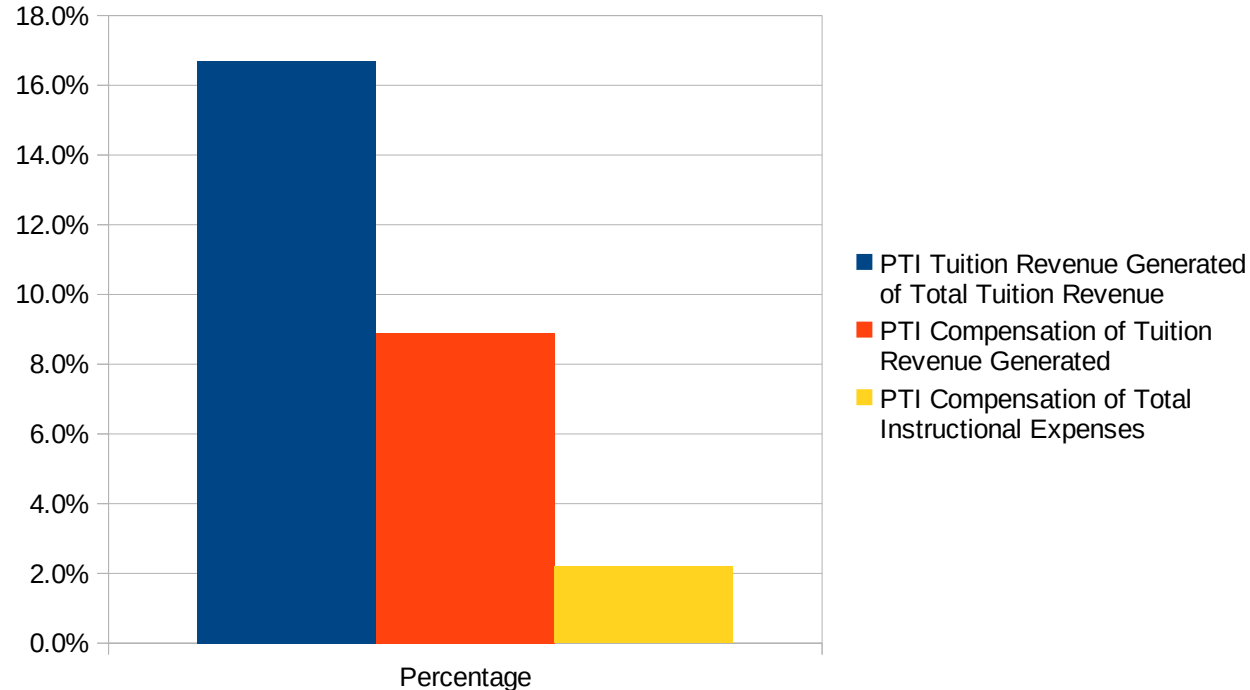
*Data were unavailable on Tuition \$ Generated for Summer I 2021, so that session was omitted from these numbers.

PIO Contributions vs. Compensation

- Looking at PIO contributions another way, in Fiscal Year 2019-2020:
 - Part-time Instructors (PTIs) generated **\$51,258,571** in tuition dollars.
 - WMU netted **\$306,499,647** in total tuition revenues.
 - Part-time Instructors thus generated about **16.7%** of these tuition revenues.
- Looking at Compensation of PIO, in Fiscal Year 2019-2020:
 - Part-time Instructors made (FICA included) **\$4,566,544**.
 - PTI pay as a percentage of tuition dollars generated was just **8.9%**.
 - WMU's Instructional Expenses added up to **\$206,512,740**, of which, PIO comprised just **2.2%**.

PIO Contributions vs. Compensation

Part-time Instructor (PTI) Contributions and Compensation as Percentages (FY 2019-2020)



WMU Financial Position

WMU Fiscal Year Surpluses: 2016 - 2021 (Current as of 4/30/2021)

Fiscal Year	Surplus
2015-2016	-\$18,820,593.00
2016-2017	\$13,205,492
2017-2018	\$30,642,762
2018-2019	\$44,908,540
2019-2020 (Covid-Impacted)	\$18,497,483
2020-2021 (Covid-Impacted)	\$69,683,897*

*This is about \$27M or 63.5% above FY 2020 at 4/30/20.

PIO Compensation: How We Compare

The Credit Hour Rates for PIO Instructors and Faculty Specialist I (FS-I) Faculty, Excluding Benefits

Year	FS-I Avg \$/CH	FS-I Min \$/CH	PTI Avg \$/CH	PTI Min \$/CH	Difference (Min)	Difference (Avg)
2019-2020	\$1,822	\$1,244*	\$1,098	\$1,000	\$244	\$724
2020-2021**	\$1,866	\$1,217	\$1,143	\$1,050	\$167	\$723

*This number is higher than the usual minima due to no FS-I being paid at the minima.

**Summer II 2020 is not included in PTI calculations.

PIO Compensation: How We Compare

The Credit Hour Rates for PIO Instructors and Faculty Specialist I (FS-I) Faculty, Including Benefits

Year	FSI Avg \$/CH	FSI Min \$/CH	PTI Avg \$/CH	PTI Min \$/CH	Difference (Min)	Difference (Avg)
2019-2020	\$2,760	\$1,885*	\$1,182	\$1,077	\$808	\$1,578
2020-2021**	\$2,827	\$1,844	\$1,230	\$1,130	\$714	\$1,597

*This number is higher than the usual minima due to no FS-I being paid at the minima.

**Summer II 2020 is not included in PTI calculations.

PIO Compensation: How We Compare

Credit Hours Taught by PIO Instructors and Faculty Specialist I (FS-I) Faculty, Compared to Total Compensation for Each Group

Year*	PIO Compensation	FS-I Compensation	PIO CH Taught	FS-I CH Taught
2019-2020	\$4,566,544	\$4,858,835	3,587	1,759
2020-2021	\$3,701,743	\$4,369,354	2,795**	1,550

*All PIO data in this table are calculated based on the fiscal year.

**This number is likely slightly lower than reality due to the number of instructors in PIO unit lists without credit hours listed.

PIO Salary: Seeking Equity

- Proposed Raises for Instructor I and Instructor I-A:
 - In the first year of our proposal, the PIO seeks a raise to \$1,500/credit hour.
 - To the PIO, this represents a long overdue equity adjustment in salary.
 - This would represent an additional cost in CY 2021-2022 of \$1,087,611.
- Proposed Raises for Instructor II:
 - In the first year of our proposal, the PIO seeks a raise to \$1,613/credit hour, or a 7.5% raise above that given to Instructor I and Instructor I-A.
 - This would represent an additional cost in CY 2021-2022 of \$173,113.
 - Total new cost, \$1,260,724 + this year's compensation = \$5,120,628, which is only a 2.6% increase over the average annual compensation to PIO (2015-20).

PIO Salary: Seeking Equity

- **Equity and Our Current Moment:**

- Our unit is filled with high-quality educators who work for pay that is significantly less than even the lowest paid full-time faculty.
- We are dedicated to our students’ success and contribute significantly to WMU’s mission of creating a culture of inclusion and intellectual engagement, “so that all may learn.”
 - Such loyalty and dedication to this institution and its mission, when more highly incentivized and invested in, pays dividends.
- Despite fears to the contrary, WMU is in a strong financial position with a notable surplus as we conclude FY 2020-2021.
- We can and must do better for the lowest paid instructors at WMU.