UNITED ACADEMICS PROPOSAL

ARTICLE 20
SALARY

Section 1. Across the Board Raises

a. **FY 13.** All bargaining unit faculty members hired on or before June 30, 2012 will receive a salary increase equal to 1.5% of salary effective January 1, September 16, 2012.

b. **FY 14.** All bargaining unit faculty members hired on or before December 31, 2012 will receive a salary increase equal to 3.0% of salary effective July 1, 2013.

c. **FY 15.** All bargaining unit faculty members hired on or before December 31, 2013 will receive a salary increase equal to 1.5% of salary effective July 1, 2014.

Section 2. Merit Raises

a. **FY 14.** The University Administration will establish a pool for merit raises for all Tenure-Track and Tenured bargaining unit faculty equal to 2.0% of the total salary paid to all bargaining unit faculty members.

The University Administration will establish a pool for merit raises for all Non-Tenure-Track bargaining unit faculty equal to 2.0% of the total salary paid to all faculty members in the Non-Tenure-Track Faculty classifications.

Tenure-Track and Non-Tenure Track faculty in each department or unit must be consulted in a substantive and documentable way in the development of the criteria and processes for allocating the merit pool. Faculty recommendations regarding such criteria and processes must be given substantial weight.

Criteria for allocating the merit pool shall take into account all teaching; scholarship, research, and creative activity; and service accomplishments since the last merit raise.

Each department or unit head will recommend merit increases, if any, for each bargaining unit member in the department or unit to the appropriate dean, who will make recommendations to the Provost or designee.

Merit raises will be effective as of July 1, 2013.
b. **FY 15.** The University Administration will establish a pool for merit raises for all Tenure-Track and Tenured bargaining unit faculty equal to 3.5% of the total salary paid to all bargaining unit faculty members.

The University Administration will establish a pool for merit raises for all Non-Tenure-Track bargaining unit faculty equal to 3.5% of the total salary paid to all faculty members in the Non-Tenure-Track Faculty classifications.

All departments or units will adopt a policy for distributing merit pool money. The policy should be designed to reward faculty who exceed expectations when it comes to teaching, scholarship, research, and creative activity; and service obligations.

The faculty in each department or unit will develop a policy for distributing merit increases, and will submit the policy to the dean or designee for review. The dean will discuss any revisions he or she makes to the policy with the faculty before submitting a recommended policy to the Provost or designee, who will have final approval over the policy for each department or unit.

All departments or units must have a policy designed by Tenure-Track and Non-Tenure-Track bargaining unit faculty for distributing merit pool money. Bargaining unit faculty should consider merit raises an appropriate way to reward bargaining unit faculty who meet or exceed expectations when it comes to teaching; service obligations; and research, scholarship, and creative activities. While bargaining unit faculty shall have the flexibility to design a policy that fits their particular department or unit, no policy can violate the university-valued principles of transparency, fairness, equality, and participation.

Faculty-designed merit raise policies will be submitted for review, discussion, possible revision, and final approval by their dean and the Provost. If the dean or Provost alters a faculty-designed merit raise policy, he or she will send a written notification to the faculty in the affected department or unit providing an explanation.

Departmental or unit merit raise policies approved by the dean and the Provost will be posted on the Academic Affairs website.

For FY15, the criteria for allocating the merit pool shall take into account all teaching, research and service accomplishments since the last merit raise preceding the Agreement.

Merit raises will be effective as of July 1, 2014.
Section 3. Compression/Equity Adjustments

Consistent with the stated goal of both the University Administration and the Union, faculty compensation rates for University of Oregon bargaining unit faculty members should move closer to parity with their established comparators in the Association of American Universities (AAU)—University of Michigan, University of California-Santa Barbara, University of Virginia, University of Iowa, University of North Carolina-Chapel Hill, Indiana University-Bloomington, University of Colorado-Boulder, and University of Washington. The parties agree also agree that it is important to address internal inequities.

a. FY 14. The University Administration will establish a pool for equity raises for all bargaining unit Tenure-Track and Tenured faculty equal to 2.5% of the total salary paid to all bargaining unit faculty members in the Tenure-Track and Tenured Faculty classification.

The University Administration will establish a pool for equity raises for all bargaining unit Non-Tenure-Track faculty equal to 2.5% of the total salary paid to all bargaining unit faculty members in the Non-Tenure-Track Faculty classifications.

The Joint Committee on Compensation (see Section 6.) will be responsible for constructing policies for distributing monies in the equity raise pools to address inequities both external and internal, including, but not limited to, gender and compression inequities.

Equity raises will be effective as of July 1, 2013.

b. FY 15. The University Administration will establish a pool for equity raises for all bargaining unit Tenure-Track and Tenured faculty equal to 1.0% of the total salary paid to all bargaining unit faculty members in the Tenure-Track and Tenured Faculty classification.

The University Administration will establish a pool for equity raises for all bargaining unit Non-Tenure-Track faculty equal to 1.0% of the total salary paid to all bargaining unit faculty members in the Non-Tenure-Track Faculty classifications.

The Joint Committee on Compensation (see Section 6.) will be responsible for constructing policies for distributing monies in the equity raise pools to address inequities both external and internal, including, but not limited to, gender and compression inequities.
Equity raises will be effective as of July 1, 2014.

Section 4. Salary Floors

a. **FY 14.** The University Administration will establish a pool of money to be used to raise the salaries of all bargaining unit Non-Tenure-Track faculty members to the salary floors established by the Joint Committee on Compensation. The pool shall be equal to 3% of the total salary paid to all bargaining unit faculty members in the Non-Tenure-Track Faculty classifications.

The Joint Committee on Compensation (see Section 6.) will be responsible for establishing appropriate salary floors for all bargaining unit Non-Tenure-Track Faculty classifications, ranks, and units.

Salary floors will be effective as of July 1, 2013.

b. **FY 15.** Salary floors for all NTTF classifications and ranks will increase by 1.5%.

Section 5. Promotion Raises

All bargaining unit faculty members who achieve promotion will receive a salary adjustment of at least a 10% increase to their base salary. This raise will go into effect the July 1st following the promotion.

Section 3 6. Joint Committee on NTTF Compensation

The Union and the University Administration agree to form a Joint Committee on NTTF Compensation (Joint Committee) charged with creating policies and procedures for distributing equity pool money and establishing floors for NTTF salaries (including post doctorate scholars).

a. **Composition.** The Joint Committee shall be made up of three members appointed by the Union and three members appointed by the Provost or designee.

b. **Tenure-Track Equity.** The Joint Committee is charged with establishing policies and procedures for distributing the monies in the equity pool for Tenure-Track faculty members. The Joint Committee will design a policy to bring compensation rates for University of Oregon bargaining unit faculty members closer to parity with their established comparators in the Association of American Universities by
department and rank and address internal equity issues, including, but not limited
to, gender and compression.

c. **Non-Tenure-Track Equity.** The Joint Committee is charged with establishing
policies and procedures for distributing the monies in the equity pool for Non-
Tenure-Track faculty members. The Joint Committee will take into account
appropriate AAU comparator data, whenever available, and years in rank when
designing a policy to distribute NTTF equity pool money. The Joint Committee
will also consider internal equity issues, including, but not limited to, gender and
compression.

d.

e. **Non-Tenure-Track Salary Floors.** The Joint Committee is charged with
establishing appropriate salary floors for all Non-Tenure-Track Faculty job
classifications.—The Committee may also review and recommend changes to the
current NTTF classifications as necessary to implement appropriate NTTF salary
floors.

f. **Transparency.** The policies established by the Joint Committee will be published
on the Academic Affairs website and provided by email to the Union.

Section 7. Nothing in this policy restricts the discretion of the Provost or designee to
make retention salary adjustments. Although both the Union and the University
Administration are committed to enhancing bargaining unit faculty salaries as quickly as
possible, it may be necessary to occasionally make retention salary adjustments.
To facilitate retention salary adjustments, the Provost or designee will establish a
retention salary adjustment policy based on objective criteria and transparent procedures.
The retention salary adjustment policy will be published on the Academic Affairs
website.

The Provost or designee will notify the Union if it becomes necessary to make a retention
salary adjustment.

Section 8. **Payment of Salary.** Bargaining unit faculty members may opt to be paid in
12 equal monthly installments. Salary shall be paid by direct deposit except in the case of
emergency or unless another method of payment is required by law.