



## 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 ~~4.5~~ 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.

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2 b. **FY 15.** The University Administration will establish a pool for merit raises for all  
3 Tenure-Track and Tenured bargaining unit faculty equal to 3.5% of the total  
4 salary paid to all bargaining unit faculty members.  
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6 The University Administration will establish a pool for merit raises for all Non-  
7 Tenure-Track bargaining unit faculty equal to 3.5% of the total salary paid to all  
8 faculty members in the Non-Tenure-Track Faculty classifications.  
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10 ~~All departments or units will adopt a policy for distributing merit pool money.~~  
11 ~~The policy should be designed to to reward faculty who exceed expectations~~  
12 ~~when it comes to teaching; scholarship, research, and creative activity; and~~  
13 ~~service obligations.~~  
14

15 ~~The faculty in each department or unit will develop a policy for distributing merit~~  
16 ~~increases, and will submit the policy to the dean or designee for review. The dean~~  
17 ~~will discuss any revisions he or she makes to the policy with the faculty before~~  
18 ~~submitting a recommended policy to the Provost or designee, who will have final~~  
19 ~~approval over the policy for each department or unit.~~  
20

21 All departments or units must have a policy designed by Tenure-Track and Non-  
22 Tenure-Track bargaining unit faculty for distributing merit pool money.  
23 Bargaining unit faculty should consider merit raises an appropriate way to reward  
24 bargaining unit faculty who meet or exceed expectations when it comes to  
25 teaching; service obligations; and research, scholarship, and creative activities.  
26 While bargaining unit faculty shall have the flexibility to design a policy that fits  
27 their particular department or unit, no policy can violate the university-valued  
28 principles of transparency, fairness, equality, and participation.  
29

30 Faculty-designed merit raise policies will be submitted for review, discussion,  
31 possible revision, and final approval by their dean and the Provost. If the dean or  
32 Provost alters a faculty-designed merit raise policy, he or she will send a written  
33 notification to the faculty in the affected department or unit providing an  
34 explanation.  
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36 Departmental or unit merit raise policies approved by the dean and the Provost  
37 will be posted on the Academic Affairs website.  
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39 For FY15, the criteria for allocating the merit pool shall take into account all  
40 teaching, research and service accomplishments since the last merit raise  
41 preceding the Agreement.  
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43 Merit raises will be effective as of July 1, 2014.

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2 **Section 3. Compression/Equity Adjustments**  
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4 Consistent with the stated goal of both the University Administration and the Union,  
5 faculty compensation rates for University of Oregon bargaining unit faculty members  
6 should move closer to parity with their established comparators in the Association of  
7 American Universities (AAU)—University of Michigan, University of California-Santa  
8 Barbara, University of Virginia, University of Iowa, University of North Carolina-Chapel  
9 Hill, Indiana University-Bloomington, University of Colorado-Boulder, and University of  
10 Washington. The parties agree also agree that it is important to address internal  
11 inequities.  
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- 13 a. **FY 14.** The University Administration will establish a pool for equity raises for  
14 all bargaining unit Tenure-Track and Tenured faculty equal to 2.5% of the total  
15 salary paid to all bargaining unit faculty members in the Tenure-Track and  
16 Tenured Faculty classification.  
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18 The University Administration will establish a pool for equity raises for all  
19 bargaining unit Non-Tenure-Track faculty equal to 2.5% of the total salary paid to  
20 all bargaining unit faculty members in the Non-Tenure-Track Faculty  
21 classifications.  
22

23 The Joint Committee on Compensation (see Section 6.) will be responsible for  
24 constructing policies for distributing monies in the equity raise pools to address  
25 inequities both external and internal, including, but not limited to, gender and  
26 compression inequities.  
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28 Equity raises will be effective as of July 1, 2013.  
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- 30 b. **FY 15.** The University Administration will establish a pool for equity raises for  
31 all bargaining unit Tenure-Track and Tenured faculty equal to 1.0% of the total  
32 salary paid to all bargaining unit faculty members in the Tenure-Track and  
33 Tenured Faculty classification.  
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35 The University Administration will establish a pool for equity raises for all  
36 bargaining unit Non-Tenure-Track faculty equal to 1.0% of the total salary paid to  
37 all bargaining unit faculty members in the Non-Tenure-Track Faculty  
38 classifications.  
39

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

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2 Equity raises will be effective as of July 1, 2014.

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5 **Section 4. Salary Floors**

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

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

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

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

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22 **Section 5. Promotion Raises**

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

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28 **Section 3 6. Joint Committee on NTTF Compensation**

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

- 34  
35 a. **Composition.** The Joint Committee shall be made up of three members appointed  
36 by the Union and three members appointed by the Provost or designee.  
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38 b. **Tenure-Track Equity.** The Joint Committee is charged with establishing policies  
39 and procedures for distributing the monies in the equity pool for Tenure-Track  
40 faculty members. The Joint Committee will design a policy to bring compensation  
41 rates for University of Oregon bargaining unit faculty members closer to parity  
42 with their established comparators in the Association of American Universities by

1 department and rank and address internal equity issues, including, but not limited  
2 to, gender and compression.

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

11 **d.**

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

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

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22 **Section 7.** Nothing in this policy restricts the discretion of the Provost or designee to  
23 make retention salary adjustments. Although both the Union and the University  
24 Administration are committed to enhancing bargaining unit faculty salaries as quickly as  
25 possible, it may be necessary to occasionally make retention salary adjustments.

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27 To facilitate retention salary adjustments, the Provost or designee will establish a  
28 retention salary adjustment policy based on objective criteria and transparent procedures.

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30 The retention salary adjustment policy will be published on the Academic Affairs  
31 website.

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

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36 **Section 8. Payment of Salary.** Bargaining unit faculty members may opt to be paid in  
37 12 equal monthly installments. Salary shall be paid by direct deposit except in the case of  
38 emergency or unless another method of payment is required by law.