



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, 2013.
- b. **FY 14.** All bargaining unit faculty members hired on or before December 31, 2012 will receive a salary increase equal to ~~1.5~~ 2.0% 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~~ 2.0% 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 base salary paid to all bargaining unit faculty members in the Tenure-Track and Tenured faculty classified.

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

~~Bargaining unit faculty in the Tenure-Track and Tenured Professor classification and bargaining unit in the other classifications~~ All bargaining unit faculty members 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 respective merit pools. 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 preceding the Agreement.

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 eligible bargaining unit faculty members in the Tenure-Track and Tenured Professor classification.

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

- c. All departments or units must have an approved policy for distributing merit pool money to bargaining unit faculty who meet or exceed expectations for teaching; research, scholarship, and creative activities; and service.

Faculty in the Tenure-Track and Tenured Professor classification and Career NTTF in each unit will develop procedures and criteria for distributing merit raises, and submit the policy to the appropriate dean 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.

While bargaining unit faculty shall have the flexibility to develop procedures and criteria 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 and be available in the department or unit.

1 For FY15, the criteria for allocating the merit pool shall take into account all
2 teaching, research and service accomplishments since the last merit raise
3 preceding the Agreement.
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5 Merit raises will be effective as of July 1, 2014.
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7 Section 3. Compression/Equity Adjustments 8

9 Consistent with the stated goal of both the University Administration and the Union,
10 faculty compensation rates for University of Oregon bargaining unit faculty members
11 should move closer to parity with their established comparators in the Association of
12 American Universities (AAU)—University of Michigan, University of California-Santa
13 Barbara, University of Virginia, University of Iowa, University of North Carolina-Chapel
14 Hill, Indiana University-Bloomington, University of Colorado-Boulder, and University of
15 Washington. The parties agree also agree that it is important to address internal
16 inequities.
17

- 18 a. FY 14. The University Administration will establish a pool for equity raises for
19 all bargaining unit Tenure-Track and Tenured faculty equal to 2.5% of the total
20 salary paid to all bargaining unit faculty members in the Tenure-Track and
21 Tenured Faculty classification.
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23 The University Administration will establish a pool for equity raises for all
24 bargaining unit Non-Tenure-Track faculty equal to 2.5% of the total salary paid to
25 all bargaining unit faculty members in the Non-Tenure-Track Faculty
26 classifications.
27

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

1
2 The Joint Committee on Compensation (see Section 6.) will be responsible for
3 constructing policies for distributing monies in the equity raise pools to address
4 inequities both external and internal, including, but not limited to, gender and
5 compression inequities.

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7 Equity raises will be effective as of July 1, 2014.
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10 **Section 4. Salary Floors**

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

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

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22 Salary floors will be effective as of July 1, 2013.
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- 24 b. FY 15. Salary floors for all NTTF classifications and ranks will increase by 2.0%.
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27 **Section 5. Promotion Raises**

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29 All bargaining unit faculty members in the Tenure-Track and Tenured Professor
30 classification who achieve promotion will receive an increase of at least 8 10% of base
31 salary. All ~~Non-Tenure~~ NTTF bargaining unit faculty members who achieve promotion
32 will receive an increase of at least 6 10% of base salary. These raises will become
33 effective with the next regular appointment concurrent with or following the effective
34 date of the promotion.
35

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

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38 The Union and the University Administration agree to form a Joint Committee on NTTF
39 Compensation (Joint Committee) charged with creating policies and procedures for
40 distributing equity pool money and establishing floors for NTTF salaries (including post
41 doctorate scholars).
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- 1 a. **Composition.** The Joint Committee shall be made up of three members appointed
2 by the Union and three members appointed by the University Administration.
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- 4 b. **Charge Tenure-Track Equity.** The Joint Committee is charged with establishing
5 policies and procedures for distributing the monies in the equity pool for Tenure-
6 Track faculty members. The Joint Committee will design a policy to bring
7 compensation rates for University of Oregon bargaining unit faculty members
8 closer to parity with their established comparators in the Association of American
9 Universities by department and rank and address internal equity issues, including,
10 but not limited to, gender and compression.
11
- 12 c. **Non-Tenure-Track Equity.** The Joint Committee is charged with establishing
13 policies and procedures for distributing the monies in the equity pool for Non-
14 Tenure-Track faculty members. The Joint Committee will take into account
15 appropriate AAU comparator data, whenever available, and years in rank when
16 designing a policy to distribute NTTF equity pool money. The Joint Committee
17 will also consider internal equity issues, including, but not limited to, gender and
18 compression.
19
- 20 d. **Non-Tenure-Track Salary Floors.** The Joint Committee is charged with
21 establishing appropriate salary floors for all Non-Tenure-Track Faculty job
22 classifications.– The Committee may also review and recommend changes to the
23 current NTTF classifications as necessary to implement appropriate NTTF salary
24 floors.
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- 26 e. **Transparency.** The policies established by the Joint Committee will be published
27 on the Academic Affairs website and provided by email to the Union.
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29 **Section 7.** ~~Nothing in the Article restricts the discretion of the Provost or designee to~~
30 ~~make retention salary adjustments. Although both the Union and the University~~
31 Administration are committed to enhancing bargaining unit faculty salaries as quickly as
32 possible, it may be necessary to occasionally make retention salary adjustments.
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34 To facilitate retention salary adjustments, the Provost or designee will establish a
35 retention salary adjustment policy based on objective criteria and transparent procedures.
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37 The retention salary adjustment policy will be published on the Academic Affairs
38 website.
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40 The Provost or designee will notify the Union of ~~any retention salary adjustments made if~~
41 it becomes necessary to make a retention salary adjustment.
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1 **Section 8. Payment of Salary.** Bargaining unit faculty members may opt to be paid in
2 12 equal monthly installments consistent with IRS regulations . Salary shall be paid by
3 direct deposit except in the case of emergency or unless another method of payment is
4 required by law.