

1 UNITED ACADEMICS PROPOSAL

2 8-29-13

3
4 ARTICLE 20
5 SALARY
6

7 Section 1. Across the Board Raises
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- 9 a. FY 13. All bargaining unit faculty members hired on or before June 30, 2012 will
10 receive a salary increase equal to 1.5% of salary effective January 1, 2013
11 September 16, 2012.
12
13 b. FY 14. All bargaining unit faculty members hired on or before December 31,
14 2012 will receive a salary increase equal to 1.5% of salary effective July 1, 2013.
15
16 c. FY 15. All NTTF bargaining unit faculty members hired on or before December
17 31, 2013 will receive a salary increase equal to ~~1.5~~ 2.0% of salary effective July 1,
18 2014. ~~All Tenure Track and Tenured bargaining unit faculty members hired on or~~
19 ~~before December 31, 2013 will receive a salary increase equal to .5% of salary~~
20 ~~effective July 1, 2014.~~
21

22 Section 2. Merit Raises
23

- 24 a. FY 14. The University Administration will establish a pool for merit raises for all
25 Tenure-Track and Tenured bargaining unit faculty equal to 2.0% of the total base
26 salary paid to all eligible bargaining unit faculty members in the Tenure-Track
27 and Tenured faculty classification.
28

29 The University Administration will establish a pool for merit raises for all Non-
30 Tenure-Track bargaining unit faculty members equal to 2.0% of the total base
31 salary paid to all eligible faculty members in the Non-Tenure-Track Faculty
32 classifications.
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34 All bargaining unit faculty members in each department or unit must be consulted
35 in a substantive and documentable way in the development of the criteria and
36 processes for allocating the respective merit pools. Faculty recommendations
37 regarding such criteria and processes must be given substantial weight.
38

39 Criteria for allocating the merit pool shall take into account all teaching;
40 scholarship, research, and creative activity; and service accomplishments since
41 the last merit raise preceding the Agreement.
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1 Each department or unit head will recommend merit increases, if any, for each
2 bargaining unit member in the department or unit to the appropriate dean, vice
3 president or designee, who will make recommendations to the Provost or
4 designee.

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6 Merit raises for FY 14 will be effective as of July 1, 2013.

- 7
8 **b. FY 15.** The University Administration will establish a pool for merit raises for all
9 Tenure-Track and Tenured bargaining unit faculty equal to 3.5% of the total base
10 salary paid to all eligible bargaining unit faculty members in the Tenure-Track
11 and Tenured Professor classification.

12
13 The University Administration will establish a pool for merit raises for all Non-
14 Tenure-Track bargaining unit faculty equal to 3.5% of the total base salary paid to
15 all eligible bargaining unit faculty members in the Non-Tenure-Track Faculty
16 classifications.

- 17
18 **c.** All departments or units must have an approved policy for distributing merit pool
19 money to bargaining unit faculty who meet or exceed expectations for teaching;
20 research, scholarship, and creative activities; and service.

21
22 Faculty in the Tenure-Track and Tenured Professor classification and Career
23 NTTF in each department or unit will develop a written policy regarding the
24 criteria and procedures for the award of merit increases, by first considering any
25 input provided by the department or unit head, dean, vice president, Provost, or
26 designee. The faculty will submit their recommended policy to the appropriate
27 dean, vice president, or designee for review. The dean, vice president, or
28 designee will memorialize and discuss any revisions he or she makes to the policy
29 with the faculty before submitting his or her recommended policy to the Provost
30 or designee. The Provost or designee will have final authority to establish the
31 policy for each department or unit. If the Provost or designee materially alters the
32 faculty-recommended policy, he or she will provide a written explanation for the
33 change(s) to the faculty in the department or unit. The department or unit head,
34 dean, vice president, Provost, or designee may initiate changes to established
35 policies by informing the appropriate faculty of the change being considered,
36 thereby initiating the process described in this Section.

37
38 Departmental or unit merit raise policies approved by the dean and the Provost
39 will be posted on the Academic Affairs website and be available in the
40 department or unit.
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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 for FY 15 will be effective as of July 1, 2014.

6 7 **Section 3. Compression/Equity Adjustments**

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9 a. FY 14. The University Administration will establish a pool to address internal
10 equity for Tenure-Track and Tenured bargaining faculty equal to 2.0% of the total
11 base salary paid to all bargaining unit faculty members in the Tenure-Track and
12 Tenured Faculty classification.

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14 b. FY14 internal equity raises will be effective as of July 1, 2013.

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16 c. FY 15. The University Administration will establish a pool to address internal
17 equity for Tenure-Track and Tenured bargaining faculty equal to 4.0% 2.0% of
18 the total base salary paid to all bargaining unit faculty members in the Tenure-
19 Track and Tenured Faculty classification.

20
21 d. FY15 Equity raises will be effective as of July 1, 2014.

22
23 e. The Joint Committee on Equity and Floors (see Section 6.) will be responsible for
24 constructing policies for guiding the distribution of monies in the equity raise pool
25 to address internal equity, including, but not limited to compression and inversion,
26 and gender and external equity through the OUS designated comparators.

27 28 29 **Section 4. Salary Floors**

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31 a. FY 14. The University Administration will establish a pool of money to be used
32 to raise the salaries of all Non-Tenure-Track bargaining unit faculty members to
33 the salary floors established by the Joint Committee on Compensation. The pool
34 shall be equal to 4 3% of the total base salary paid to all bargaining unit faculty
35 members in the Non-Tenure-Track Faculty classifications.

36
37 The Joint Committee on Equity and Floors (see Section 6.) will be responsible for
38 establishing appropriate salary floors for all bargaining unit Non-Tenure-Track
39 Faculty classifications, ranks, and units.

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

42 43 **Section 5. Promotion Raises**

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2 All bargaining unit faculty members in the Tenure-Track and Tenured Professor
3 classification who achieve promotion will receive an increase of at least 8% of base
4 salary. Full Professors who successfully complete a post-tenure major review will also
5 receive an increase of at least 8% of base salary.
6

7 All Non-Tenure Track bargaining unit faculty members who achieve promotion will
8 receive an increase of at least 6 8% of base salary. These raises will become effective
9 with the next regular appointment concurrent with or following the effective date of the
10 promotion.
11

12 **Section 6. Joint Committee on Equity and Floors**

13
14 The Union and the University Administration agree to form a Joint Committee on Equity
15 and Floors (Joint Committee) charged with creating policies and procedures for guiding
16 the distribution of equity pool money and establishing floors for NTTF salaries (including
17 post doctorate scholars).
18

19 **a. Composition.** The Joint Committee shall be made up of three members appointed
20 by the Union and three members appointed by the University.
21

22 **b. Tenure-Track and Tenured Faculty Internal Equity.** The Joint Committee is
23 charged with establishing policies and procedures for guiding the distribution of
24 the monies in the equity pool for Tenure-Track and Tenured faculty members.
25 ~~The Joint Committee will design a policy to address internal equity issues,~~
26 ~~including, but not limited to, compression and inversion.~~
27

28 In FY14 the Joint Committee will establishing policies and procedures for guiding
29 the distribution of the monies in the equity pool to address internal equity issues.
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31 In FY15 the Joint Committee will establishing policies and procedures for guiding
32 the distribution of the monies in the equity pool to address internal and/or external
33 equity issues.
34

35 **c. Non-Tenure-Track Salary Floors.** The Joint Committee is charged with
36 establishing appropriate salary floors for all Non-Tenure-Track Faculty
37 classifications. The Joint Committee may also review and recommend changes to
38 the current NTTF classifications as necessary to implement appropriate NTTF
39 salary floors.
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41 **d. Publication.** The policies established by the Joint Committee will be published on
42 the Academic Affairs website and provided by email to the Union.
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1 **Section 7. Retention Adjustments.** To facilitate retention salary adjustments, the
2 Provost or designee will establish a retention salary adjustment policy describing the
3 criteria and procedures to be used in making retention adjustments for bargaining unit
4 faculty members.

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6 The retention salary adjustment policy will be published on the Academic Affairs
7 website.

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9 The Provost or designee will notify the Union of any retention adjustments made to the
10 salary of a bargaining unit faculty member.

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12 **Section 8. Early Childhood (EC) CARES.** This Article shall not apply to the
13 bargaining unit faculty members employed by the university in its EC CARES program.
14 Instead, the University will comply with the Memorandum of Understanding attached to
15 this Agreement regarding compensation for employees in the EC Cares program effective
16 from 2011 through the expiration of ~~this Agreement~~ the MOU.

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18 **Section 9. Payment of Salary.** Bargaining unit faculty members may opt to be paid in
19 12 equal monthly installments consistent with IRS regulations. Salary shall be paid by
20 direct deposit except in the case of emergency or unless another method of payment is
21 required by law.