UNITED ACADEMICS
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 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 1.5% 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 4% 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 faculty equal to 2.0% of the total salary paid to all faculty members in the Tenure-Track and Tenured Faculty classification.

The University Administration will establish a pool for merit raises for all Non-Tenure-Track 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, research 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.

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 faculty equal to 4.0% of the total salary paid to all faculty members in the Tenure-Track and Tenured Faculty classification.
The University Administration will establish a pool for merit raises for all Non-
Tenure-Track faculty equal to 4.0% of the total salary paid to all faculty members
in the Non-Tenure-Track Faculty classifications.

All departments or units must have a policy designed by Tenure-Track and Non-
Tenure-Track faculty for distributing merit pool money. Faculty should consider
merit raises an appropriate way to reward faculty who exceed expectations when
it comes to teaching, research and service obligations. While 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.

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.

a. FY 14. The University Administration will establish a pool for equity raises for
all Tenure-Track and Tenured faculty equal to 3.0% of the total salary paid to all
faculty members in the Tenure-Track and Tenured Faculty classification.

The University Administration will establish a pool for equity raises for all Non-
Tenure-Track faculty equal to 3.0% of the total salary paid to all faculty members
in the Non-Tenure-Track Faculty classifications.
The Compensation Distribution Committee (see Section 6.) will be responsible for constructing policies for distributing monies in the equity raise pools.

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 Tenure-Track and Tenured faculty equal to 1.0% of the total salary paid to all faculty members in the Tenure-Track and Tenured Faculty classification.

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

The Compensation Distribution Committee (see Section 6.) will be responsible for constructing policies for distributing monies in the equity raise pools.

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 Non-Tenure-Track faculty members to the salary floors established by the Compensation Distribution Committee. The pool shall be equal to 3% of the total salary paid to all faculty members in the Non-Tenure-Track Faculty classifications.

The Compensation Distribution Committee (see Section 6.) will be responsible for establishing appropriate salary floors for all 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 4%.

**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 6. Compensation Distribution Committee**
It is the mutual goal of the University Administration and the Union that monies set aside in the pools detailed in this Article will be distributed fully and fairly in the spirit of transparency. Accordingly, the parties agree to form a joint Compensation Distribution Committee (CDC) charged with creating policies and procedures to distribute pool money and overseeing the distribution of monies.

a. **Composition.** The CDC shall be made up of three Union representatives and three University Administration representatives to establish policies and procedures for distributing the monies in the Tenure-Track equity pool, the Non-Tenure-Track equity pool, and to establish appropriate salary floors for the Non-Tenure Track Faculty classifications and ranks.

b. **Tenure-Track Equity.** The CDC is charged with establishing policies and procedures for distributing the monies in the equity pool for Tenure-Track faculty members. The CDC 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.

c. **Non-Tenure-Track Equity.** The CDC is charged with establishing policies and procedures for distributing the monies in the equity pool for Non-Tenure-Track faculty members. The CDC will take into account appropriate AAU comparator data, whenever available, and years in rank when designing a policy to distribute NTTF equity pool money.

d. **Non-Tenure-Track Salary Floors.** The CDC is charged with establishing appropriate salary floors for all Non-Tenure-Track Faculty job classifications, ranks, and units based on the monies provided in the NTTF salary floor pool.

e. **Distribution.** The CDC will be responsible for overseeing the distribution of monies according to the policies established by the Committee.

f. **Transparency.** The policies established by the CDC will be published on the Academic Affairs website and sent to the Union.