



**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.

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

4  
5 All departments or units must have a policy designed by Tenure-Track and Non-  
6 Tenure-Track faculty for distributing merit pool money. Faculty should consider  
7 merit raises an appropriate way to reward faculty who exceed expectations when  
8 it comes to teaching, research and service obligations. While faculty shall have  
9 the flexibility to design a policy that fits their particular department or unit, no  
10 policy can violate the university-valued principles of transparency, fairness,  
11 equality, and participation.

12  
13 Faculty-designed merit raise policies will be submitted for review, discussion,  
14 possible revision, and final approval by their dean and the Provost. If the dean or  
15 Provost alters a faculty-designed merit raise policy, he or she will send a written  
16 notification to the faculty in the affected department or unit providing an  
17 explanation.

18  
19 For FY15, the criteria for allocating the merit pool shall take into account all  
20 teaching, research and service accomplishments since the last merit raise  
21 preceding the Agreement.

22  
23 Merit raises will be effective as of July 1, 2014.

### 24 25 **Section 3. Compression/Equity Adjustments**

26  
27 Consistent with the stated goal of both the University Administration and the Union,  
28 faculty compensation rates for University of Oregon bargaining unit faculty members  
29 should move closer to parity with their established comparators in the Association of  
30 American Universities (AAU)—University of Michigan, University of California-Santa  
31 Barbara, University of Virginia, University of Iowa, University of North Carolina-Chapel  
32 Hill, Indiana University-Bloomington, University of Colorado-Boulder, and University of  
33 Washington.

- 34  
35 **a. FY 14.** The University Administration will establish a pool for equity raises for  
36 all Tenure-Track and Tenured faculty equal to 3.0% of the total salary paid to all  
37 faculty members in the Tenure-Track and Tenured Faculty classification.

38  
39 The University Administration will establish a pool for equity raises for all Non-  
40 Tenure-Track faculty equal to 3.0% of the total salary paid to all faculty members  
41 in the Non-Tenure-Track Faculty classifications.

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

3  
4 Equity raises will be effective as of July 1, 2013.

- 5  
6 **b. FY 15.** The University Administration will establish a pool for equity raises for  
7 all Tenure-Track and Tenured faculty equal to 1.0% of the total salary paid to all  
8 faculty members in the Tenure-Track and Tenured Faculty classification.

9  
10 The University Administration will establish a pool for equity raises for all Non-  
11 Tenure-Track faculty equal to 1.0% of the total salary paid to all faculty members  
12 in the Non-Tenure-Track Faculty classifications.

13  
14 The Compensation Distribution Committee (see Section 6.) will be responsible  
15 for constructing policies for distributing monies in the equity raise pools.

16  
17 Equity raises will be effective as of July 1, 2014.

#### 18 19 **Section 4. Salary Floors**

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

26  
27 The Compensation Distribution Committee (see Section 6.) will be responsible  
28 for establishing appropriate salary floors for all Non-Tenure-Track Faculty  
29 classifications, ranks, and units.

30  
31 Salary floors will be effective as of July 1, 2013.

- 32  
33 **b. FY 15.** Salary floors for all NTTF classifications and ranks will increase by 4%.

#### 34 35 **Section 5. Promotion Raises**

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

#### 40 41 **Section 6. Compensation Distribution Committee**

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

- 7     **a. Composition.** The CDC shall be made up of three Union representatives and  
8     three University Administration representatives to establish policies and  
9     procedures for distributing the monies in the Tenure-Track equity pool, the Non-  
10    Tenure-Track equity pool, and to establish appropriate salary floors for the Non-  
11    Tenure Track Faculty classifications and ranks.  
12
- 13    **b. Tenure-Track Equity.** The CDC is charged with establishing policies and  
14    procedures for distributing the monies in the equity pool for Tenure-Track faculty  
15    members. The CDC will design a policy to bring compensation rates for  
16    University of Oregon bargaining unit faculty members closer to parity with their  
17    established comparators in the Association of American Universities by  
18    department and rank.  
19
- 20    **c. Non-Tenure-Track Equity.** The CDC is charged with establishing policies and  
21    procedures for distributing the monies in the equity pool for Non-Tenure-Track  
22    faculty members. The CDC will take into account appropriate AAU comparator  
23    data, whenever available, and years in rank when designing a policy to distribute  
24    NTTF equity pool money.  
25
- 26    **d. Non-Tenure-Track Salary Floors.** The CDC is charged with establishing  
27    appropriate salary floors for all Non-Tenure-Track Faculty job classifications,  
28    ranks, and units based on the monies provided in the NTTF salary floor pool.  
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- 30    **e. Distribution.** The CDC will be responsible for overseeing the distribution of  
31    monies according to the policies established by the Committee.  
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- 33    **f. Transparency.** The policies established by the CDC will be published on the  
34    Academic Affairs website and sent to the Union.  
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