

1 UNIVERSITY COUNTERPROPOSAL

2 6-4-13

3

4 ARTICLE 20

5 SALARY

6

7 Section 1. Across the Board Raises

- 8
- 9 a. **FY 13.** All bargaining unit faculty members hired on or before June 30, 2012 will
- 10 receive a base salary increase equal to 1.5% of salary retroactively effective
- 11 January 1, 2013.
- 12
- 13 b. **FY 14.** All bargaining unit faculty members hired on or before December 31,
- 14 2012 will receive a base salary increase equal to 1.5% of salary effective July 1,
- 15 2013.
- 16
- 17 c. **FY 15.** All bargaining unit faculty members hired on or before December 31,
- 18 2013 will receive a base salary increase equal to 1.5% of salary effective July 1,
- 19 2014.
- 20

21 Section 2. Merit Raises

- 22
- 23 a. **FY 14.** The University will establish a pool for merit raises for all tenure-track
- 24 and tenured bargaining unit faculty members equal to 2.0% of the total base salary
- 25 paid to all eligible bargaining unit faculty members in the tenure-track and
- 26 tenured faculty classification.
- 27

28 The University will establish a pool for merit raises for all non-tenure-track

29 bargaining unit faculty members equal to 2.0% of the total base salary paid to all

30 eligible faculty members in the non-tenure-track faculty classifications.

31

32 Bargaining unit faculty in the Tenure-Track and Tenured Professor classification

33 and bargaining unit faculty in the other classifications in each department or unit

34 must be consulted in a substantive and documentable way in the development of

35 the criteria and processes for allocating the respective merit pools. Faculty

36 recommendations regarding such criteria and processes must be given substantial

37 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.

42

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 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 will establish a pool for merit raises for all other bargaining unit faculty equal to 3.5% of the total salary paid to all other eligible bargaining unit faculty members.

- 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.

Departmental or unit merit raise policies approved by the Provost will be posted on the Academic Affairs website and be available in the department or unit.

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. Salary Floor Funds**

- a. FY 14.** The University will establish a pool of money equal to 1% of the total base salary paid to all bargaining unit faculty members in the non-tenure-track faculty classifications. The Joint Committee on NTTF Compensation (see Section 5) will be responsible for allocating the pool to NTTF base salaries.

1  
2  
3 **Section 4. Promotion Raises**  
4

5 All bargaining unit faculty members in the Tenure-Track and Tenured Professor  
6 classification who achieve promotion will receive an increase of at least 8% of salary.  
7 All non-tenure track bargaining unit faculty members who achieve promotion will  
8 receive an increase of at least 6% of salary. These raises will become effective with the  
9 next regular appointment concurrent with or following the effective date of the  
10 promotion.  
11

12 **Section 5. Joint Committee on NTTF Compensation**  
13

14 The Union and the University agree to form a Joint Committee on NTTF Compensation  
15 (Joint Committee).  
16

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

20 **b. Charge.** The Joint Committee is charged to establish policies related to NTTF  
21 classification salary floors and to allocate the salary floor funds for FY14 in accordance  
22 with the established policies. The policies established by the Joint Committee will be  
23 published on the Academic Affairs website and provided by email to the Union.  
24

25 **Section 6. Retention Salary Adjustments.** Nothing in the Article restricts the  
26 discretion of the Provost or designee to make retention salary adjustments. The Provost  
27 or designee will notify the Union of any retention salary adjustments made.  
28

29 **Section 7. Payment of Salary.** Bargaining unit faculty members may opt to be paid in  
30 12 equal monthly installments consistent with IRS regulations. Salary shall be paid by  
31 direct deposit except in the case of emergency or unless another method of payment is  
32 required by law.