

1 UNIVERSITY COUNTERPROPOSAL

2 7-23-13

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 September 16,~~
11 2013 January 1, 2013.
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- 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 2.01.5% of salary effective July 1,
15 2013.
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- 17 c. **FY 15.** All NTTF bargaining unit faculty members hired on or before December
18 31, 2013 will receive a salary increase equal to 1.5 2.01.5% of salary effective
19 July 1, 2014. All Tenure Track and Tenured bargaining unit faculty members
20 hired on or before December 31, 2013 will receive a salary increase equal to .5%
21 of salary effective July 1, 2014.

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25 Section 2. Merit Raises

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

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

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37 ~~Bargaining unit faculty in the Tenure-Track and Tenured Professor classification~~
38 ~~and bargaining unit in the other classifications~~ All bargaining unit faculty
39 members in each department or unit must be consulted in a substantive and
40 documentable way in the development of the criteria and processes for allocating
41 the respective merit pools. Faculty recommendations regarding such criteria and
42 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, vice president or designee, who will make recommendations to the Provost or designee.

Merit raises for FY 14 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 base 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 base 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 department or unit will develop a written policy regarding the criteria and procedures for the award of merit increases, by first considering any input provided by the department or unit head, dean, vice president, Provost, or designee. The faculty will submit their recommended policy to the appropriate dean, vice president, or designee for review. The dean, vice president, or designee will memorialize and discuss any revisions he or she makes to the policy with the faculty before submitting his or her recommended policy to the Provost or designee. The Provost or designee will have final authority to establish the policy for each department or unit. If the Provost or designee materially alters the faculty-recommended policy, he or she will provide a written explanation for the change(s) to the faculty in the department or unit. The department or unit head, dean, vice president, Provost, or designee may initiate changes to established policies by informing the appropriate faculty of the change being considered, thereby initiating the process described in this Section.

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

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5 For FY15, the criteria for allocating the merit pool shall take into account all
6 teaching, research and service accomplishments since the last merit raise
7 preceding the Agreement.

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9 Merit raises for FY 15 will be effective as of July 1, 2014.

10 11 Section 3. Compression/Equity Adjustments

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13 a. FY 15. The University Administration will establish a pool to address
14 internal for equity raises for all bargaining unit Tenure-Track and Tenured bargaining
15 faculty equal to 1.0% of the total base salary paid to all bargaining unit faculty members
16 in the Tenure-Track and Tenured Faculty classification.

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

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23 b. The Joint Committee on Compensation Equity and Floors (see Section 6.)
24 will be responsible for constructing policies for guiding the distribution of
25 distributing monies in the equity raise pools to address inequities both external
26 and internal equity, including, but not limited to, gender and compression and
27 inversion inequities.

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29 c. Equity raises will be effective as of July 1, 2014.

30 31 32 Section 4. Salary Floors

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

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

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

b. FY 15. Salary floors for all NTTF classifications and ranks will increase by 2.0%.

Section 5. Promotion Raises

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

Section 6. Joint Committee on Equity and Floors NTTF Compensation

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

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

b. **Charge Tenure-Track and Tenured Faculty Internal Equity.** The Joint Committee is charged with establishing policies and procedures for guiding the distributiondistributing of the monies in the equity pool for Tenure-Track and Tenured faculty members. The Joint Committee 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 and address internal equity issues, including, but not limited to, gender and compression and inversion.

c. **Non-Tenure-Track Equity.** The Joint Committee is charged with establishing policies and procedures for distributing the monies in the equity pool for Non-Tenure-Track faculty members. The Joint Committee will take into account appropriate AAU comparator data, whenever available, and years in rank when designing a policy to distribute NTTF equity pool money. The Joint Committee will also consider internal equity issues, including, but not limited to, gender and compression.

1 d.c. Non-Tenure-Track Salary Floors. The Joint Committee is charged with
2 establishing appropriate salary floors for all Non-Tenure-Track Faculty job
3 classifications.-- The Committee may also review and recommend changes to the
4 current NTTF classifications as necessary to implement appropriate NTTF salary
5 floors.

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7 e.d. Publication Transparency. The policies established by the Joint Committee will
8 be published on the Academic Affairs website and provided by email to the
9 Union.

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11 Section 7. Retention Adjustments. ~~Although both the Union and the University~~
12 ~~Administration are committed to enhancing bargaining unit faculty salaries as quickly as~~
13 ~~possible, it may be necessary to occasionally make retention salary adjustments.~~

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15 To facilitate retention salary adjustments, the Provost or designee will establish a
16 retention salary adjustment policy describing the ~~based on objective criteria and~~
17 transparent procedures to be used in making retention adjustments for bargaining unit
18 faculty members.

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20 The retention salary adjustment policy will be published on the Academic Affairs
21 website.

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23 The Provost or designee will notify the Union of any retention adjustments made to the
24 salary of a bargaining unit faculty member, ~~of any retention salary adjustments made if it~~
25 becomes necessary to make a retention salary adjustment.

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27 Section 8. Early Childhood (EC) CARES. This Article shall not apply to the
28 bargaining unit faculty members employed by the university in its EC CARES program.
29 Instead, the University will comply with the Memorandum of Understanding attached to
30 this Agreement regarding compensation for employees in the EC Cares program effective
31 from 2011 through the expiration of this Agreement.

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33 Section 9. Payment of Salary. Bargaining unit faculty members may opt to be paid in
34 12 equal monthly installments consistent with IRS regulations. Salary shall be paid by
35 direct deposit except in the case of emergency or unless another method of payment is
36 required by law.