

1 UNIVERSITY COUNTERPROPOSAL

2 9-3-13

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 salary increase equal to 1.5% of salary effective January 1, 2013.
11

12 b. FY 14. All bargaining unit faculty members hired on or before December 31, 2012
13 will receive a salary increase equal to 1.5% of salary effective July 1, 2013.
14

15 c. FY 15. All bargaining unit faculty members hired on or before December 31, 2013
16 will receive a salary increase equal to 1.5% of salary effective July 1, 2014.
17

18 d. One Time Payment. This paragraph applies to bargaining unit faculty members
19 employed on the effective date of this Agreement. Each bargaining unit faculty
20 member employed at 1.0 FTE will receive a one-time payment of \$350, payable in
21 the first regular paycheck after the expiration of 30 days from the effective date of
22 this Agreement. Bargaining unit faculty members employed at less than 1.0 FTE
23 will receive a prorated amount.
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27 Section 2. Merit Raises
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29 a. FY 14. The University will establish a pool for merit raises for all Tenure-Track
30 and Tenured bargaining unit faculty equal to 2.0% of the total base salary paid to
31 all eligible bargaining unit faculty members in the Tenure-Track and Tenured
32 faculty classification.
33

34 The University will establish a pool for merit raises for all Non-Tenure-Track
35 bargaining unit faculty members equal to 2.0% of the total base salary paid to all
36 eligible faculty members in the Non-Tenure-Track Faculty classifications.
37

38 All ~~b~~Bargaining unit faculty members in each department or unit will be
39 consulted in a substantive and documentable way in the development
40 of developing the criteria and processes for allocating the respective merit pools
41 within each department or unit. Such consultation shall be document and
42 Ffaculty recommendations shall be accorded regarding such criteria and processes

1 | ~~must be given substantial weight~~consideration.

2
3 Criteria for allocating the merit pool shall take into account all teaching;
4 scholarship, research, and creative activity; and service accomplishments since
5 the last merit raise preceding the Agreement.

6
7 Each department or unit head will recommend merit increases, if any, for each
8 bargaining unit member in the department or unit to the appropriate dean, vice
9 president or designee, who will make recommendations to the Provost or
10 designee.

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

- 13
14 **b. FY 15.** The University will establish a pool for merit raises for all Tenure-Track
15 and Tenured bargaining unit faculty equal to 3.5% of the total base salary paid to
16 all eligible bargaining unit faculty members in the Tenure-Track and Tenured
17 Professor classification.

18
19 The University will establish a pool for merit raises for all Non-Tenure-Track
20 bargaining unit faculty equal to 3.5% of the total base salary paid to all other
21 eligible bargaining unit faculty members in the Non-Tenure-Track Faculty
22 classifications.

- 23
24 **c.** All departments or units must have an approved policy for distributing merit pool
25 money to bargaining unit faculty who meet or exceed expectations for teaching;
26 research, scholarship, and creative activities; and service.

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

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

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

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

11 12 **Section 3. Compression/Equity Adjustments**

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14 a. **FY 15.** The University will establish a pool to address equity for Tenure-
15 Track and Tenured bargaining faculty equal to **1.5%** of the total base salary paid to all
16 bargaining unit faculty members in the Tenure-Track and Tenured Faculty classification.

17
18 b. The Joint Committee on Equity and Floors (see Section 6.) will be
19 responsible for constructing policies for guiding the distribution of monies in the
20 equity raise pool to address **internal and external equity**.

21
22 c. Equity raises will be effective as of July 1, 2014.

23 24 25 **Section 4. Salary Floors**

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27 a. **FY 14.** The University will establish a pool of money to be used to raise the
28 salaries of all Non-Tenure-Track bargaining unit faculty members to the salary
29 floors established by the Joint Committee on Equity and Floors. The pool shall be
30 equal to **up to 2%** of the total base salary paid to all bargaining unit faculty
31 members in the Non-Tenure-Track Faculty classifications. Increases from this
32 pool will be effective July 1, 2013.

33
34 b. The Joint Committee on Equity and Floors (see Section 6.) will be responsible for
35 establishing appropriate salary floors for all bargaining unit Non-Tenure-Track
36 Faculty classifications, ranks, and units.

37 38 39 **Section 5. Promotion Raises**

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41 All bargaining unit faculty members in the Tenure-Track and Tenured Professor
42 classification who achieve promotion will receive an increase of at least 8% of base
43 salary. **Full professors who successfully complete their first major review after**

1 promotion to full professor in the highest category (exceeds expectations, fully
2 satisfactory, positive evaluation on all criteria) will receive an increase of at least 8%
3 of base salary. Full professors who successfully complete their first major review
4 after promotion to full professor in the second highest category (meets expectations,
5 satisfactory, positive on some but not all criteria) will receive an increase of at least
6 4% of base salary. All Non-Tenure Track bargaining unit faculty members who
7 achieve promotion will receive an increase of at least 8% salary. These raises will
8 become effective with the next regular appointment concurrent with or following the
9 effective date of the promotion.

10 11 **Section 6. Joint Committee on Equity and Floors**

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

- 17
18 a. **Composition.** The Joint Committee shall be made up of three members appointed
19 by the Union and three members appointed by the University.
20
21 b. **Tenure-Track and Tenured Faculty Equity.** The Joint Committee is charged
22 with establishing policies and procedures for guiding the distribution of the
23 monies in the equity pool for Tenure-Track and Tenured faculty members. The
24 Joint Committee will design a policy to address internal and external equity issues
25 among Tenure-Track and Tenured faculty.
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27
28 c. **Non-Tenure-Track Salary Floors.** The Joint Committee is charged with
29 establishing appropriate salary floors for all Non-Tenure-Track Faculty
30 classifications. The Committee may also review and recommend changes to the
31 current NTTF classifications as necessary to implement appropriate NTTF salary
32 floors.
33
34 d. **Publication.** The policies established by the Joint Committee will be published
35 on the Academic Affairs website and provided by email to the Union.
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37 **Section 7. Retention Adjustments.** To facilitate retention salary adjustments, the
38 Provost or designee will establish a retention salary adjustment policy describing the
39 criteria and procedures to be used in making retention adjustments for bargaining unit
40 faculty members.

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42 The retention salary adjustment policy will be published on the Academic Affairs
43 website.

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2 The Provost or designee will notify the Union of any retention adjustments made to the
3 salary of a bargaining unit faculty member..
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5 **Section 8. Early Childhood (EC) CARES.** This Article shall not apply to the
6 bargaining unit faculty members employed by the university in its EC CARES program.
7 Instead, the University will comply with the Memorandum of Understanding attached to
8 this Agreement regarding compensation for employees in the EC Cares program effective
9 from 2011 through the expiration of **this Agreement**.
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11 **Section 9. Payment of Salary.** Bargaining unit faculty members may opt to be paid in
12 12 equal monthly installments consistent with IRS regulations. Salary shall be paid by
13 direct deposit except in the case of emergency or unless another method of payment is
14 required by law.
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