UNIVERSITY COUNTERPROPOSAL

4-24-13

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 January 1, 2013.

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 1.5% 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 bargaining unit faculty equal to 2.0% of the total salary paid to all bargaining unit 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; scholarship, research, and creative activity; 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 or designee.

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 bargaining unit Tenure-Track and Tenured faculty equal to 4.0% of the total salary paid to all bargaining unit 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. The policy should be designed to reward faculty who exceed expectations when it comes to teaching, scholarship, research, and creative activity; 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.

The faculty in each department or unit will develop a policy for distributing merit increases, and will submit the policy to the dean or designee for Faculty-designed merit raise policies will be submitted 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. 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 36. Joint Compensation Distribution Committee on NTTF Compensation

The Union and the University. 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 Committee on NTTF Compensation Distribution Committee (CDC) charged with creating policies and procedures for establishing floors for NTTF salaries (including post doctorate scholars) to distribute pool money and overseeing the distribution of monies.

a. Composition. The CDC shall be made up of three members appointed by the Union representatives and three members appointed by the Provost or designee 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.
Non-Tenure-Track Salary Floors. The Joint Committee CDC is charged with establishing appropriate salary floors for all Non-Tenure-Track Faculty job classifications, ranks. The Committee may also review and recommend changes to the current NTTF classifications as necessary to implement appropriate NTTF salary floors, and units based on the monies provided in the NTTF salary floor pool.

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

Transparency. The policies established by the Joint Committee CDC will be published on the Academic Affairs website and sent provided by email to the Union.

Section 7. Nothing in this policy restricts the discretion of the Provost or designee to make retention salary adjustments.

Section 8. Payment of Salary. Bargaining unit faculty members may opt to be paid in 12 equal monthly installments. Salary shall be paid by direct deposit except in the case of emergency or unless another method of payment is required by law.