

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~~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 1.5% ~~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~~ 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~~; 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% 3.5% 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 ~~will adopt~~must have a policy ~~designed by Tenure Track and Non-Tenure Track faculty~~ for distributing merit pool money. The policy should be designed to ~~Faculty should consider merit raises an appropriate way 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

1 Consistent with the stated goal of both the University Administration and the Union,
2 faculty compensation rates for University of Oregon bargaining unit faculty members
3 should move closer to parity with their established comparators in the Association of
4 American Universities (AAU)—University of Michigan, University of California Santa
5 Barbara, University of Virginia, University of Iowa, University of North Carolina Chapel
6 Hill, Indiana University Bloomington, University of Colorado Boulder, and University of
7 Washington.

8
9 **a. FY 14.** The University Administration will establish a pool for equity raises for
10 all Tenure Track and Tenured faculty equal to 3.0% of the total salary paid to all
11 faculty members in the Tenure Track and Tenured Faculty classification.

12
13 The University Administration will establish a pool for equity raises for all Non-
14 Tenure Track faculty equal to 3.0% of the total salary paid to all faculty members
15 in the Non Tenure Track Faculty classifications.

16
17 The Compensation Distribution Committee (see Section 6.) will be responsible
18 for constructing policies for distributing monies in the equity raise pools.

19
20 Equity raises will be effective as of July 1, 2013.

21
22 **b. FY 15.** The University Administration will establish a pool for equity raises for
23 all Tenure Track and Tenured faculty equal to 1.0% of the total salary paid to all
24 faculty members in the Tenure Track and Tenured Faculty classification.

25
26 The University Administration will establish a pool for equity raises for all Non-
27 Tenure Track faculty equal to 1.0% of the total salary paid to all faculty members
28 in the Non Tenure Track Faculty classifications.

29
30 The Compensation Distribution Committee (see Section 6.) will be responsible
31 for constructing policies for distributing monies in the equity raise pools.

32
33 Equity raises will be effective as of July 1, 2014.

34 35 **Section 4. Salary Floors**

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37 **a. FY 14.** The University Administration will establish a pool of money to be used
38 to raise the salaries of all Non Tenure Track faculty members to the salary floors
39 established by the Compensation Distribution Committee. The pool shall be equal
40 to 3% of the total salary paid to all faculty members in the Non Tenure Track
41 Faculty classifications.
42

1 ~~The Compensation Distribution Committee (see Section 6.) will be responsible~~
2 ~~for establishing appropriate salary floors for all Non Tenure Track Faculty~~
3 ~~classifications, ranks, and units.~~

4
5 ~~Salary floors will be effective as of July 1, 2013.~~

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7 ~~b. FY 15. Salary floors for all NTTF classifications and ranks will increase by 4%.~~

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9 **Section 5. Promotion Raises**

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

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15 **Section 36. Joint Compensation Distribution Committee on NTTF Compensation**

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17 ~~The Union and the University It is the mutual goal of the University Administration and~~
18 ~~the Union that monies set aside in the pools detailed in this Article will be distributed~~
19 ~~fully and fairly in the spirit of transparency. Accordingly, the parties agree to form a Joint~~
20 ~~jointCommittee on NTTF Compensation Compensation Distribution Committee~~
21 ~~(CDC)(Joint Committee) charged with creating policies and procedures for establishing~~
22 ~~floors for NTTF salaries (including post doctorate scholars)to distribute pool money and~~
23 ~~overseeing the distribution of monies.~~

24
25 **a. Composition.** ~~The CDCJoint Committee shall be made up of three members~~
26 ~~appointed by the Union representatives and and three members appointed by the~~
27 ~~Provost or designee.University Administration representatives to establish~~
28 ~~policies and procedures for distributing the monies in the Tenure Track equity~~
29 ~~pool, the Non Tenure Track equity pool, and to establish appropriate salary floors~~
30 ~~for the Non Tenure Track Faculty classifications and ranks.~~

31
32 **b. Tenure Track Equity.** ~~The CDC is charged with establishing policies and~~
33 ~~procedures for distributing the monies in the equity pool for Tenure Track faculty~~
34 ~~members. The CDC will design a policy to bring compensation rates for~~
35 ~~University of Oregon bargaining unit faculty members closer to parity with their~~
36 ~~established comparators in the Association of American Universities by~~
37 ~~department and rank.~~

38
39 **c. Non Tenure Track Equity.** ~~The CDC is charged with establishing policies and~~
40 ~~procedures for distributing the monies in the equity pool for Non Tenure Track~~
41 ~~faculty members. The CDC will take into account appropriate AAU comparator~~
42 ~~data, whenever available, and years in rank when designing a policy to distribute~~
43 ~~NTTF equity pool money.~~

1
2 **d.b. Non-Tenure-Track Salary Floors.** The Joint Committee~~CDC~~ is charged
3 with establishing appropriate salary floors for all Non-Tenure-Track Faculty job
4 classifications.~~, ranks.~~ The Committee may also review and recommend changes
5 to the current NTTF classifications as necessary to implement appropriate NTTF
6 salary floors, and units based on the monies provided in the NTTF salary floor
7 pool.

8
9 **e. Distribution.** ~~The CDC will be responsible for overseeing the distribution of~~
10 ~~monies according to the policies established by the Committee.~~

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12 **f.c. Transparency.** The policies established by the Joint Committee~~CDC~~ will be
13 published on the Academic Affairs website and sent provided by email to the
14 Union.

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

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20 **Section 8. Payment of Salary.** Bargaining unit faculty members may opt to be paid in
21 12 equal monthly installments. Salary shall be paid by direct deposit except in the case of
22 emergency or unless another method of payment is required by law.