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WB
8-14/15

ARTICLE 26. SALARY

Section 1. Across the Board Increases

- (a) FY 16. On January 1, 2016, all bargaining unit faculty members with appointments in FY 16 will receive a 2.0% increase to their base salary.
- (b) FY 17. On January 1, 2017, all bargaining unit faculty members with appointments in FY 17 will receive a 0.75% increase to their base salary.
- (c) FY 18. On January 1, 2018, all bargaining unit faculty members with appointments in FY 18 will receive a 0.75% increase to their base salary.

Section 2. Merit Raises

- (a) FY 16. There will be no merit raises for fiscal year 2016.
- (b) FY 17. The University will establish a pool for merit raises for all Tenure-Track and Tenured faculty equal to ~~2.5~~ ^{2.25} ~~2.0%~~ of the group's total base salary (prorated for FTE) in FY 16. To be eligible for the merit raise, the Tenure-Track or Tenured Professor bargaining unit faculty member must have an appointment on December 31, 2016.

The University will establish a pool for merit raises for all Career Non-Tenure-Track faculty members equal to ~~2.5~~ ^{2.25} ~~2.0%~~ of the group's total base salary (prorated for FTE) in FY 16. To be eligible for the merit raise, the Career Non-Tenure-Track bargaining unit faculty member must have an appointment on December 31, 2016.

Merit raises for FY 17 will be effective as of January 1, 2017. ~~The FY 17 merit review should consider work performed since the FY 15 merit review.~~

Ten percent of the overall FY 17 merit pool will be held with each Dean and the Vice President for Research and Innovation for distribution, at their discretion, to departments or units to address merit or equity concerns.

- (c) FY 18. The University will establish a pool for merit raises for all Tenure-Track and Tenured faculty equal to ~~3.0~~ ^{2.25} ~~2.25%~~ of the group's total base salary (prorated for FTE) in FY 17. To be eligible for the merit raise, the Tenure-Track or Tenured Professor bargaining unit faculty member must have an appointment on December 31, 2017.

The University will establish a pool for merit raises for all Career Non-Tenure-Track faculty members equal to ~~3.0~~ ^{2.25} ~~2.25%~~ of the group's total base salary (prorated for FTE) in FY 17. To be eligible for the merit raise, the Career Non-Tenure-Track bargaining unit faculty member must have an appointment on December 31, 2017.

Merit raises for FY 18 will be effective as of January 1, 2018. ~~The FY 18 merit~~

1 review should consider work performed since the FY 17 merit review.
2

3 ~~Ten percent of the overall FY 18 merit pool will be held with each Dean and the~~
4 ~~Vice President for Research and Innovation for distribution, at their discretion, to~~
5 ~~departments or unit to address merit or equity concerns.~~
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8 **Section 3. Funding Contingent Faculty**
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- 10 a. In no case will a funding contingent faculty member be awarded retroactive salary
11 increases. In lieu of retroactive pay, funding contingent faculty members will be
12 entitled to a lump-sum equivalent to the retroactive pay to be distributed no less
13 than three months after the retroactive pay would have otherwise been provided.
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15 b. Funding contingent faculty who are principal investigators on the sponsored
16 project that funds their own salary may petition the Provost or designee to delay or
17 forgo an increase in their own salary as required under this Agreement.
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20 **Section 4. Salary Floors**
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- 22 (a) Effective July 1, 2016, the following minimum salary floors will be in effect for
23 all career NTTF appointments:
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25 i. PE/Rec \$26,000
26 ii. Research Assistants \$34,000
27 iii. All Others \$39,000
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29 (b) The minimum salary floor for Pro Tem and Visiting NTTF will be 90% of the
30 corresponding career floor.
31 (c) The minimum salary floor for Postdoctoral Scholars will be the same as
32 subsection (a)(iii) above.
33

34 Effective July 1, 2017:

- 35
36 (a) The minimum salary floor for Postdoctoral Scholars on 12-month appointments
37 will be no less than the amounts set according to the NIH Postdoctoral minimum
38 salary schedule and the floor will be adjusted each year pursuant to that NIH
39 schedule.
40 (b) The minimum salary floor for Postdoctoral Scholars on 9-month appointments
41 will be no less than the amounts set in subsection (a)(iii) above.
42 (c) Postdoctoral Scholars on 12-month appointments shall not be entitled to any merit
43 or across the board increases pursuant to this Article.
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46 **Section 5. Promotion Raises**
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- 48 (a) All bargaining unit faculty members in the Tenure-Track and Tenured Professor

1 classification who achieve promotion will receive an increase of at least 8% of base
2 salary.

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4 (b) Full professors who successfully complete their first major review after promotion
5 to full professor in the highest category (exceeds expectations, fully satisfactory,
6 positive evaluation on all criteria) will receive an increase of at least 8% of base
7 salary. Full professors who successfully complete their first major review after
8 promotion to full professor in the second highest category (meets expectations,
9 satisfactory, positive on some but not all criteria) will receive an increase of at least
10 4% of base salary. Full professors who successfully complete subsequent major
11 reviews will receive an increase of at least 4% of base salary.

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13 (c) All Career Non-Tenure Track bargaining unit faculty members who achieve
14 promotion will receive an increase of at least 8% salary. These raises will become
15 effective with the next regular appointment concurrent with or following the
16 effective date of the promotion.

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18 **Section 6. Retention Adjustments.** To facilitate retention salary adjustments, the
19 Provost or designee will establish a retention salary adjustment policy describing the
20 criteria and procedures to be used in making retention adjustments for bargaining unit
21 faculty members.

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23 The retention salary adjustment policy will be published on the Academic Affairs
24 website.

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26 The Provost or designee will notify the Union of any retention adjustments made to the
27 salary of a bargaining unit faculty member.

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

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34 **Section 8. Academic Extension.** Notwithstanding other provisions of this agreement,
35 assignments in the academic extension program may be compensated at a rate to be agreed
36 to by the academic extension administration and the bargaining unit faculty member
37 without regard to the bargaining unit member's existing base salary. Compensation for
38 assignments in the academic extension program may be lump sums.

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40 **Section 9. Workload Adjustments.**

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42 a. If a NTTF bargaining unit faculty member has his or her FTE reduced with no
43 demonstrable corresponding reduction in workload, then the bargaining unit
44 faculty member's base salary will be increased in proportion to the FTE reduction.

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46 b. If a NTTF bargaining unit faculty member has his or her workload significantly
47 increased with no corresponding increase in FTE, then the bargaining unit faculty
48 member's base salary will be increased in proportion to the workload increase.

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2 c. Both parties recognize that professional responsibilities ebb and flow throughout a
3 contract period. The provisions of this section are not meant to address minor or
4 normal fluctuations in workload.

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6 d. This Section will sunset with expiration of the terms of the 2015-2018 agreement..

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8 **Section 10. Equity Studies.** ^{agreement} During the terms of this Agreement, the University and the
9 Union will meet to ~~study~~ external equity issues as they relate to ~~non-tenure track~~ faculty.
10 The parties will develop a set of external comparators appropriate to the university and
11 gather data that is comparable to the job categories under the Career classification. The
12 goal of this work will be to build a body of external NTTF comparators and have data to
13 inform further discussion about how best to improve the university's recruit, retain, and
14 equitably compensate NTTF during the next round of bargaining.

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16 Section 11. The parties agree to work in good faith toward a memorandum of
17 understanding that will provide a mechanism for the university to study salary equity
18 issues related to gender and other protected classes within the Tenured and Tenure-Track
19 faculty ranks.

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21 **Section 12. Equity Increase for Librarians.** On January 1, 2016, all Career NTTF
22 employed in the University of Oregon Libraries will receive a 1% raise to base salary as an
23 external equity adjustment.

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25 Section 13. Lump Sum Payment. On November 30, 2015, January 1, 2016, Tenured,
26 Tenure Track, and Career Non Tenure Track Faculty bargaining unit faculty members
27 shall receive a \$300 lump sum prorated based on their November 2015 FTE.

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29 **Section 14. Postdoctoral Scholars.** Effective July 1, 2017:

- 30 (a) The minimum salary floor for Postdoctoral Scholars on 12-month
31 appointments will be no less than the amounts set according to the NIH
32 Postdoctoral minimum salary schedule and the floor will be adjusted each
33 year pursuant to that NIH schedule.
- 34 (b) The minimum salary floor for Postdoctoral Scholars on 9-month
35 appointments will be no less than the amounts set in Section 4 (a) & (b).
- 36 (c) Postdoctoral Scholars on 12-month appointments shall not be entitled to any
37 merit or across the board increases pursuant to this Article.
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