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2 **ARTICLE 26. SALARY**

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4 **Section 1. Across the Board Increases**

5 On January 1, 2016, all bargaining unit faculty members with appointments in FY16 will
6 receive a 1.0 % increase to their base salary.
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8 **~~Section 1. One-Time Payment~~**

9 ~~Each bargaining unit faculty member employed on December 31, 2015 at 1.0 FTE will~~
10 ~~receive a one-time payment of \$600, payable in the first regular paycheck after January~~
11 ~~1, 2016. Bargaining unit faculty members employed at less than 1.0 FTE will receive a~~
12 ~~prorated amount.~~
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14 **Section 2. Merit Raises**

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16 (a) **FY 16.** There will be no merit raises for fiscal year 2016.
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18 (b) **FY 17.** The University will establish a pool for merit raises for all Tenure-Track
19 and Tenured Professor bargaining unit faculty equal to ~~1.0~~ 1.5% of the group's
20 total base salary (prorated for FTE) in FY 16. ~~as of October 31, 2016~~. To be
21 eligible for the merit raise, the Tenure-Track or Tenured Professor bargaining
22 unit faculty member must ~~be employed~~ have an appointment on December 31,
23 2016. The dean of each college and school, as well as the Vice President for
24 Research and Innovation, will reserve up to 20% of the merit pool allocated to
25 their respective college, school, or division for distribution to departments or
26 units to supplement merit increases for Tenure-Track and Tenured Professors at
27 their sole discretion.
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29 The University will establish a pool for merit raises for all Career Non-Tenure-
30 Track bargaining unit faculty members equal to ~~1.0~~ 1.5% of the group's total
31 base salary (prorated for FTE) in FY 16 ~~as of October 31, 2016~~. To be eligible for
32 the merit raise, the Career Non-Tenure-Track bargaining unit faculty member
33 must ~~be employed~~ have an appointment on December 31, 2016. The dean of
34 each college and school, as well as the Vice President for Research and
35 Innovation, will reserve up to 20% of the merit pool allocated to their respective
36 college, school, or division for distribution to departments or units to supplement
37 Career Non-Tenure-Track merit increases at their sole discretion.
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39 Merit raises for FY 17 will be effective as of January 1, 2017.
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41 **Section 3. Funding Contingent Faculty**

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43 a. In no case will a funding contingent faculty member be awarded retroactive

1 increases. In lieu of retroactive pay, funding contingent faculty members will be
2 entitled to a lump-sum equivalent to the retroactive pay to be distributed no less
3 than three months after the retroactive pay would have otherwise been provided.

- 4
5 b. Funding contingent faculty who are principal investigators on the sponsored
6 project that funds their own salary may petition the Provost or designee to delay or
7 forgo an increase in their own salary as required under this Agreement.
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9 **Section 3. Salary Floors**

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11 (a) Effective July 1, 2016, the following minimum salary floors will be in effect for
12 all career NTTF appointments ~~for the duration of this agreement:~~

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14 i. PE/Rec ~~\$24,000~~ 24,500
15 ii. Research Assistants ~~\$32,000~~ 32,700
16 iii. All Others ~~\$36,000~~ 36,800
17

- 18 (b) The minimum salary floor for Postdoctoral Fellows will be ~~\$36,000~~ 36,800 for
19 the duration of this agreement.

- 20
21 (c) The minimum salary floor for adjunct NTTF will be 80% of the corresponding
22 career floor.
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24 **Section 4. Promotion Raises**

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26 (a) All bargaining unit faculty members in the Tenure-Track and Tenured Professor
27 classification who achieve promotion will receive an increase of at least 8% of base
28 salary.
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- 30 (b) Full professors who successfully complete their first major review after promotion
31 to full professor in the highest category (exceeds expectations, fully satisfactory,
32 positive evaluation on all criteria) will receive an increase of at least 8% of base
33 salary. Full professors who successfully complete their first major review after
34 promotion to full professor in the second highest category (meets expectations,
35 satisfactory, positive on some but not all criteria) will receive an increase of at least
36 4% of base salary. Full professors who successfully complete subsequent major
37 reviews will receive an increase of at least 2% of base salary.
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- 39 (c) All Career Non-Tenure Track bargaining unit faculty members who achieve
40 promotion will receive an increase of at least 8% salary. These raises will become
41 effective with the next regular appointment concurrent with or following the
42 effective date of the promotion.
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44 **Section 5. Retention Adjustments.** To facilitate retention salary adjustments, the
45 Provost or designee will establish a retention salary adjustment policy describing the
46 criteria and procedures to be used in making retention adjustments for bargaining unit
47 faculty members.
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1 The retention salary adjustment policy will be published on the Academic Affairs
2 website.

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

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7 **Section 6. Payment of Salary.** Bargaining unit faculty members may opt to be paid in 12
8 equal monthly installments consistent with IRS regulations. Salary shall be paid by direct
9 deposit except in the case of emergency or unless another method of payment is required
10 by law.

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12 **Section 7. Academic Extension.** Notwithstanding other provisions of this agreement,
13 assignments in the academic extension program may be compensated at a rate to be agreed
14 to by the academic extension administration and the bargaining unit faculty member
15 without regard to the bargaining unit member's existing base salary. Compensation for
16 assignments in the academic extension program may be lump sums.