

ARTICLE 26. SALARY

Preamble: The raises for all faculty during this Agreement will be:

FY16 – COLA: 2.0%

FY17 – COLA: 1.5% & Equity: 1.5%

FY18 – COLA: 1% & Merit: 4%

Section 1. Workload Adjustment Raises

- a. If a bargaining unit faculty member has his or her FTE reduced with no demonstrable corresponding reduction in workload, then the bargaining unit faculty member's base salary will be increased in proportion to the FTE reduction.
- b. If a bargaining unit faculty member has his or her workload, as described in the **unit's professional responsibilities** policy developed in accordance with Article 17, **appreciably** increased with no corresponding increase in FTE, then the bargaining unit faculty member's base salary will be increased in proportion to the workload increase.

Section 2. Funding Contingent Faculty

- a. In no case will a funding contingent faculty member be awarded retroactive across-the-board (or COLA) increases. In lieu of retroactive pay, funding contingent faculty members will be entitled to a lump-sum equivalent to the retroactive pay to be distributed no less than three months after the retroactive pay would have otherwise been provided.
- b. Funding contingent faculty who are principal investigators on the sponsored project that funds their own salary may petition the Provost or designee to delay or forgo an increase in their own salary as required under this Agreement.

Section 3. Cost-of-Living Adjustments

- a. On January 1, 2016, all bargaining unit faculty members employed in FY15 or FY16 will receive a **2.0%** cost-of-living increase to their base salary.
- b. On January 1, 2017, all bargaining unit faculty members employed in FY16 or FY17 will receive a **1.5%** cost-of-living increase to their base salary.
- c. On January 1, 2018, all bargaining unit faculty members employed in FY17 or FY18 will receive a **1%** cost-of-living increase to their base salary.

Section 4. Equity Raises

a. Tenure Track

- i. In July 2016, the University and Union will form a committee made up of three

1 members of each party to develop guidelines for distributing equity pool money
 2 addressing both internal and external equity issues at the university.

- 3
- 4 ii. On October 1, 2016, the University will establish a pool for equity raises for all
- 5 tenure-track and tenured faculty members equal to 1.50% of the total base salary
- 6 paid to all tenure-track and tenured faculty members employed in FY16.
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- 8 iii. All tenure-track and tenured bargaining unit faculty members employed by the
- 9 University in FY16 and FY17 shall be considered for an FY17 equity raise.
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- 11 iv. In November 2016, deans shall allot their proportional share of the equity pool
- 12 money according to the guidelines developed in Section 4.a.i.
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- 14 v. In December 2016, the committee referenced in Section 4.a.i will review the deans’
- 15 allotments to ensure that equity raises were distributed in accordance with the
- 16 guidelines.
- 17
- 18 vi. Tenure-track and tenured faculty members will receive any equity increase to their
- 19 base salary effective January 1, 2017.
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21 **b. Non-Tenure-Track**

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- 23 i. In July 2016, the University and Union will form a committee made up of three
- 24 members of each party to develop guidelines for distributing equity pool money
- 25 addressing both internal and external equity issues at the university.
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- 27 ii. On October 1, 2016, the University will establish a pool for equity raises for all
- 28 Career NTTF bargaining unit members equal to 1.5% of the total base salary paid to
- 29 all Career NTTF members employed in FY16.
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- 31 iii. All Career NTTF bargaining unit members employed by the University in FY16 and
- 32 FY17 shall be considered for an FY17 equity raise.
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- 34 iv. In November 2016, deans shall allot their proportional share of the equity pool
- 35 money according to the guidelines developed in Section 4.a.i.
- 36
- 37 v. In December 2016, the committee referenced in Section 4.a.i will review the deans’
- 38 allotments to ensure that equity raises were distributed in accordance with the
- 39 guidelines.
- 40
- 41 vi. Career NTTF bargaining unit members will receive any equity increase to their base
- 42 salary effective January 1, 2017.
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44 **Section 5. Merit Raises**

45 **a. Tenure-Track and Tenured Faculty**

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- 2 i. The University will establish a pool for merit raises for all tenure-track and tenured
- 3 bargaining unit faculty members in the equal to 4.0% of the total base salary paid
- 4 to all tenure-track and tenured bargaining unit faculty members employed in
- 5 FY17.
- 6
- 7 ii. All tenure-track and tenured bargaining unit faculty members employed by the
- 8 University in FY17 and FY18 are eligible for and shall be reviewed for an FY18
- 9 merit raise.
- 10
- 11 iii. In October 2017, departments and units shall allot their proportional share of the
- 12 merit pool money according to their established merit review policies. **The review**
- 13 **shall take into account all teaching; scholarship, research, and creative activity; and**
- 14 **service accomplishments since the FY15 merit raise.**
- 15
- 16 iv. Tenure-track and tenured bargaining unit faculty members will receive any merit
- 17 increase to their base salary effective January 1, 2018.
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19 **b. Non-Tenure Track Faculty**

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- 21 i. The University will establish a pool for merit raises for all non-tenure track
- 22 bargaining unit faculty members equal to 4.0% of the total base salary paid to all
- 23 non-tenure track bargaining unit faculty members employed by the University in
- 24 FY17.
- 25
- 26 ii. All non-tenure track faculty bargaining unit members employed by the University
- 27 in FY17 and FY18 are eligible for and reviewed for an FY18 merit raise.
- 28
- 29 iii. In October 2015, departments and units shall allot their proportional share of the
- 30 merit pool money according to their established merit review policies. **The review**
- 31 **shall take into account all teaching; scholarship, research, and creative activity; and**
- 32 **service accomplishments since the FY15 merit raise.**
- 33
- 34 iv. Bargaining unit faculty members in non-tenure track classifications will receive
- 35 any merit increase to their base salary effective January 1, 2018.
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37 **Section 6. Salary Floors**

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- 39 a. **FY16.** Effective January 1, 2016 for all bargaining unit faculty members in non-tenure
- 40 track classifications, 1.0FTE base salaries shall be no less than those listed below:
- 41 a. PE/Rec: \$24,720
- 42 b. Postdoctoral Scholar: \$42,000
- 43 c. All other NTTF: \$37,080
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- 45 b. **FY17.** Effective January 1, 2017 for all bargaining unit faculty members in non-tenure
- 46 track classifications, 1.0FTE base salaries shall be no less than those listed below:

- a. PE/Rec: \$25,462
- b. Postdoctoral Scholar: \$43,697
- c. All other NTTF: \$38,192

c. **FY18.** Effective January 1, 2017 for all bargaining unit faculty members in non-tenure track classifications, 1.0FTE base salaries shall be no less than those listed below:

- a. PE/Rec: \$26,480
- b. Postdoctoral Scholar: \$44,570
- c. All other NTTF: \$39,720

Section 7. Promotion Raises

- a. All bargaining unit faculty members in the Tenure-Track and Tenured Professor classification who achieve promotion will receive an increase of at least 8% of base salary.
- b. Full professors who successfully complete **their first** major review after promotion to full professor in the highest category (exceeds expectations, fully satisfactory, positive evaluation on all criteria) will receive an increase of at least 8% of base salary. Full professors who successfully complete **their first** major review after promotion to full professor in the second highest category (meets expectations, satisfactory, positive on some but not all criteria) will receive an increase of at least 4% of base salary. **Full professors who successfully complete subsequent major reviews will receive an increase of at least 4% of base salary.**
- c. All Career Non-Tenure Track bargaining unit faculty members who achieve promotion will receive an increase of at least 8% of base salary.
- d. Promotion raises will become effective with the next regular appointment concurrent with or following the effective date of the promotion.

Section 8. Retention Adjustments. To facilitate retention salary adjustments, the Provost or designee will establish a retention salary adjustment policy describing the criteria and procedures to be used in making retention adjustments for bargaining unit faculty members.

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

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

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

Section 10. Academic Extension. Notwithstanding other provisions of this agreement, assignments in the academic extension program may be compensated at a rate to be agreed to by

- 1 the academic extension administration and the bargaining unit faculty member without regard to
- 2 the bargaining unit member's existing base salary. Compensation for assignments in the
- 3 academic extension program may be lump sums.