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2 **ARTICLE 26. SALARY**

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

4 On January 1, 2016, all bargaining unit faculty members with appointments in FY16 will
5 receive a 1.0 % increase to their base salary.

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7 **Section 2. Merit Raises**

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9 (a) **FY 16.** There will be no merit raises for fiscal year 2016.

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11 (b) **FY 17.** The University will establish a pool for merit raises for all Tenure-Track
12 and Tenured Professor bargaining unit faculty equal to ~~2.0~~ 2.5% of the group's
13 total base salary (prorated for FTE) in FY 16. To be eligible for the merit raise,
14 the Tenure-Track or Tenured Professor bargaining unit faculty member must
15 have an appointment on December 31, 2016. The dean of each college and
16 school, as well as the Vice President for Research and Innovation, will reserve
17 up to 20% of the merit pool allocated to their respective college, school, or
18 division for distribution to departments or units to supplement merit increases
19 for Tenure-Track and Tenured Professors at their sole discretion.

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21 The University will establish a pool for merit raises for all Career Non-Tenure-
22 Track bargaining unit faculty members equal to ~~2.0~~ 2.5% of the group's total
23 base salary (prorated for FTE) in FY 16. To be eligible for the merit raise, the
24 Career Non-Tenure-Track bargaining unit faculty member must have an
25 appointment on December 31, 2016. The dean of each college and school, as
26 well as the Vice President for Research and Innovation, will reserve up to 20%
27 of the merit pool allocated to their respective college, school, or division for
28 distribution to departments or units to supplement Career Non-Tenure-Track
29 merit increases at their sole discretion.

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

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34 (c) **FY 18.** The University will establish a pool for merit raises for all Tenure-Track
35 and Tenured Professor bargaining unit faculty equal to 3.0% of the group's total
36 base salary (prorated for FTE) in FY 17. To be eligible for the merit raise, the
37 Tenure-Track or Tenured Professor bargaining unit faculty member must have
38 an appointment on December 31, 2017. The dean of each college and school, as
39 well as the Vice President for Research and Innovation, will reserve up to 20%
40 of the merit pool allocated to their respective college, school, or division for
41 distribution to departments or units to supplement merit increases for Tenure-
42 Track and Tenured Professors at their sole discretion.

43
44 The University will establish a pool for merit raises for all Career Non-Tenure-
45 Track bargaining unit faculty members equal to 3.0% of the group's total base
46 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. The dean of each college and school, as well as the Vice President for Research and Innovation, will reserve up to 20% of the merit pool allocated to their respective college, school, or division for distribution to departments or units to supplement Career Non-Tenure-Track merit increases at their sole discretion.

Merit raises for FY 18 will be effective as of January 1, 2018. The FY 18 merit review should consider work performed since the FY 17 merit review.

Section 3. Funding Contingent Faculty

- a. In no case will a funding contingent faculty member be awarded retroactive salary 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 4. Salary Floors

- (a) Effective July 1, 2016, the following minimum salary floors will be in effect for all career NTTF appointments:

i. PE/Rec	<u>\$25,440</u>
ii. Research Assistants	<u>\$33,920</u>
iii. Postdoctoral Fellows	<u>\$39,160</u>
iv. All Others	<u>\$39,160</u>

- (b) The minimum salary floor for ~~adjunct~~ Pro Tem NTTF will be 80% of the corresponding career floor.

Section 5. 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

1 4% of base salary. Full professors who successfully complete subsequent major
2 reviews will receive an increase of at least 4% of base salary.
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- 4 (c) All Career Non-Tenure Track bargaining unit faculty members who achieve
5 promotion will receive an increase of at least 8% salary. These raises will become
6 effective with the next regular appointment concurrent with or following the
7 effective date of the promotion.
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9 **Section 6. Retention Adjustments.** To facilitate retention salary adjustments, the
10 Provost or designee will establish a retention salary adjustment policy describing the
11 criteria and procedures to be used in making retention adjustments for bargaining unit
12 faculty members.
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14 The retention salary adjustment policy will be published on the Academic Affairs
15 website.
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17 The Provost or designee will notify the Union of any retention adjustments made to the
18 salary of a bargaining unit faculty member.
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20 **Section 7. Payment of Salary.** Bargaining unit faculty members may opt to be paid in 12
21 equal monthly installments consistent with IRS regulations. Salary shall be paid by direct
22 deposit except in the case of emergency or unless another method of payment is required
23 by law.
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25 **Section 8. Academic Extension.** Notwithstanding other provisions of this agreement,
26 assignments in the academic extension program may be compensated at a rate to be agreed
27 to by the academic extension administration and the bargaining unit faculty member
28 without regard to the bargaining unit member's existing base salary. Compensation for
29 assignments in the academic extension program may be lump sums.
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