ARTICLE 26. SALARY

Section 1. Raises in FY-19

a. TTF. The University will establish a pool for raises for all Tenure-Track and Tenured faculty members equal to 2.0% of the group’s total base salary (prorated for FTE) in FY 19.

i. The University will distribute 1.25% of the of the group’s total base salary (prorated for FTE) in FY 19 as an across-the-board increase. To be eligible for the across-the-board increase, the Tenure-Track or Tenured faculty member must have an appointment on December 31, 2018.

ii. The University will use up to .75% of the group’s total base salary (prorated for FTE) in FY 19 to distribute diversity equity raises for all eligible Tenure-Track and Tenured faculty members. Eligibility for a diversity equity raise will be determined through the TTF equity study being conducted in FY-18 pursuant to a Memorandum of Understanding executed between UA and UO on February 17, 2017. Tenure-Track and Tenured faculty members with unexplained salary inequities potentially related to race, ethnicity, or gender will receive an equity salary adjustment from this pool.

iii. If .75% of the group’s total base salary is insufficient to adequately address inequities described in Section 1(a)(ii) above, the University will make a plan for equity salary adjustments with non-pool funds to address issues arising out of the TTF equity study.

iv. If the full .75% is not needed to address any inequities described in Section 1(a)(ii), the remaining funds shall be returned to the across-the-board pool described in section 1.a.i.

b. Career NTTF. The University will give all Career Non-Tenure Track bargaining unit faculty members a 2.0% across-the-board increase. To be eligible for the across-the-board increase, the Career NTTF bargaining unit members must have an appointment on December 31, 2018.

e. FY19 raises for will be effective as of January 1, 2019.

Section 2. Raises in FY-20

a. TTF Merit. The University will establish unit-based pools for merit raises for Tenure-Track and Tenured faculty members equal to 1.625% of the unit’s total base salary (prorated for FTE) in FY-20. To be eligible for the merit raise, the Tenure-Track or Tenured faculty member must have an appointment on December 31, 2019.

b. TTF External Equity. The University will establish a pool for external equity raises for all Tenure-Track and Tenured faculty members equal to .50% of the group’s total base
salary (prorated for FTE) in FY 20.

In early FY 20, all TTF base salaries will be measured on a department by department basis against the appropriate unit and rank salaries of their AAU Public Peers based on the latest data published from the AAU Data Exchange. The University and the Union will meet to determine the best way to distribute the money in the external equity pool given the amount of money available. All faculty in departments where departmental base salary averages, as defined by AAU data, for their rank are less than 90% of their appropriate AAU Public Peers in rank are expected to see some level of external equity raise.

c. **Career NTTF Merit.** The University will establish unit-based pools for merit raises for Career Non-Tenure-Track faculty members equal to 2.125% of the unit’s total base salary in FY 20. To be eligible for the merit raise, the Career Non-Tenure-Track faculty member must have an appointment on December 31, 2019. Units without any faculty members in the bargaining unit are not covered by this section.

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**Section 1. COLA.**

a. FY21. On July 1, 2020 all bargaining unit faculty members with appointments in FY21 will receive a 3.0% increase to their base salary.

b. FY22. On July 1, 2021 all bargaining unit faculty members with appointments in FY22 will receive a 3.0% increase to their base salary.

c. FY23. On July 1, 2022 all bargaining unit faculty members with appointments in FY23 will receive a 3.0% increase to their base salary.

**Section 2. Equity.** By December 1, 2020, the faculty in each department or unit that employs bargaining unit faculty will develop written procedures and criteria for awarding equity raises. The Internal Equity policy will specify the process by which the department or unit identifies individual faculty members who have low salaries relative to comparable faculty in the unit and how the unit will award equity raises to those faculty. Policies should identify how a unit will distribute any pool funds remaining after addressing equity needs in the unit.

The Internal Equity policy will be developed in accordance with the provisions of the department or unit’s Internal Governance policy and the provisions of Article 4.

a. FY22. The University will establish a pool of money in each department or unit for equity raises for all Tenure-Track and Tenured faculty equal to 1.0% of the department or unit’s total Tenure-Track and Tenured faculty base salary (prorated for FTE). Faculty in the Tenure-Track and Tenured classification who were awarded a merit raise during the most recent round of merit raises will be eligible for an equity raise. Equity raises will be distributed on July 1, 2021.

The University will establish a pool of money in each department or unit for equity raises for all Career faculty equal to 1.0% of the department or unit’s total Career faculty base
salary (prorated for FTE). Faculty in the Career classification who were awarded a merit raise during the most recent round of merit raises will be eligible for an equity raise. Equity raises will be distributed on July 1, 2021.

b. FY23. The University will establish a pool of money in each department or unit for equity raises for all Tenure-Track and Tenured faculty equal to 1.0% of the department or unit’s total Tenure-Track and Tenured faculty base salary (prorated for FTE). Faculty in the Tenure-Track and Tenured classification who were awarded a merit raise during the most recent round of merit raises will be eligible for an equity raise. Equity raises will be distributed on July 1, 2022.

The University will establish a pool of money in each department or unit for equity raises for all Career faculty equal to 1.0% of the department or unit’s total Career faculty base salary (prorated for FTE). Faculty in the Career classification who were awarded a merit raise during the most recent round of merit raises will be eligible for an equity raise. Equity raises will be distributed on July 1, 2022.

Section 3. Merit.

a. The University will establish unit-based pools for merit raises for Tenure-Track and Tenured faculty members equal to 5.0% of the unit’s total Tenure-Track and Tenured faculty base salary (prorated for FTE) in FY 22. To be eligible for the merit raise, the Tenure-Track or Tenured faculty member must have had an appointment in FY21. Merit raises will be distributed on July 1, 2021.

b. The University will establish unit-based pools for merit raises for Career faculty members equal to 5.0% of the unit’s total Career faculty base salary (prorated for FTE) in FY 22. To be eligible for the merit raise, the Career faculty member must have had an appointment in FY21. Merit raises will be distributed on July 1, 2021.

Section 4. 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 5. Salary Floors

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

   i. PE/Rec $26,000
   ii. Research Assistants $34,000
   iii. All Others $39,000

b. The minimum salary floor for Pro Tem and Visiting NTTF will be 90% of the corresponding career floor.
c. The minimum salary floor for Postdoctoral Scholars will be the same as subsection (a)(iii) above.

Except for the faculty listed in a., b., and c. of this section, effective July 1, 2020, the following minimum salary floors will be in effect for all bargaining unit faculty:

- 9-month faculty: $50,000 + $900 for every year of faculty employment at UO up to 15 years
- 12-month faculty: $61,500 + $1100 for every year of faculty employment at UO up to 15 years

Exceptions:

a. The salary floor for bargaining unit faculty members employed in Physical Education and Recreation will be 66.67% of the salary floors listed above.

b. The salary for bargaining unit faculty members in the Research Assistant category will be 87.17% of the salary floors listed above.

c. The minimum salary floor for Postdoctoral Scholars on 12-month appointments will be no less than the amounts set according to the NIH Postdoctoral minimum salary schedule and the floor will be adjusted each year pursuant to that NIH schedule. Postdoctoral Scholars who had previous postdoc positions at other universities will be credited with a number of years of service when determining the appropriate minimum salary.

OR

a. On June 15 of each year, two representatives each from the University and the Union will meet to determine the Average Senior Administrator Salary.

b. The Average Senior Administrator Salary will be calculated by averaging the total taxable compensation of the President, Provost, all of the deans of the colleges and schools that employ bargaining unit faculty, the Vice President of Research and Innovation, and the Executive Director of the Knight Campus for Accelerating Scientific Impact.

c. Effective July 1 of each year, the minimum salary floor will be in effect for all bargaining unit faculty members.

d. The minimum salary floor for bargaining unit faculty members with 12-month appointments, except those faculty described in f., g., and h. of this section, will be 16.14% of the Average Senior Administrator Salary.

e. The minimum salary floor for bargaining unit faculty members with 9-month appointments, except those faculty described in f. and g. of this section, will be 13.13% of the Average Senior Administrator Salary.

f. The minimum salary floor for bargaining unit faculty members in Physical Education and Recreation will be 8.75% of the Average Senior Administrator Salary.
g. The minimum salary floor for bargaining unit faculty members in the Research Assistant category will be 14.07% of the Average Senior Administrator Salary.

h. The minimum salary floor for Postdoctoral Scholars on 12-month appointments will be no less than the amounts set according to the NIH Postdoctoral minimum salary schedule and the floor will be adjusted each year pursuant to that NIH schedule. Postdoctoral Scholars who had previous postdoc positions at other universities will be credited with a number of years of service when determining the appropriate minimum salary.

i. To address any compression caused by any increase in minimum salary floors, bargaining unit faculty members with 9-month appointments will receive an additional $900 to their base salary for each year in rank. Bargaining unit faculty members with 12-month appointments will receive an additional $1,100 to their base salary for each year in rank.

Section 6. Promotion Excellence Raises

a. All bargaining unit faculty members in the Tenure-Track and Tenured classification who achieve promotion will receive an increase of at least 8% of their base salary.

b. Full professors. Bargaining unit faculty members in the highest rank in their category who successfully complete their first major review after promotion to full professor in the highest category (meets 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. a sixth-year post-promotion or sixth-year post-tenure review will receive an increase to their base salary.

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

Bargaining unit faculty members who “exceed expectations” will receive an increase of at least 8% of their base salary.

Bargaining unit faculty members who “meet expectations” will receive an increase of at least 4% of their base salary.

The salary increase will be effective at the beginning of the academic year following the promotion or review.

Section 7. 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 Office of the Provost’s website.

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

**Section 8. Portland Adjustment.** Bargaining unit faculty members whose home campus is Portland will receive a positive base salary adjustment of $5000.

**Section 9. On-Call Stipend.** Bargaining unit faculty members who are on-call for emergency work shall receive an on-call stipend. A bargaining unit faculty member is “on-call” when specifically required to be available for work outside their regular working hours and subject to restrictions such that the bargaining unit faculty member cannot effectively use that time for personal purposes.

The on-call stipend will be:

1. 00.01 to 8.00 hours - $100
2. 8.01 to 16.00 hours - $200
3. 16.01 to 24.00 hours - $300
4. 32.01 to 40.00 hours - $400
5. 40.01 to 48.00 hours - $500
6. An additional $100 for every 8 hours

**Section 10. 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 11. 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 the academic extension administration and the bargaining unit faculty member without regard to the bargaining unit member’s existing base salary. Compensation for assignments in the academic extension program may be lump sums.

**Section 12. Workload Adjustments.**

a. If an NTTE bargaining unit faculty member has their 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 NTTE bargaining unit faculty member has their workload significantly 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. Increases in course caps can be a significant increase in workload when course assignments cannot be adjusted without negatively impacting best practices in pedagogy.
c. Both parties recognize that professional responsibilities ebb and flow throughout a contract period. The provisions of this section are not meant to address minor or normal fluctuations in workload.

Section 13. Bargaining unit faculty members who secure new or additional appointments at the university will not experience a decrease in their base salary.