UNITED ACADEMICS PROPOSAL

ARTICLE XX. HIRING INFORMATION

Section 1. All finalist applicants for an academic position that will or could be a bargaining unit position shall be informed of the minimum salary and the salary range for the position. Salary information shall be provided no later than the time the applicant is invited to visit the campus for an interview.

Prior to the campus visit, the applicant(s) shall also be informed of the factors that will be considered in determining the starting salary. The information about the factors to be used in determining the hiring salary shall be conveyed to the applicant by the department or unit head after consultation with the dean. Any factor that is considered in determining the hiring salary, such as quality of the applicant's academic performance; the quality of the applicant's teaching, research, and service record at another institution; the applicant's expected contribution to the University's mission; or the prevailing market conditions in the discipline, including market factors related to competition resulting from an applicant's minority status, shall be evaluated in accordance with written criteria that the department, program, or unit had established for the particular position in advance of announcing the position opening.

A file of information documenting prevailing market conditions shall be maintained by each College, School, or Division.

Section 2. A potential bargaining unit faculty member who is offered a position at the university has the right to negotiate a starting package, including a starting salary within the range provided before the campus visit.

Before the starting package is negotiated with the department or unit head, the potential bargaining unit faculty member will be informed in writing that faculty members typically negotiate several aspects of a starting package, including but not limited to:

- Relocation expenses, including offsets for tax obligations
- Salary
- Research funding
- Additional Academic Support Account funds
- Stipends related to endowed chairs
- Graduate Employee support
- Office or Lab space
- Office or Lab equipment
- Partner hire
- Credit for prior service and research
- Course load/releases