ARTICLE 26. SALARY

Section 1. Merit Increases.

a. TTF and Career Faculty Merit Increases. Each year of the contract, the University will establish a pool for salary increases for: (1) Tenure-Track and Tenured faculty members; and (2) Career faculty members equal to 1.65% of each group’s total base salary to be distributed solely as merit. The total pool amounts will be determined based on data pulled from Banner as of the end of October.

b. Central Pool: From the pools specified in Section 1a, 0.25% will be held at the School, College, Vice-President for Research and Innovation, or equivalent level to be used for the purpose of recognizing exceptionally meritorious performance. The distribution of the pool is at the discretion of the Dean or equivalent in consultation with an advisory committee of their choosing, which must include faculty and department heads.

c. Eligibility: To be eligible for merit, the faculty member must have an appointment on or before the preceding July 1st. Increases are effective as of January 1 in the applicable fiscal year. Merit reviews will be based on the work performed by the faculty member since the faculty member’s last merit review or since the faculty member’s start date, if the faculty was hired during the last review period; and may take into account the length of service over the review period. Units may establish different reviews period in their respective unit level rules.

Faculty members on approved leave during any portion of the review period will work with their department head to submit materials to be considered for merit. Note that faculty members on protected medical leave should not be required to perform work while on leave. The faculty member’s review will be based on work performed prior to and after the leave period. Periods of protected medical leave shall not negatively impact a faculty member’s merit rating. If a faculty member is out on protected medical leave for an entire review period, they should receive an overall rating of “meets expectations.” Faculty members on other types of leave should be determined to “meet expectations” for those duties relieved during the leave period.

d. Distribution: Merit distributions should be given as a percentage of base salary, irrespective of FTE in any given review period, and not as a flat dollar amount, unless the unit has Office of the Provost approval for the distribution. Unit level merit policies must include criteria for determining whether faculty members exceed, meet, or do not meet expectations in teaching, service, and research, as applicable, and a methodology for determining when faculty meet expectations overall based on their ratings in those areas.
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 2. 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 3. Salary Floors.

a. The following minimum salary floors will be in effect for all NTTF in the Career or and Retired classifications:
   i. PE/Rec $26,000
   ii. Post Bach $31,000
   iii. Research Assistants $34,000
   iv. All Others $39,000

b. The minimum salary floor for Pro Tem and Visiting NTTF classifications will be 90% of the corresponding career floor.
c. The salary floor for Postdoctoral Scholars on 9-month appointments will be no less than the salary listed in 43.a.ivii.

d. 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 on the 1st of July following publication of the new rates.

e. 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:
  - The salary floor for bargaining unit faculty members employed in Physical Education and Recreation will be 66.67% of the salary floors listed above.
  - The salary for bargaining unit faculty members in the Research Assistant category will be 87.17% of the salary floors listed above.
  - 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

- On June 15 of each year, two representatives each from the University and the Union will meet to determine the Average Senior Administrator Salary.
- 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.
• Effective July 1 of each year, the minimum salary floor will be in effect for all bargaining unit faculty members.

• 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.

• 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.

• The minimum salary floor for bargaining unit faculty members in Physical Education and Recreation will be 8.75% of the Average Senior Administrator Salary.

• The minimum salary floor for bargaining unit faculty members in the Research Assistant category will be 14.07% of the Average Senior Administrator Salary.

• 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.

• 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 $1100 to their base salary for each year in rank.

Section 4. Promotion, Post-Tenure Review, and Equity Increases Excellence Raises.

a. Tenure & Promotion Increases. 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 their base salary.

b. Post-Tenure Review Increases. Bargaining unit faculty members in the highest rank in their category Full professors who successfully complete (meet expectations or exceed expectations) their first major reviews 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 between 1.5% (meets expectations) and 3% (exceeds expectations) 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.

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

d. **Internal Equity Increases.** The university will establish a $450,000 pool to be
distributed over the course of this contract for the purpose of addressing internal
equity. The determination and distribution of the pool is as follows:

1. **Timing:** When a faculty member is considered for promotion or post-
tenure review, the university will conduct a review to determine whether
an equity, inversion, or compression increase is appropriate.

2. **Consideration:** Appropriateness will be determined based on a review of
the faculty member’s salary after any promotion or post tenure review
increase is applied and in relation to comparable positions, taking into
consideration legitimate factors that explain differences in salary (merit,
seniority, etc.).

3. **Distribution:** When appropriate, internal equity, compression, or
inversion distributions will be made based on the analysis above and in
consultation with the Director of Classification and Compensation.
Distributions will be consistent with university policies, processes, and
applicable law.

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 5. Retention Adjustments.** To facilitate retention salary adjustments, the
Office of the Provost or designee will establish maintain a retention salary
adjustment policy describing the criteria and procedures to be used in making
retention adjustments for bargaining unit faculty members.
1 The retention salary adjustment policy will be published on the Office of the
2 Provost website.
3
4 The Office of the Provost or designee will notify the Union of any retention
5 adjustments made to the salary of a bargaining unit faculty member.
6
7 **Section 6. Payment of Salary.** Bargaining unit faculty members may opt to be paid in
8 12 equal monthly installments consistent with IRS regulations. Salary shall be paid by
9 direct deposit except in the case of emergency or unless another method of payment is
10 required by law.
11
12 **Section 8. Portland Adjustment.** Bargaining unit faculty members whose home campus
13 is Portland will receive a positive base salary adjustment of $5000.
14
15 **Section 9. On-Call Stipend.** Bargaining unit faculty members who are on-call for
16 emergency work shall receive an on-call stipend. A bargaining unit faculty member is
17 “on-call” when specifically required to be available for work outside their regular
18 working hours and subject to restrictions such that the bargaining unit faculty member
19 cannot effectively use that time for personal purposes.
20
21 The on-call stipend will be:
22
23 a. 00.01 to 8.00 hours - $100
24 b. 8.01 to 16.00 hours - $200
25 c. 16.01 to 24.00 hours - $300
26 d. 32.01 to 40.00 hours - $400
27 e. 40.01 to 48.00 hours - $500
28 f. An additional $100 for every 8 hours
29
30 **Section 7. Academic Extension.** Notwithstanding other provisions of this agreement,
31 assignments in the academic extension program may be compensated at a rate to be
32 agreed to by the academic extension administration and the bargaining unit faculty
33 member without regard to the bargaining unit member’s existing base salary.
34 Compensation for assignments in the academic extension program may be lump sums.
35
36 **Section 8. Funding Level.** Salary increases provided for in sections one and four are
37 subject to the condition that the public university support fund (PUSF) receive a certain
38 minimum level of state funding. Specifically, the increases in sections one and four will
39 be implemented only if the annual PUSF allocation to the universities is not cut from the
40 prior fiscal year. If that condition is not met, the university will notify the union within
41 fourteen days in order to bargain the impacts of the lack of state funding. Unless waived
42 by either party, the parties will meet to negotiate the reduction to salary increases
43 provided for in this Article. In bargaining these reductions, the parties agree to consider
44 the impact on lower paid faculty members. Negotiations under this section will follow
45 the impact bargaining process articulated in ORS 243.698.
46
47 **Section 9. Workload Adjustments.**
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1 a. If a NTTF 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.

2 b. If a NTTF bargaining unit faculty member has his or her 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.

3 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.