

Tentative Agreement (3/30/2025)

ARTICLE 26. SALARY

Section 1. FY25 One-Time Payment and Salary Increase. All active bargaining unit faculty members will receive a one-time payment of ~~\$2,000 \$1,850 \$1,850 \$1,700~~ (prorated based on their FTE). Additionally, all active bargaining unit faculty members, except for Postdoctoral Scholars, will receive a 4.5% increase to base salary. If ratification of this Agreement takes place on or before the 15th of a month, the increase will be applied back to the 1st of the ratification month, if ratification takes place after the 15th of a month, the increase will be applied the 1st of the month following ratification.

Section 2. FY26 Tenured, Tenure-Track, and Career Salary Increases:

- a. **Across the Board Increase.** Bargaining unit faculty members in the Tenured and Tenure-Track and Career classifications who held a UO faculty appointment in FY25 will receive a 3.25% increase to base salary effective September 1, 2025.
- b. **Career Instructional Equity Study Pool.** The University will establish a pool equaling 2.0% of the salary base of those covered by the Career Instructional Faculty Internal Equity Study that was agreed to between the parties on August 1, 2022. Resources from this pool will be distributed based on the determinations from the study and increases will be effective September 16, 2025. Any funds remaining in the pool will be added to the Career instructional classification across the board ~~increase merit pool~~ in FY27 for the corresponding units.
- c. **Career Research Faculty Additional Increase.** Bargaining unit faculty members in Career research categories will receive an additional 1.0% increase to base salary consistent with subsection a.

Section 3. ~~Merit~~ FY27 Tenured, Tenure-Track, and Career Salary Increases ~~Merit (FY26 and FY27).~~

- a. **Career Across the Board Increase.** Bargaining unit faculty members in the Career classification who held a UO faculty appointment in FY26 will receive a 3.0% increase to base salary effective September 1, 2026. ~~a. Across the Board Increase. On January 1, 2025, bargaining unit faculty members in the Tenured and Tenure-Track and Career classifications who held a UO faculty appointment on or before July 1, 2024, shall receive an increase to base salary of 4% 3%. b.~~
- b. **Tenured and Tenure-Track Across the Board and Merit Salary Increases.**
 - TTF Across the Board Increase.** Bargaining unit faculty members in the tenured and tenure-track classification who held a UO faculty appointment in FY26 will receive a 2% increase to base salary effective September 1, 2026. This 2% is in exchange for agreeing to a TRP sunset date in Article 31.

TTF Merit Increase. In addition to the meritorious salary increases associated with

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47 successful promotion, tenure, and six-year-post-tenure reviews, the University will
48 establish a unit-based pools of 3.0% of 3%-6% for salary increases effective September 1,
49 2026 to be distributed solely as merit to eligible bargaining unit faculty members in the
50 Career and Tenure-Track and Tenured classifications as follows: ~~Tenured and Tenure-~~
51 ~~Track Classification: 5.0% merit pool. This pool is composed of 3.0% under the annual~~
52 ~~increases of this Agreement and an additional 2.0% in exchange for agreeing to a TRP~~
53 ~~sunset date in Article 31. The minimum merit increase for eligible bargaining unit faculty~~
54 ~~members meeting expectations will be at least 2.0%. c. Career Classification: 3.0% merit~~
55 ~~pool. Instructional units covered by the Career Instructional Equity Study Pool may~~
56 ~~receive additional funds consistent with Section 2.b.~~

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58 Total unit-based pool amounts will be determined based on the total base salary (prorated
59 for FTE) for eligible faculty members in each group as of May 31-October 31 preceding
60 the increase date. ~~2023-2026 and increases will be effective January 1, 2024-2027.~~

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62 **a- Eligibility:** To be eligible for merit, the faculty member must have an appointment on
63 or before December 16, 2025 July 1, 2026 preceding the increase date, 2023-2026. Merit
64 reviews will be based on the work performed by the faculty member since the faculty
65 member's last merit review or since the faculty member's start date, if the faculty
66 member was hired during the last review period, and ~~must~~ may take into account the
67 length of service over the review period. ~~Units may establish different review periods in~~
68 ~~their respective unit level policies.~~

69
70 **b- Distribution:** Merit distributions should be given as a percentage of base salary,
71 irrespective of FTE in any given review period, and not as a flat dollar amount, unless the
72 unit has Office of the Provost approval for the distribution. Unit level merit policies must
73 include criteria for determining whether faculty members ~~exceed,~~ meet, or do not meet
74 expectations in teaching, service, and research, as applicable, and a methodology for
75 determining when faculty meet expectations overall based on their ratings in those areas.
76 Unit level policies will be expected to describe how different levels of accomplishment in
77 teaching, scholarship and creative activities, and service will correspond to different
78 merit ratings in those categories and overall. ~~Among faculty who meet expectations for~~
79 ~~merit raises, it is expected that there will be different levels of accomplishment in~~
80 ~~teaching, scholarship and creative activities, and service that will correspond to different~~
81 ~~merit ratings in those categories and overall.~~ Bargaining unit faculty members having a
82 review related increase (Section 6) applied on the same date as the merit increase will
83 have the merit increase applied to their base salary first and then the promotion increase
84 will be applied.

85
86 **Section 4. Limited Duration Continuing Appointment Increases (FY26 & FY27).** Bargaining
87 unit faculty members in the Pro Tem, Visiting, and Retired classifications who both hold an
88 appointment on the corresponding increase date specified below and held a UO faculty
89 appointment in the academic and/or fiscal year preceding the corresponding increase date, shall
90 receive an increase to base salary as follows:

- 91 a. September 1, 2025 January 1, 2026: 2.0% increase to base salary;
- 92 b. September 1, 2026 January 1, 2027: 2.0% increase to base salary;

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94 **Additional Tenure Reduction Program (TRP) Sunset TTF Salary Increases.** In exchange
95 for agreeing to a TRP sunset date in Article 31, ending all new signups September 15, 2025,
96 bargaining unit faculty members in the Tenured and Tenure Track classification will have the
97 FY27 merit pool increased by 2.0% (for a merit pool totaling 5%).
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100 ~~{Merit table from previous admin proposal deleted for clarity}~~ **Section 1. January 2022 2025**
101 **Across the Board Increase.** Eligible bargaining unit faculty members will receive a 5% 9.4%
102 9.14.% 8.5% increase to base salary effective January 1, 2022 2025. Eligible bargaining unit
103 faculty members are those with an appointment as of October 31, 2021 2024.

104

105 **Section 2. January 2023 2026 Across the Board Increases.** Eligible bargaining unit faculty
106 members will receive a 2% 4.4% 4.3% 3.62% increase to base salary effective January 1, 2023
107 2026. Eligible bargaining unit faculty members are those with an appointment as of October 31,
108 2022 2025. In addition, the University will establish a pool of 2.5% 2.44% of bargaining unit
109 faculty salaries to address external equity issues, and a unit based pool of 2.5% 2.44% to
110 address internal equity issues. Total pool amounts will be determined by the total base salary
111 (prorated for FTE) for eligible faculty members in each group as of October 31, 2025. All
112 equity-based salary increases will be effective January 1, 2026. Any funds from the equity
113 pools that are not allocated as equity raises or for units/ranks for which there is no comparator
114 data will be distributed as across the board raises of 2.5% 2.44%. **a. External equity:**
115 “External equity” issues refer to the pattern of differences between average salaries for units (by
116 rank) at the University and average salaries for similar units/ranks at other public universities in
117 the Association of American Universities. The Joint Committee on Equity (see Section 13) shall
118 be responsible for constructing policies and procedures for guiding the distribution of monies in
119 the external equity raise pool to address this pattern of differences according to the following
120 principles: The goal of these raises is to increase by the most the average salaries of those
121 faculty in units/ranks that are farthest from their AAU public comparators. If the pool is
122 insufficient to raise all unit/rank averages to the external comparator levels, the Joint
123 Committee shall prioritize increases for those units/ranks that are farthest from the comparators.
124 Within units/ranks, raises shall prioritize those most underpaid in comparison to external
125 comparators. **b. Internal equity:** “Internal equity” issues refer to a pattern of differences,
126 including compression and inversion among salaries within units and time in rank. The Joint
127 Committee on Equity (see Section 13) shall be responsible for constructing policies and
128 procedures to guide the distribution of monies in the internal equity raise pool. In determining
129 differences in pay, the Joint Committee will account for the University Senate’s study on
130 service, situations of protected classes of faculty, and the Oregon Equal Pay Act. Processes
131 shall include appropriate data analysis, contract and CV reviews, and interviews as necessary.

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133 **Section 3. January 2027 Merit Increases.** Eligible bargaining unit faculty members will receive
134 a 3.4% increase to base salary effective January 1, 2027. Eligible bargaining unit faculty
135 members are those with an appointment as of October 31, 2026. In addition to the meritorious
136 salary increases associated with successful promotion, tenure, and six-year post-tenure, and
137 Career continuous employment reviews, the University will establish a unit based pools of 3%
138 6% 5.78% 5.10% for salary increases to be distributed solely as merit to bargaining unit faculty
members in the Career and Tenure Track and Tenured classifications as follows: Total unit-

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139 ~~based pool amounts will be determined based on the total base salary (prorated for FTE) for~~
140 ~~eligible faculty members in each group as of October 31, preceding the increase date. 2023-2026~~
141 ~~and increases will be effective January 1, 2024-2027.~~ **a. Eligibility:** ~~To be eligible for merit, the~~
142 ~~faculty member must have an appointment on or before July 1, preceding the increase date, 2023~~
143 ~~2026. Merit reviews will be based on the work performed by the faculty member since the~~
144 ~~faculty member's last merit review or since the faculty member's start date, if the faculty~~
145 ~~member was hired during the last review period, and may take into account the length of service~~
146 ~~over the review period. Units may establish different reviews period review periods in their~~
147 ~~respective unit level policies.~~ **b. Distribution:** ~~Merit distributions should be given as a percentage~~
148 ~~of base salary, irrespective of FTE in any given review period, and not as a flat dollar amount,~~
149 ~~unless the unit has Office of the Provost approval for the distribution. Unit level merit policies~~
150 ~~must include criteria for determining whether faculty members exceed, meet, or do not meet~~
151 ~~expectations in teaching, service, and research, as applicable, and a methodology for determining~~
152 ~~when faculty meet expectations overall based on their ratings in those areas. Merit~~
153 ~~determinations may not be grieved except for specific allegations of process error(s) or~~
154 ~~prohibited discrimination and retaliation that materially impacted a determination. Neither the~~
155 ~~academic judgment and/or application of unit level criteria of a merit determination may be~~
156 ~~grieved.~~

157 158 **Section 5. Funding-Contingent Faculty**

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- 160 a. In no case will a funding-contingent faculty member be awarded retroactive salary
161 increases. In lieu of retroactive pay, funding-contingent faculty members will be entitled
162 to a lump-sum equivalent to the retroactive pay to be distributed no less than three
163 months after the retroactive pay would have otherwise been provided.
- 164
- 165 b. Funding-contingent faculty who are principal investigators on the sponsored project that
166 funds their own salary may petition the Office of the Provost to delay or forgo an increase
167 in their own salary as required under this Agreement.
- 168

169 **Section 6. Salary Floors**

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- 171 a. As of July 1, 2023 through June 30, 2025, the following minimum salary floors will be in
172 effect for all bargaining unit faculty members in the Career, Postbaccalaureate Scholar,
173 and Retired classifications:
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Categories	9-month Salary Floor	12-month Salary Floor
PE & REC	\$29,376	\$35,904
Postbaccalaureate Scholar	\$27,124	\$33,152
Research Assistant (Type A)	\$27,124	\$33,152
Research Assistant (Type B)	\$29,483	\$36,035
Research Assistant (Type C)	\$32,047	\$39,168
Research Associate	\$36,052	\$44,064
All Others	\$44,064	\$53,856

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- 175 Salary floors for 9-month appointments are 9/11 of the 12-month salary floor.
 176
 177 b. ~~Through June 30, 2023, the minimum salary floor for Pro Tem and Visiting bargaining~~
 178 ~~unit faculty members will be 90% of the corresponding Career floor in subsection (a).~~
 179 Effective July 1, 2023 through June 30, 2025, the minimum salary floor for instructional
 180 Pro Tem and Visiting bargaining unit faculty members will be 90% of the corresponding
 181 Career floor in subsection (a) ~~(b)~~.
 182
 183 c. As of July 1, 2025, the following minimum salary floors will be in effect for all
 184 bargaining unit faculty members in the Career, Postbaccalaureate Scholar, Pro Tem,
 185 Visiting, and Retired classifications:
 186

Category (Classification)	9-month Salary Floor	12-month Salary Floor
PE & Rec (Limited Duration)	\$30,007	\$35,904
PE & Rec (Career)	\$33,242	\$40,751
Postbaccalaureate Scholar	\$30,786	\$37,628
Research Assistant (Type A)	\$30,786	\$37,628
Research Assistant (Type B)	\$33,463	\$40,900
Research Assistant (Type C)	\$36,373	\$44,456
Research Associate	\$40,919	\$50,013
Instructor, Lecturer, Clinical Professor, Professor of Practice (Limited Duration)	\$46,800	\$57,199
Teaching Professor, Clinical Professor, Professor of Practice (Career)	\$52,000	\$63,555
All Others	\$50,013	\$61,127

187 Salary floors for 9-month appointments are 9/11 of the 12-month salary floor. For those
 188 in the Career classification, the salary floor for each rank within a category will be at
 189 least 8% more than the salary floor for the preceding rank (e.g. if the 9-month Career
 190 Assistant Teaching Professor salary floor is \$52,000 ~~\$50,013~~, then the 9-month Career
 191 Associate Teaching Professor salary floor is \$56,160 ~~\$54,014~~, and the 9-month Career
 192 Teaching Professor salary floor is \$60,653 ~~\$58,335~~). On July 1, 2025, Career bargaining
 193 unit faculty members who have successfully completed a Career Continuous
 194 Employment Review will receive a one-time base salary evaluation to ensure their base
 195 rate is at least 8% above the corresponding highest rank floor (i.e., a base salary of at
 196 least \$65,505 for eligible Teaching Professors).
 197

- 198 d. **Postdoctoral Scholars:** Each department or unit that hires Postdoctoral Scholars will
 199 maintain a unit-based salary floor that is no less than the Research Associate salary floor
 200 in Section 5.a. or 5.c. (as appropriate). Departments or units reserve the right to pay at a
 201 higher level, so long as salary equity by years of service is maintained. Postdoctoral
 202 Scholars are not eligible for merit or across the board salary increases pursuant to this
 203 Article but shall receive an increase to base salary of at least 2.0% annually. Except by
 204 mutual agreement, Postdoctoral Scholars who are assigned teaching duties will be paid at
 205 their Postdoctoral Scholar base rate for their teaching responsibilities. ~~When a~~

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Postdoctoral Scholar's annual contract is renewed, they shall receive an increase to base salary. ~~i. NIH Minimum.~~ The minimum salary floor for Postdoctoral Scholars on 12-month appointments funded by NIH grants 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 under this section shall not be entitled to any merit or across the board increases pursuant to this Article. ~~ii. Other Postdoc Minimum.~~ The minimum salary floor for all other Postdoctoral Scholars is the Research Associate salary floor under 5.b. Postdoctoral Scholars under this section shall be eligible to receive merit or across the board increases pursuant to this Article. No current bargaining unit faculty member in the Postdoctoral Scholar classification will have their base salary reduced with the introduction of non-NIH salary floor under this section. Postdoctoral scholars who perform teaching duties will receive the equivalent pay for their teaching responsibilities, or their Postdoctoral salary floor, whichever is higher.

The following minimum salary floors will be in effect for all bargaining unit faculty members in the Career, Postbaccalaureate Scholar, and Retired classifications:-

i. PE/Rec	\$26,000
ii. Postbaccalaureate Scholar	\$30,600
iii. Research Assistant (Type A)	\$30,600
iv. Research Assistants (Pre-2022 Types, Type B, and Type C)	\$34,000
v. All Others	\$39,000

~~As of July 1, 2023, the following minimum salary floors will be in effect for all bargaining unit faculty members in the Career, Postbaccalaureate Scholar, and Retired classifications:-~~

Section 6. Promotion and Review Related Salary Increases. All increases under this section will become effective September 16 for 9-month appointments and July 1 for 12-month appointments following the date of the review decision. To the extent a review decision is delayed by the University an increase will be made retroactively to the dates above, as appropriate.

- a. **Promotion Increases.** All bargaining unit faculty members who achieve a promotion in rank will receive an increase of 8% ~~at least 8% 10%~~ of base salary.
- b. **Sixth-Year Post-Tenure Review Increases.** Full professors who successfully complete (meets expectations in all areas ~~or exceeds expectations in all areas~~) their first a major sixth-year post-tenure review after promotion to full professor will receive an increase to base salary of 8% ~~7.1% at least 4% 6% for meeting expectations in all areas or at least 8% 10% for exceeding expectations in all areas~~. Full professors who successfully complete subsequent major reviews will receive an increase of ~~at least 4%~~ of base salary.
- c. **Career Continuous Employment Review Increases.** Career faculty at the highest rank in their category or in a single rank category who successfully complete (meets ~~or exceeds~~ expectations in all areas) their first a continuous employment review will receive

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252 an increase to base salary of 8% ~~7.1%~~ ~~at least 4%~~ ~~6% for meeting expectations in all areas~~
253 ~~or at least 8% 10% for exceeding expectations in all areas.~~ Career faculty who
254 successfully complete subsequent continuous employment reviews will receive an
255 increase of ~~at least 4%~~ of base salary.

256
257 ~~**d. Increases are minimums.** All increases specified in this Section are minimum~~
258 ~~increases. The University may choose to provide additional increases to base salary upon~~
259 ~~promotion and/or reviews.~~

260
261 **Section 7. Retention Adjustments.** To facilitate retention salary adjustments, the Office of
262 the Provost will maintain a retention salary adjustment policy, posted on their website,
263 describing the criteria and procedures to be used in making retention adjustments for
264 bargaining unit faculty members. The Office of the Provost will notify the Union of any
265 retention adjustments made to the salary of a bargaining unit faculty member ~~as well as any~~
266 ~~cases where the Office of the Provost decided not to make a retention offer to a bargaining~~
267 ~~unit faculty member as well as denials of retention efforts.~~

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269 **Section 8. Payment of Salary.** Bargaining unit faculty members may opt to be paid in 12 equal
270 monthly installments consistent with IRS regulations. Salary shall be paid by direct deposit
271 except in the case of emergency or unless another method of payment is required by law. ~~If the~~
272 ~~University fails to issue pay to a bargaining unit faculty member on time (including but not~~
273 ~~limited to salary, stipends, overloads, awards), the University shall be liable for any costs~~
274 ~~incurred by the bargaining unit faculty member as a result of late payment, including but not~~
275 ~~limited to overdraft fees and late fees assessed for household bills. Bargaining unit faculty~~
276 ~~members are responsible for checking their pay stub each pay period and to report any~~
277 ~~discrepancies (e.g., overpayment, underpayment, deduction errors, etc.) to the University in a~~
278 ~~timely manner. If the University is more than five days late in issuing a bargaining unit faculty~~
279 ~~member's pay, the University shall also provide the affected bargaining unit faculty member an~~
280 ~~additional \$50 per day until their full salary is issued.~~

281
282 ~~**Section 9. Reimbursements.** The University shall reimburse bargaining unit faculty members for~~
283 ~~their approved expenses (including but not limited to travel, purchases, payroll expenses, and~~
284 ~~other properly substantiated business and research expenses) in a timely manner. If the~~
285 ~~University fails to pay such reimbursements within 35 days, the University shall also provide~~
286 ~~affected bargaining unit faculty members an additional \$50 per day until the reimbursement has~~
287 ~~been issued.~~

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289 **Section 9. Alternative Program Models.** Notwithstanding other provisions of this agreement,
290 assignments in programs that rely on alternative compensation models (where compensation is
291 provided at a fixed rate outside regular salary) to be financially viable may be compensated at a
292 rate to be agreed to by the University and the bargaining unit faculty member without regard to
293 the bargaining unit member's existing base salary.

294
295 **Section 10. Workload Adjustments.** Both parties recognize that professional responsibilities
296 ebb and flow throughout the year. The provisions of this section are not meant to address minor
297 or normal fluctuations in workload.

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- a. If a Career or Limited Duration 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 Career or Limited Duration 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.
- c. If a bargaining unit faculty member is paid an overload or stipend it must be for work above and beyond their regular workload. If the University ends an overload or stipend payment and a workload adjustment has not been made to account for the change, the bargaining unit faculty member will no longer be expected to complete the assignment which generated the overload or stipend.

Section 11. For a period of two years post layoff, Career faculty members who are laid off for academic or financial reasons (Article 16, Section 12.b & c.) and who are rehired in the same category must retain the same or greater FTE as of the time of layoff. Laid off Career faculty members hired back into the same department or unit will be hired back at the same or greater FTE and salary.

Section 12. Academic Year Appointment Half-Month Pay. Bargaining unit faculty members with academic year appointments (9-month) in positions that are exempt (salaried) will receive a full-half-month salary in September and in June at their respective monthly rate. This Section does not apply to those with otherwise partial-month appointments (i.e., single-term only appointments), those not employed in a respective month, or those who have elected a 12-month pay option.

~~**Section 14. Joint Committee on Equity.** The Union and the University agree to form a Joint Committee on Equity (Joint Committee) charged with creating policies and procedures for guiding the distribution of equity pool money. a. **Composition.** The Joint Committee shall be made up of three members appointed by the Union and three members appointed by the University. b. **Internal and External Equity.** The Joint Committee is charged with establishing policies and procedures for guiding the distribution of the monies in the equity pools for internal and external equity (See Section 2). The Joint Committee will first calculate external equity raises and then, using the resulting salaries as the baseline, calculate internal equity raises. c. **Publication.** The policies established by the Joint Committee will be published on the Academic Affairs website and provided by email to the Union. d. **Service Credit for Members.** Whether by the Union or the University, any appointment of a bargaining unit member to the Joint Committee shall be considered a service obligation for that member during the period that the Joint Committee meets. Membership on the Joint Committee shall be considered equitably with other service obligations with respect to workload planning and any review of faculty activity including but not limited to merit raises, promotion and tenure reviews, and post-tenure or post-promotion reviews. e. **Deadline.** The work of the Joint Committee shall be completed October 31, 2025. Should the Joint Committee fail to complete either the external or internal equity adjustments by this date, the monies shall be distributed as across the board raises.~~

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Nathan Whalen

Mar 30, 2025



Mar 30, 2025

Nathan Whalen (Mar 30, 2025 20:38 PDT)

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