

UNITED ACADEMICS COUNTERPROPOSAL (February 29, 2024)

Document Key

UA new | UA deletion | UO new | UO deletion | Accepted | Deleted | Status Quo | Restored

ARTICLE 26. SALARY

Section 1. January ~~2022~~ 2025 Across the Board Increase. Eligible bargaining unit faculty members will receive a ~~5%~~ 9.4% increase to base salary effective January 1, ~~2022~~ 2025. Eligible bargaining unit faculty members are those with an appointment as of October 31, ~~2021~~ 2024.

Section 2. January ~~2023~~ 2026 ~~Across the Board~~ Increases. Eligible bargaining unit faculty members will receive a ~~2%~~ 4.4% increase to base salary effective January 1, ~~2023-2026~~. Eligible bargaining unit faculty members are those with an appointment as of October 31, ~~2022~~ 2025. In addition, the University will establish a pool of 2.5% of bargaining unit faculty salaries to address external equity issues, and a unit-based pool of 2.5% to address internal equity issues. Total pool amounts will be determined by the total base salary (prorated for FTE) for eligible faculty members in each group as of October 31, 2025. All equity-based salary increases will be effective January 1, 2026. Any funds from the equity pools that are not allocated as equity raises or for units/ranks for which there is no comparator data will be distributed as across-the-board raises of 2.5%.

a. External equity: “External equity” issues refer to the pattern of differences between average salaries for units (by rank) at the University and average salaries for similar units/ranks at other public universities in the Association of American Universities. The Joint Committee on Equity (see Section 13) shall be responsible for constructing policies and procedures for guiding the distribution of monies in the external equity raise pool to address this pattern of differences according to the following principles: The goal of these raises is to increase by the most the average salaries of those faculty in units/ranks that are farthest from their AAU public comparators. If the pool is insufficient to raise all unit/rank averages to the external comparator levels, the Joint Committee shall prioritize increases for those units/ranks that are farthest from the comparators. Within units/ranks, raises shall prioritize those most underpaid in comparison to external comparators.

b. Internal equity: “Internal equity” issues refer to a pattern of differences, including compression and inversion among salaries within units and time in rank. The Joint Committee on Equity (see Section 13) shall be responsible for constructing policies and procedures to guide the distribution of monies in the internal equity raise pool. In determining differences in pay, the Joint Committee will account for the University Senate’s study on service, situations of protected classes of faculty, and the Oregon Equal Pay Act. Processes shall include appropriate data analysis, contract and CV reviews, and interviews as necessary.

UNITED ACADEMICS COUNTERPROPOSAL (February 29, 2024)

Document Key

UA new | UA deletion | UO new | UO deletion | Accepted | Deleted | Status Quo | Restored

1 **Section 3. January 2024 2027 Merit Increases.** Eligible bargaining unit faculty members will
2 receive a 3.4% increase to base salary effective January 1, 2027. Eligible bargaining unit faculty
3 members are those with an appointment as of October 31, 2026. In addition to the meritorious
4 salary increases associated with successful promotion, tenure, and post-tenure reviews, the
5 University will establish a unit-based pool of ~~3%~~ 6% for salary increases to be distributed solely
6 as merit to bargaining unit faculty members in the Career and Tenure-Track and Tenured
7 classifications. Total unit based pool amounts will be determined based on the total base salary
8 (prorated for FTE) for eligible faculty members in each group as of October 31, ~~2023~~ 2026 and
9 increases will be effective January 1, ~~2024~~ 2027.

10 a. **Eligibility:** To be eligible for merit, the faculty member must have an appointment on
11 or before July 1, ~~2023~~ 2026. Merit reviews will be based on the work performed by the
12 faculty member since the faculty member's last merit review or since the faculty
13 member's start date, if the faculty member was hired during the last review period, and
14 may take into account the length of service over the review period. Units may establish
15 different ~~reviews period~~ review periods in their respective unit level policies.

16
17 b. **Distribution:** ~~Merit distributions should be given as a percentage of base salary,~~
18 ~~irrespective of FTE in any given review period, and not as a flat dollar amount, unless~~
19 ~~the unit has Office of the Provost approval for the distribution.~~ Unit level merit policies
20 must include criteria for determining whether faculty members exceed, meet, or do not
21 meet expectations in teaching, service, and research, as applicable, and a methodology
22 for determining when faculty meet expectations overall based on their ratings in those
23 areas.

24 25 Section 4. Funding-Contingent Faculty

26
27 a. In no case will a funding-contingent faculty member be awarded retroactive salary
28 increases. In lieu of retroactive pay, funding-contingent faculty members will be entitled
29 to a lump-sum equivalent to the retroactive pay to be distributed no less than three
30 months after the retroactive pay would have otherwise been provided.

31
32 b. Funding-contingent faculty who are principal investigators on the sponsored project that
33 funds their own salary may petition the Office of the Provost to delay or forgo an increase
34 in their own salary as required under this Agreement.

35 36 Section 5. Salary Floors

37
38 a. ~~The following minimum salary floors will be in effect for all bargaining unit faculty~~
39 ~~members in the Career, Postbaccalaureate Scholar, and Retired classifications:~~

40 i. ~~PE/Rec~~ \$26,000

UNITED ACADEMICS COUNTERPROPOSAL (February 29, 2024)

Document Key

UA new | UA deletion | UO new | UO deletion | Accepted | Deleted | Status Quo | Restored

- 1 ~~ii. Postbaccalaureate Scholar~~ ~~—————~~ ~~\$30,600~~
- 2 ~~iii. Research Assistant (Type A)~~ ~~—————~~ ~~\$30,600~~
- 3 ~~iv. Research Assistants (Pre-2022 Types, Type B, and Type C)~~ ~~—————~~ ~~\$34,000~~
- 4 ~~v. All Others~~ ~~—————~~ ~~\$39,000~~

5
6
7 ~~b. As of July 1, 2023, the following minimum salary floors will be in effect for all~~
8 ~~bargaining unit faculty members in the Career, Postbaccalaureate Scholar, and Retired~~
9 ~~classifications:~~

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

10
11 a. As of July 1, 2025, the following minimum salary floors will be in effect for all bargaining
12 unit faculty members in the Career, Postbaccalaureate Scholar, Protem, Visiting and Retired
13 classifications:

Category	9-month Salary Floor	12-month Salary Floor
PE & Rec	\$35,251	\$43,085
Postbaccalaureate Scholar	\$32,549	\$39,782

UNITED ACADEMICS COUNTERPROPOSAL (February 29, 2024)

Document Key

UA new | UA deletion | UO new | UO deletion | Accepted | Deleted | Status Quo | Restored

Research Assistant (Type A)	\$32,549	\$39,782
Research Assistant (Type B)	\$35,380	\$43,242
Research Assistant (Type C)	\$38,456	\$47,002
Research Associate	\$43,262	\$52,877
All Others	\$52,877	\$64,627

Salary floors for 9-month appointments are 9/11 of the 12-month salary floor.

~~e. Through June 30, 2023, the minimum salary floor for Pro Tem and Visiting bargaining unit faculty members will be 90% of the corresponding Career floor in subsection (a). Effective July 1, 2023, the minimum salary floor for instructional Pro Tem and Visiting bargaining unit faculty members will be 90% of the corresponding Career floor in subsection (b).~~

db. Postdoctoral Scholars:

- 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.**

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.

UNITED ACADEMICS COUNTERPROPOSAL (February 29, 2024)

Document Key

UA new | UA deletion | UO new | UO deletion | Accepted | Deleted | Status Quo | Restored

- 1
2 a. **Promotion Increases.** All bargaining unit faculty members who achieve a promotion in
3 rank will receive an increase of at least ~~8%~~ 10% of base salary.
4
- 5 b. **Sixth-Year Post-Tenure Review Increases.** Full professors who successfully complete
6 (meets expectations in all areas or exceeds expectations in all areas) ~~their first~~ a major
7 sixth-year post-tenure review after promotion to full professor will receive an increase to
8 base salary of at least ~~4%~~ 6% for meeting expectations in all areas or at least ~~8%~~ 10% for
9 exceeding expectations in all areas. ~~Full professors who successfully complete~~
10 ~~subsequent major reviews will receive an increase of at least 4% of base salary.~~
11
- 12 c. **Career Continuous Employment Review Increases.** Career faculty at the highest rank
13 in their category or in a single rank category who successfully complete (meets or
14 exceeds expectations in all areas) ~~their first~~ a continuous employment review will
15 receive an increase to base salary of at least ~~4%~~ 6% for meeting expectations in all areas
16 or at least ~~8%~~ 10% for exceeding expectations in all areas. ~~Career faculty who~~
17 ~~successfully complete subsequent continuous employment reviews will receive an~~
18 ~~increase of at least 4% of base salary.~~
- 19 d. **Increases are minimums.** All increases specified in this Section are minimum increases.
20 The University may choose to provide additional increases to base salary upon promotion
21 and/or reviews.

22 **Section 7. Retention Adjustments.** To facilitate retention salary adjustments, the Office of
23 the Provost will maintain a retention salary adjustment policy, posted on their website,
24 describing the criteria and procedures to be used in making retention adjustments for
25 bargaining unit faculty members. The Office of the Provost will notify the Union of any
26 retention adjustments made to the salary of a bargaining unit faculty member ~~as well as~~
27 ~~denials of retention efforts.~~
28

29 **Section 8. Payment of Salary.** Bargaining unit faculty members may opt to be paid in 12 equal
30 monthly installments consistent with IRS regulations. Salary shall be paid by direct deposit
31 except in the case of emergency or unless another method of payment is required by law. ~~If the~~
32 ~~University fails to issue pay to a bargaining unit faculty member on time (including but not~~
33 ~~limited to salary, stipends, overloads, awards), the University shall be liable for any costs~~
34 ~~incurred by the bargaining unit faculty member as a result of late payment, including but not~~
35 ~~limited to overdraft fees and late fees assessed for household bills. If the University is more~~
36 ~~than five days late in issuing a bargaining unit faculty member's pay, the University shall also~~
37 ~~provide the affected bargaining unit faculty member an additional \$50 per day until their full~~
38 ~~salary is issued.~~
39

40 **Section 9. Reimbursements.** The University shall reimburse bargaining unit faculty members

UNITED ACADEMICS COUNTERPROPOSAL (February 29, 2024)

Document Key

UA new | UA deletion | UO new | UO deletion | Accepted | Deleted | Status Quo | Restored

1 for their approved expenses (including but not limited to travel, purchases, payroll expenses, and
2 other properly substantiated business and research expenses) in a timely manner. If the
3 University fails to pay such reimbursements within 35 days, the University shall also provide
4 affected bargaining unit faculty members an additional \$50 per day until the reimbursement has
5 been issued.

6
7 **Section 9 10. Alternative Program Models.** Notwithstanding other provisions of this
8 agreement, assignments in programs that rely on alternative compensation models (where
9 compensation is provided at a fixed rate outside regular salary) to be financially viable may be
10 compensated at a rate to be agreed to by the University and the bargaining unit faculty member
11 without regard to the bargaining unit member's existing base salary.

12
13 **Section 10-11. Workload Adjustments.** Both parties recognize that professional responsibilities
14 ebb and flow throughout the year. The provisions of this section are not meant to address minor
15 or normal fluctuations in workload.

- 16
- 17 a. If a Career or Limited Duration bargaining unit faculty member has their FTE reduced
18 with no demonstrable corresponding reduction in workload, then the bargaining unit
19 faculty member's base salary will be increased in proportion to the FTE reduction.
20
 - 21 b. If a Career or Limited Duration bargaining unit faculty member has their workload
22 significantly increased with no corresponding increase in FTE, then the bargaining unit
23 faculty member's base salary will be increased in proportion to the workload increase.
24
 - 25 c. If a bargaining unit faculty member is paid an overload or stipend it must be for work
26 above and beyond their regular workload. If the University ends an overload or stipend
27 payment and a workload adjustment has not been made to account for the change, the
28 bargaining unit faculty member will no longer be expected to complete the assignment
29 which generated the overload or stipend.
30

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

36 **Section 13. Joint Committee on Equity.** The Union and the University agree to form a Joint
37 Committee on Equity (Joint Committee) charged with creating policies and procedures for
38 guiding the distribution of equity pool money.

- 39 a. **Composition.** The Joint Committee shall be made up of three members appointed by the
40 Union and three members appointed by the University.

UNITED ACADEMICS COUNTERPROPOSAL (February 29, 2024)

Document Key

UA new | UA deletion | UO new | UO deletion | Accepted | Deleted | Status Quo | Restored

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

18

19

20

21