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3 **ARTICLE 26. SALARY**

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5 **Section 1. Raises in FY 19**

- 6 a. **TTF.** The University will establish a pool for raises for all Tenure-Track and
7 Tenured faculty members equal to 2.0% of the group's total base salary
8 (prorated for FTE) in FY 19.
- 9 i. The University will distribute 1.25% of the of the group's total base salary
10 (prorated for FTE) in FY 19 as an across-the-board increase. To be eligible
11 for the across-the-board increase, the Tenure-Track or Tenured faculty
12 member must have an appointment on December 31, 2018.
- 13
14 ii. The University will use up to .75% of the group's total base salary
15 (prorated for FTE) in FY 19 to distribute diversity equity raises for all
16 eligible Tenure-Track and Tenured faculty members. Eligibility for a
17 diversity equity raise will be determined through the TTF equity study
18 being conducted in FY 18 pursuant to a Memorandum of Understanding
19 executed between UA and UO on February 17, 2017. Tenure-Track and
20 Tenured faculty members with unexplained salary inequities potentially
21 related to race, ethnicity, or gender will receive an equity salary
22 adjustment from this pool.
- 23
24 iii. If .75% of the group's total base salary is insufficient to adequately
25 address inequities described in Section 1(a)(ii) above, the University will
26 make and execute a plan for equity salary adjustments with non-pool
27 funds to address issues arising out of the TTF equity study.
- 28
29 iv. If the full .75% is not needed to address any inequities described in
30 Section 1(a)(ii), the remaining funds shall be returned to the across-the-
31 board pool described in section 1.a.i.
- 32
33 b. **Career NTTF.** The University will give all Career Non-Tenure Track
34 bargaining unit faculty members a 2.0% across-the-board increase. To be
35 eligible for the across-the-board increase, the Career NTTF bargaining unit
36 members must have an appointment on December 31, 2018.
- 37
38 c. FY19 raises for will be effective as of January 1, 2019.

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40 **Section 2. Raises in FY 20**

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

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

5
6 In early FY 20, all TTF base salaries will be measured on a department by
7 department basis against the appropriate unit and rank salaries of their AAU
8 Public Peers based on the latest data published from the AAU Data Exchange.
9 The University and the Union will meet to determine the best way to distribute the
10 money in the external equity pool given the amount of money available. All
11 faculty in departments where departmental base salary averages, as defined by
12 AAU data, for their rank are less than 90% of their appropriate AAU Public Peers
13 in rank are expected to see some level of external equity raise.

- 14
15 c. **Career NTTF Merit.** The University will establish unit-based pools for merit
16 raises for Career Non-Tenure-Track faculty members equal to 2.125% of the
17 unit's total base salary (prorated for FTE) in FY 20. To be eligible for the merit
18 raise, the Career Non-Tenure-Track faculty member must have an appointment on
19 December 31, 2019. Units without any faculty members in the bargaining unit
20 are not covered by this section.

- 21
22 d. Raises for FY 20 will be effective as of January 1, 2020.

23
24 **Section 3. Funding Contingent Faculty**

- 25 a. In no case will a funding contingent faculty member be awarded retroactive
26 salary increases. In lieu of retroactive pay, funding contingent faculty members
27 will be entitled to a lump-sum equivalent to the retroactive pay to be distributed
28 no less than three months after the retroactive pay would have otherwise been
29 provided.
30
31 b. Funding contingent faculty who are principal investigators on the sponsored
32 project that funds their own salary may petition the Provost or designee to delay
33 or forgo an increase in their own salary as required under this Agreement.

34
35 **Section 4. Salary Floors**

- 36
37 a. The following minimum salary floors will be in effect for all NTTF in the Career
38 or Retired classifications:
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|----|-------------------------|----------|
| 39 | i. PE/Rec | \$26,000 |
| 40 | ii. Research Assistants | \$34,000 |
| 41 | iii. All Others | \$39,000 |
- 42
43 b. The minimum salary floor for Pro Tem and Visiting NTTF will be 90% of the
44 corresponding career floor.
45
46 c. The salary floor for Postdoctoral Scholars on 9-month appointments will be no

1 less than the salary listed in 4.a.iii.
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- 3 d. The minimum salary floor for Postdoctoral Scholars on 12-month appointments
4 will be no less than the amounts set according to the NIH Postdoctoral minimum
5 salary schedule and the floor will be adjusted each year pursuant to that NIH
6 schedule.
7

8 **Section 5. Promotion Raises**
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- 10 a. All bargaining unit faculty members in the Tenure-Track and Tenured Professor
11 classification who achieve promotion will receive an increase of at least 8% of
12 base salary.
13
14 b. Full professors who successfully complete their first major review after
15 promotion to full professor in the highest category (exceeds expectations, fully
16 satisfactory, positive evaluation on all criteria) will receive an increase of at least
17 8% of base salary. Full professors who successfully complete their first major
18 review after promotion to full professor in the second highest category (meets
19 expectations, satisfactory, positive on some but not all criteria) will receive an
20 increase of at least 4% of base salary. Full professors who successfully
21 complete subsequent major reviews will receive an increase of at least 4% of
22 base salary.
23
24 c. All Career Non-Tenure Track bargaining unit faculty members who achieve
25 promotion will receive an increase of at least 8% salary. These raises will become
26 effective with the next regular appointment concurrent with or following the
27 effective date of the promotion.
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29 **Section 6. Retention Adjustments.** To facilitate retention salary adjustments, the
30 Provost or designee will establish a retention salary adjustment policy describing the
31 criteria and procedures to be used in making retention adjustments for bargaining
32 unit faculty members.
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34 The retention salary adjustment policy will be published on the Academic
35 Affairs website.
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37 The Provost or designee will notify the Union of any retention adjustments made to
38 the salary of a bargaining unit faculty member.
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40 **Section 7. Payment of Salary.** Bargaining unit faculty members may opt to be paid in
41 12 equal monthly installments consistent with IRS regulations. Salary shall be paid by
42 direct deposit except in the case of emergency or unless another method of payment is
43 required by law.
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45 **Section 8. Academic Extension.** Notwithstanding other provisions of this agreement,
46 assignments in the academic extension program may be compensated at a rate to be
47 agreed to by the academic extension administration and the bargaining unit faculty

1 member without regard to the bargaining unit member's existing base salary.
2 Compensation for assignments in the academic extension program may be lump sums.

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4 **Section 9. Workload Adjustments.**

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6 a. If a NTTF bargaining unit faculty member has his or her FTE reduced with no
7 demonstrable corresponding reduction in workload, then the bargaining unit
8 faculty member's base salary will be increased in proportion to the FTE reduction.

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10 b. If a NTTF bargaining unit faculty member has his or her workload significantly
11 increased with no corresponding increase in FTE, then the bargaining unit faculty
12 member's base salary will be increased in proportion to the workload increase.

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14 c. Both parties recognize that professional responsibilities ebb and flow throughout a
15 contract period. The provisions of this section are not meant to address minor or
16 normal fluctuations in workload.