

BETWEEN  
UNIVERSITY OF OREGON  
AND  
UNITED ACADEMICS OF THE UNIVERSITY OF OREGON. AFT/AAUP, AFL-CIO

This Memorandum of Understanding ("MOU") is entered into by and between University of Oregon ("University") and United Academics ("Union"), collectively referred to as "the parties."

- a. **WHEREAS**, Under Article 26, Section 2(b) of the parties current collective bargaining agreement, the parties agreed to provide external equity increases (External Equity Increases) to their Tenure Track Faculty (TTF). The language in the contract states:

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

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

- b. **WHEREAS**, after meeting to discuss external equity, the parties disagreed on the appropriate methodology for distributing these funds: the University believing that external equity adjustments should be made equally to faculty (by rank) in each department-rank combination based on how far the department-rank combination is from the AAU Data for that same unit and the Union believing that the distribution within each department-rank combination should be based on how far the individual's salary is from the AAU Data for that specific department-rank combination. In order to resolve that dispute and ensure the timely distribution of TTF external equity funds, the parties reached the below agreement.

**NOW THEREFORE**, the parties agree to the following:

**External Equity Distribution Methodology:**

1. *Pool creation:* The external equity pool was created using 0.50% of the total base salary for TTF with current faculty appointments. A total of 19 senior administrators who also hold TTF appointments were excluded from this pool and are excluded from these equity raise calculations.
2. *Eligibility criteria:* Only those TTF with current TTF appointments are eligible for Equity Increases. TTF with partial appointments shall receive increases to their base salary according to the calculations below, with their actual dollar pay depending on their FTE. TTF with joint faculty appointments shall receive Equity Increases based on their primary appointment as determined by the university administration.
3. Equity Increases under the CBA shall be distributed as follows:
  - a. Using TTF salary information from November of 2019, TTFs will be reviewed against the AAU Data for the appropriate department-rank combination. Combinations are based on the CIP codes reported by IR on the following website (department and rank combinations will be referred to as "Units") [https://ir.uoregon.edu/salary\\_comparison](https://ir.uoregon.edu/salary_comparison). Average Unit salaries were calculated using the November 2019 composition and salaries of the Unit, from the 2018 AAUDE data.
  - b. TTF in Units where average 2019 salaries are below 90% of the 2018 average salary of their peer comparators will receive a raise based on the following methodology (Equity Distribution Methodology). TTF in Units at or above 90% will not be eligible for these equity raises:
    - 1) the university administration calculated equity raises in proportion to the squared difference between each Unit's average salary and 90% of the AAU comparator unit average, with a minimum raise of \$100; Thus the university administration's equity increases are the same dollar amount for all faculty within a Unit; the proportional factor was adjusted to exhaust the pool.
    - 2) the faculty union calculated equity increases in proportion to the squared difference between each TTF's individual salary and 90% of the AAU comparator Unit average; with a minimum raise of 0.1% of the TTF's 2019 salary; the proportional factor was adjusted to exhaust the pool.
    - 3) The total external equity raise for each TTF is the sum of 50% of the university's calculated equity increase and 50% of the union's calculated equity increase. The exact distribution amounts are

