

13.100 INDIVIDUAL SALARY BASE

In cases where the external funding sources allow, there shall be two types of base salaries: those based on state-appropriated funds and those based on external sources such as research grants and contracts. Individuals may be hired into positions supported through external sources at a rate higher than an appropriated base would support. When such individuals enter into state-appropriated positions the Provost will establish a new base salary. In cases where the state-appropriated position is being held for the first time, the salary base will be no less than the salary floors indicated in Section 13.300. For individuals returning to state-appropriated positions, the salary base will be no less than that of the last state-appropriated position, plus the compensation increases actually awarded to the faculty member and in force for the bargaining unit since the individual last held a state-appropriated position (reflecting percentage increases for normal increases and permanent market adjustments, and fixed dollar amounts for merits and promotions). Those members of the bargaining unit who already have an established individual base salary based upon state-appropriations may be hired into externally funded positions at a base higher than their state appropriated base, but will relinquish that higher base upon conclusion of the grant or contract activity, as outlined above.

13.220 NORMAL INCREASE

2017-2018—Salary levels will be maintained at the 2016-2017 rate.

2018-2019—The normal salary increase paid for the 2018-2019 academic year shall be 2% added to the base salary effective February 1, 2019.

New hires will not be eligible for the normal increase in the year their employment becomes effective. This increase to base salary will be paid for 4 of 10 months for AY faculty and for 5 of 12 months for FY faculty for the first year only (FY19). At the time of signing this agreement, neither party to this agreement intends these effective dates to be or to set a precedent for the effective dates of normal increases in future contracts.

Fiscal Year 2020 (2019-20 Academic Year)

The base salary shall increase by an annualized amount of \$780 (for 1.0 FTE faculty on an academic-year contract) or by 2%, whichever amount is greater, effective the first day of the pay period that includes January 1, 2020. For faculty on a fiscal-year (12-month) contract, the base salary shall increase by an annualized amount of \$1,040 or by 2%, whichever amount is greater, effective the first day of the pay period that includes January 1, 2020. The \$780 or \$1,040 option, if applicable, shall be prorated for faculty who are in positions of less than 1.0 FTE.

Fiscal Year 2021 (2020-21 Academic Year)

The base salary shall increase by an annualized amount of \$780 (for 1.0 FTE faculty on an academic-year contract) or by 2%, whichever amount is greater, effective the first day of the pay period that includes January 1, 2021. For faculty on a fiscal-year (12-month) contract, the base salary shall increase by an annualized amount of \$1,040 or by 2%, whichever amount is greater, effective the first day of the pay period that includes January 1, 2021. The \$780 or \$1,040 option, if applicable, shall be prorated for faculty who are in positions of less than 1.0 FTE.

In FY 2020 and 2021, new hires will not be eligible for the normal increase in the year that their employment becomes effective. The effective dates of the normal increases apply only to Fiscal Years 2020 and 2021 and at the time of the signing of this agreement, neither party to this agreement intends these effective dates to be or set a precedent for the effective dates of normal increases in future contracts.

13.230 PROMOTION

~~2017-2018~~ 2019-2020 – Faculty members promoted during the ~~2017-18~~ 2019-2020 academic year as a result of the 2018-19 academic year evaluation cycle to the rank of associate professor, consistent with the promotion procedures of this contract, shall have an amount equal to \$3,500 added to their base salary effective October 1, ~~2017~~ 2019. Faculty members promoted during the ~~2017-18~~ 2019-2020 academic year as a result of the 2018-19 academic year evaluation cycle to the rank of full professor, consistent with the promotion procedures of this contract, shall have an amount equal to \$6,500 added to their base salary effective October 1, ~~2017~~ 2019.

~~2018-2019~~ 2020-2021 – Faculty members promoted during the ~~2018-19~~ 2020-2021 academic year as a result of the 2019-20 academic year evaluation cycle to the rank of associate professor, consistent with the promotion procedures of this contract, shall have an amount equal to \$3,500 added to their base salary effective October 1, ~~2018~~ 2020. Faculty members promoted during the ~~2018-19~~ 2020-2021 academic year as a result of the 2019-20 academic year evaluation cycle to the rank of full professor, consistent with the promotion procedures of this contract, shall have an amount equal to \$6,500 added to their base salary effective October 1, ~~2018~~ 2020.

For promotions taking effect in AY ~~2017-18~~ 2019-2020 and AY ~~2018-19~~ 2020-2021, faculty on fiscal year appointments will receive 1.22 times the promotion amounts stated in 1 and 2 above added to base salary; that is, \$4,270 for promotion to Associate Professor and \$7,930 for promotion to Full Professor. Effective dates of October 1, ~~2017~~ 2019, and October 1, ~~2018~~ 2020, respectively, are the same as for academic year faculty.

13.240 MERIT

The following merit awards pool shall be allocated to ~~compensate~~ recognize outstanding tenure-track faculty performance. Merit pay shall be in addition to other salary increments provided in this contract. No faculty member may earn a merit in the same year that a promotion is granted. The awarding of merit pay shall be consistent with the unit standards of the faculty evaluation procedures in this contract.

Tenure-track faculty members receiving a merit award as a result of the 2018-19 or 2019-2020 academic year evaluation cycle ~~during the 2017-2018 or 2018-2019 academic years~~, consistent with the procedures of this contract, shall have an amount equal to \$2500 added to their base salary effective October 1, ~~2017~~ 2019 and an amount equal to \$2500 added to their base salary effective October 1, ~~2018~~ 2020, respectively.

	Number of Merits	Value of Merits
2017-2018 <u>2019-2020</u>	80	\$2,500 each
2018-2019 <u>2020-2021</u>	80	\$2,500 each

[The administration will publish the list of merit award recipients.](#)

13.245 OUTSTANDING PERFORMANCE AWARDS FOR NON-TENURABLE FACULTY

The following awards pool shall be allocated to ~~compensate~~ [recognize](#) outstanding non-tenurable faculty performance. Award pay shall be in addition to other salary increments provided in this contract. ~~See Appendix B of this contract for the application procedure for Outstanding Performance Awards.~~ [The awarding of outstanding performance pay shall be consistent with the unit standards of the faculty evaluation procedures in this contract.](#)

Non-tenurable faculty members receiving an award [as a result of the 2019-2020 academic year evaluation cycle](#) ~~during the 2017-18 academic year shall have \$2,500 paid as per Appendix B of this contract. Those receiving an award during the 2018-19 academic year~~ shall have [the choice of having an amount equal to \\$2,500 added to their base salary effective October 1, 2020, or an amount of \\$2500 paid on a one time basis](#) in their June 1, ~~2019~~ 2020 paycheck. ~~These awards will be paid on a one-time-only basis and will not be added to base salary.~~

[Non-tenurable faculty members receiving an award as a result of the 2020-2021 academic year evaluation cycle shall have the choice of having an amount to be bargained during the next contract negotiations added to their base salary effective October 1, 2021, or an amount of \\$2500 paid on a one time basis in their June 1, 2021 paycheck.](#)

	Number of Awards	Value of Awards
2017-2018 2020-2021	10	\$2,500 each
2018-2019	10	\$2,500 each

[The administration will publish the list of outstanding performance award recipients.](#)

13.250 MARKET ADJUSTMENTS

Market adjustments are authorized to adjust a base salary to reflect market conditions for tenured and tenure-track faculty members of the bargaining unit. To be eligible for a market adjustment a faculty member must have ~~received a written offer of employment from another institution or present~~ compelling evidence of their marketability. ~~In both cases,~~ The chair will secure and document the endorsement of a majority of the tenured and tenure-track faculty in the academic unit. Before granting a market adjustment ~~to faculty who do not have an offer of employment from another institution,~~ the UFA-Administration/Contract-Maintenance Committee must approve the request. The Provost will have the final approval on all market adjustments. A report of market adjustment awards will be provided to the UFA Executive Board each September for the previous year.

13.260 INVERSION AND COMPRESSION

Inversion and compression adjustments are authorized to offer additional base compensation to tenured and tenure-track faculty members of the bargaining unit. Before granting an inversion or compression adjustment, the UFA-Administration Committee shall be consulted.

The terms inversion and compression shall refer to circumstances where individual base salary compensation for senior faculty does not keep pace with that of newly hired or junior faculty. Compression is the narrowing of salary differentials over time between junior and senior faculty within a unit resulting in a relatively small individual base salary difference between faculty regardless of skills, rank or experience. Inversion is an extreme form of compression that refers to a situation where a newer faculty is hired at an individual base salary that exceeds that of a senior faculty at the same or higher rank within the unit.

The Administration shall use individual base salary data to calculate inversions and compressions on an annual basis. All merit increments earned by a faculty member during their employment at UM that are subsequent to any market adjustment made for a faculty member shall be excluded from base salary for purposes of calculating inversion/compression adjustments. Based on magnitude, faculty experiencing inversion or compression shall be ranked on a funding priority list including all units. The highest ranked priority on the descending list shall be the most inverted to least inverted and then from most compressed to least compressed.

Effective October 1, ~~2017~~ 2019, the Administration shall implement ~~\$125,000~~ \$100,000 (one hundred ~~twenty five~~ thousand) worth of inversion/compression base salary adjustments for members of the bargaining unit.

Effective October 1, ~~2018~~ 2020, the Administration shall implement ~~\$150,000~~ \$100,000 (one hundred ~~fifty~~ thousand) worth of inversion/compression base salary adjustments for members of the bargaining unit.

The maximum annual inversion/compression adjustment to any faculty member’s base salary shall be \$1,000 (one thousand), unless the funding priority list identifies fewer than ~~125~~ 100 (one hundred ~~twenty five~~) faculty members as inverted and compressed in either year FY18 and 150 faculty members as inverted and compressed in FY19, in which case this annual maximum may be set higher.

13.300 SALARY FLOORS

The minimum salary for instructors, assistant professors, associate professors, and professors on academic and fiscal year contracts shall be determined using the schedule of floors included in this section. The schedule of salary floors applies to full-time academic year faculty. Fiscal year faculty floors shall be 1.22 times the academic year salary floor. Salary floors shall be prorated for appointments of .50 FTE and above.

Professor	\$47,175 <u>\$48,000</u>
Associate Professor	\$37,503 <u>\$40,000</u>
Assistant Professor	\$30,054 <u>\$36,000</u>
Instructor	\$28,187 <u>\$34,000</u>

13.510 DEPARTMENTS OF FEWER THAN EIGHT PERSONNEL

For departments having fewer than eight (8) FTE personnel directly supervised by the chairperson: a minimum of one-fifth (1/5) release time and an academic year stipend of ~~\$3,600~~ \$3,900 for ~~2017-2018~~ 2019-2020 and ~~\$3,600~~ \$4,100 for ~~2018-2019~~ 2020-21 effective October 1, ~~2017~~ 2019, and October 1, ~~2018~~ 2020, respectively.

13.520 DEPARTMENTS FROM EIGHT TO SIXTEEN PERSONNEL

For departments having eight (8) to sixteen (16) FTE personnel directly supervised by the chairperson: a minimum of one-fourth (1/4) release time and an academic year stipend of ~~\$4,100~~ \$4,400 for ~~2017-2018~~ 2019-2020 and ~~\$4,100~~ \$4,600 for ~~2018-2019~~ 2020-21, effective October 1, ~~2017~~ 2019, and October 1, ~~2018~~ 2020, respectively.

13.530 DEPARTMENTS HAVING MORE THAN SIXTEEN PERSONNEL

For departments having more than sixteen (16) FTE personnel directly supervised by the chairperson: a minimum of one-fourth (1/4) release time and an academic year stipend of ~~\$4,600~~ \$4,900 for ~~2017-2018~~ 2019-2020 and ~~\$4,600~~ \$5,100 for ~~2018-2019~~ 2020-2021, effective October 1, ~~2017~~ 2019, and October 1, ~~2018~~ 2020, respectively.

13.600 SUMMER SESSION

The rate of pay for summer session instructional activity shall be at the rate of two-ninths (2/9) of the prior academic year salary. The rate of pay shall be varied proportionately for less than full-time teaching. Full-time summer session teaching shall be defined as eight (8) credits. In the event that a summer course faces cancellation due to low enrollment, faculty members may negotiate to teach the course at a salary lower than two ninths of the prior academic year salary in order to avoid cancellation.

13.650 WINTER SESSION

~~The rate of pay for winter session instructional activity shall be \$1,100 per credit for 2017-18. There will be no winter session in 2018-2019.~~ The rate of pay for any winter session instructional activity shall be \$1,100 per credit.

13.743 POST-RETIREMENT AGREEMENTS

~~Post-retirement agreements are authorized under Regents' Policy (712.1). Retiring faculty members may be offered post-retirement employment of up to one-third (1/3) full-time employment with the University for up to three years, after which, employment (for up to one-third [1/3] time) may be extended annually as negotiated between the retiree and the University. Post-retirement agreements must be renewed annually and are subject to the availability of funding, departmental and institutional needs and priorities, and the positive evaluation recommendation of the dean. The terms of~~

~~any post-retirement employment guarantees shall be made in writing and signed by the Provost, the dean, the academic chairperson, and the individual faculty member.~~ The terms of such agreements shall be governed by state statutes and be consistent with Board of Regents' policies covering post-retirement employment.