

UA Mediation Proposal Package (redlined against the January 1, 2017 - December 31, 2019 CBA) Comprised of Article 6 w/ Side Letter, Article 15, Article 16
Presented 10/11/22

ARTICLE 15

Compensation

15.1 Purpose

Bargaining unit~~UNAC~~ members are compensated for their teaching, scholarship, creative activity and service to the public, their institution, and their profession. The University of Alaska's compensation program is designed to support the teaching, research, and service mission of the University through the recruitment and retention of outstanding bargaining unit~~UNAC~~ members. This is to be accomplished by maintaining a competitive compensation plan and salary structure consistent with the University's needs and resources. Visiting Faculty in their first year of employment are not subject to the provisions of Article 15.

15.2 Salary Minimums

Minimum base academic year salaries for ~~the initial hire of bargaining unit~~UNAC members shall be as follows:

Rank/Status	Minimum
Post Doctoral Fellow	\$36,600 <u>38,800</u>
Instructor/Lecturer	\$47,500 <u>50,350</u>
Assistant Professor	\$57,000 <u>60,420</u>
Associate Professor	\$63,000 <u>66,780</u>
Professor	\$69,000 <u>73,140</u>

15.3 Initial Placement

The University and United Academics are committed to the recruitment and retention of high quality faculty members. The University will, in good faith, make initial placements of new faculty members competitive with appropriate market comparators. Initial and subsequent appointments, rank, type of appointment, and base academic year salary shall be established by the University. Rank, appointment, and salary shall be based on the needs and resources of the institution, the bargaining unit~~UNAC~~ member's education and experience, and prevailing market conditions as indicated by annual surveys of faculty salaries from sources appropriate to the hiring department or program which shall include, but not be limited to, the American Association of University Professors

UA Mediation Proposal Package (redlined against the January 1, 2017 - December 31, 2019 CBA) Comprised of Article 6 w/ Side Letter, Article 15, Article 16
Presented 10/11/22

(AAUP), the Oklahoma State University (OSU), and the College and University Professional Association for Human Resources (CUPA).

15.4 Base Salary Adjustments

Increases in the base academic year salaries of bargaining unit~~UNAC~~ members shall occur in the manner prescribed in this ~~a~~Article.

15.4.1 Across the Board Salary Increases

In accordance with the terms of this Agreement, the University shall provide across the board salary increases to eligible bargaining unit members effective the first full pay period after July 1, 2022, July 1, 2023, and July 1, 2024. There shall be no annual salary increases after December 31, 2024.

Tenure-track bargaining unit members who have been notified of non-retention in accordance with provisions of Article 9.3.3.e. are not eligible for across the board salary increases for their terminal year.

In FY23, eligible bargaining unit members shall receive a three percent (3.0%) across the board increase to base salary.

In FY24, eligible bargaining unit members shall receive a two point seven five percent (2.75%) across the board increase to base salary.

In FY25, eligible bargaining unit members shall receive a two point five percent (2.5%) across the board increase to base salary.

The University will seek an appropriation for an adjustment to the across the board compensation increase for bargaining unit members equal to the percentage by which a request for an appropriation for an across the board compensation increase for University of Alaska employees outside the UNAC bargaining unit exceeds the across the board increases set forth in this agreement for Fiscal Year 2023, Fiscal Year 2024, or Fiscal Year 2025. The request will be calculated based on the fiscal year of the contract for which the request arises and is limited to across the board increases. For example, if, during the term of this agreement, the University sought an appropriation for a three percent (3%) across the board increase for non-bargaining unit members for Fiscal Year 2024 of this agreement, the University would also request an additional one-quarter percent (0.25%) increase for bargaining unit members for Fiscal Year 2024.

There are no one-time lump sum payments included in this contract. However, the University will seek an appropriation for any across the board one-time lump sum payments for bargaining unit members equal to the dollar amount per employee by which a request

UA Mediation Proposal Package (redlined against the January 1, 2017 - December 31, 2019 CBA) Comprised of Article 6 w/ Side Letter, Article 15, Article 16
Presented 10/11/22

for an appropriation for an across the board one-time lump sum payment for University of Alaska employees outside the UNAC bargaining unit is made during the term of this agreement.

To the extent any such requests are rejected, barred, or not otherwise paid or appropriated by the Legislature, the University shall have no obligation under this provision.

15.4.2 Promotion Increases

In the year of promotion in rank (promotion from Assistant to Associate Professor, Associate Professor to Professor), a bargaining unitUNAC member shall receive a ten percent (10%) increase ~~to~~in current base salary, in addition to all other base salary adjustments. The increase in base salary shall be effective the first full pay period after July 1, following the bargaining unitUNAC member's promotion. Any violations of the express provisions of this Article will be subject to the grievance process.

15.4.23 Retention and Equity Increases

Retention offers and equity salary adjustments shall be at the sole discretion of the University; however equity salary adjustments shall be discussed with United Academics prior to implementation. Bargaining unitUNAC members may challenge University decisions made pursuant to this Article. Such decisions shall be considered substantive academic judgments.

There shall be no retention or equity increases ~~during the term of this Agreement effective~~ after December 31, 202419.

15.4.43 Market Increases

The University and United Academics are committed to the recruitment and retention of high quality faculty members.

Any market increases to eligible bargaining unitUNAC members will be effective the first full pay period after ~~July 1, 2018~~the beginning of the specified fiscal year.

~~There shall be no market increases for FY18.~~The University may distribute market increases in FY23,19 and ~~FY20~~ FY24, and FY25, if funds are made available and funded by the State.

If funds are made available and are appropriated and funded by the State, a joint Union and University Labor Management Committee for Market Salary Increase will be formed to analyze salaries and ~~recommend~~determine the distribution methodology of the calculated pool. The Union and the University may each select up to three participants to serve on this committee. The committee shall determine relevant employment factors

UA Mediation Proposal Package (redlined against the January 1, 2017 - December 31, 2019 CBA) Comprised of Article 6 w/ Side Letter, Article 15, Article 16
Presented 10/11/22

and procedures for distributing the calculated pool using comparator market data appropriate to each MAU, program, and position. The joint Union and University Labor Management Committee for Market Salary Increase will document the procedure used to determine and distribute market salary increases in a joint Letter of Understanding for consideration and approval by the University of Alaska President.

~~Individual market adjustments will be made according to each eligible UNAC member's equiproportional share of the pool based on the amount of the individual UNAC member's negative residual in FY19 and FY20. No distributions will be made in excess of a UNAC member's full residual; nor will distributions be made if the amount of the residual is less than one percent (1.0%) of their nine-month base salary. The parties will meet and confer as needed regarding the salary analysis and will agree on the distribution of the pool in each year.~~

There shall be no ~~further~~ increases under this provision ~~during the term of the agreement~~ after December 31, 202419.

15.5 Merit Bonuses

In addition to any base salary adjustments provided in this Article, the University may, ~~at its~~ sole discretion, award nonrecurring bonus payments to bargaining unit~~UNAC~~ members for extraordinary performance far beyond expectations. If the University determines that merit bonuses will be awarded, the dean ~~or~~ director shall recommend to the provost those bargaining unit~~UNAC~~ members whose exemplary performance may warrant a bonus. The provost shall then determine the recipients and amounts of merit bonuses. Award of merit bonuses is not subject to the dispute resolution process under Article 7.

The University may provide up to one percent (1%) of the total base payroll for merit bonuses each fiscal year. The one percent (1%) of the total base payroll will be calculated as of July 1 of each fiscal year.

There shall be no merit bonuses ~~during the term of this agreement~~ after December 31, 202419.

15.5.1 Merit Bonus Factors

Recommendations and determinations of merit bonuses by the dean ~~or~~ director and provost for exemplary performance shall consider pertinent factors regarding faculty effort, such as the following:

- formal or informal evaluations conducted by department heads/chairs
- quality of teaching

UA Mediation Proposal Package (redlined against the January 1, 2017 - December 31, 2019 CBA) Comprised of Article 6 w/ Side Letter, Article 15, Article 16
Presented 10/11/22

- number and quality of scholarly publications
- success in securing externally funded grants, contracts or awards
- success in completion of grants, contracts or awards
- creativity in artistic works and performances
- progress in establishing or developing a research program
- high level of instructional effectiveness
- quality of service to the university community or to the profession
- development and commercialization of intellectual property
- quality of outreach efforts through distance education
- strong and mutually beneficial linkages with business, government, or community partners
- other scholarly activity performed at an exemplary level

15.5.2 Limited Merit Bonuses

Specifically limited to the term of this agreement, the University may, at its sole discretion and according to factors determined by the dean or director, award nonrecurring bonus payments to bargaining unit~~UNAC~~ members not to exceed \$1,000, for performance of nonrecurring activities or service to the University. Limited merit bonuses shall not require written justification memoranda. The University shall not be required to provide written notice of limited merit bonuses to United Academics unless specifically requested to do so by the union.

Specifically limited to the term of this agreement, United Academics agrees that limited merit bonuses are not subject to dispute under Article 7.

15.5.3 Post-Tenure Evaluation Merit Bonuses

The University may, at its sole discretion, award nonrecurring merit bonus payments, to bargaining unit~~UNAC~~ members who achieve an exemplary post-tenure evaluation. The University shall provide written notice of merit bonuses to United Academics within a reasonable time and shall include the name of the bargaining unit~~UNAC~~ member and the amount of the bonus.

United Academics agrees that post-tenure evaluation merit bonuses are not subject to dispute under Article 7.

UA Mediation Proposal Package (redlined against the January 1, 2017 - December 31, 2019 CBA) Comprised of Article 6 w/ Side Letter, Article 15, Article 16
Presented 10/11/22

15.6 Merit Pay Adjustments

Merit pay adjustments to base salary may be awarded to bargaining unit~~UNAC~~ members for sustained exemplary performance. Award of merit pay adjustments are not subject to the dispute resolution process under Article 7.

15.6.1 Merit Pay Criteria

Criteria for such adjustments may include:

- number and quality of scholarly publications
- creativity in artistic works and performances
- success in establishing or developing a research program
- success in securing externally funded grants, contracts or awards
- high level of instructional effectiveness
- exemplary service to the state, university community, or the profession
- development and commercialization of iIntellectual pProperty
- significant collaborations and mutually beneficial partnerships with business, government, or community

15.6.2 Notification to United Academics ~~UNAC~~ of Merit Bonuses and Merit Pay Aadjustments

The University will provide United Academics an annual report of all merit bonuses~~bonuses~~ and merit pay adjustments paid to bargaining unit~~UNAC~~ members for the prior fiscal year by August 15.

15.6.3 Post-Tenure Merit Adjustments

A bargaining unit~~UNAC~~ member may qualify for a merit adjustment to base salary as a possible outcome from a post-tenure review process at the sole discretion of the MAU Provost. -Award of post-tenure adjustment is not subject to the dispute resolution process under Article 7.

15.6.4 Non Tenure-Track Term Merit Adjustments

A non tenure-track term bargaining unit~~UNAC~~ member may qualify for a merit adjustment to base salary at the sole discretion of the MAU Provost. -Award of non-

UA Mediation Proposal Package (redlined against the January 1, 2017 - December 31, 2019 CBA) Comprised of Article 6 w/ Side Letter, Article 15, Article 16
Presented 10/11/22

tenure track term merit adjustment is not subject to the dispute resolution process under Article 7.

15.7 Salary Augmentation

A bargaining unitUNAC member's salary may be augmented during the term of an administrative assignment as department head/chair, upon receiving an overload (additional) assignment during the academic year, or upon receiving a summer appointment or contract extension. Augmentations expire at the end of the assignment.

Unusually heavy research and/or teaching responsibility during the academic year appointment shall not result in additional compensation. Extra compensation at an appropriate rate or other consideration as determined by the chancellor, or designee, may be provided under this Article.

15.7.1 Department Heads/Chairs

Assignment as department head/chair shall be compensated by at least one of the following options, at the sole discretion of the dean or /director. Compensation for department head/chair assignments shall be considered a substantive academic judgment subject solely to the complaint procedure of Article 7.

- a. Release from at least one (1), three (3)-credit course per academic year, or an equivalent research or service effort
- b. At least one (1) month extension to the base academic year appointment
- c. A payment of up to six thousand five hundred dollars (\$6,500) distributed either as a one-time, lump-sum payment at the end of each academic year in which the bargaining unitUNAC member has served in this capacity or over a specified series of pay periods within an academic year, not to exceed 19.5 pay periods.

An assignment as department head/chair may, in the sole discretion of the dean, be compensated by a combination of the above options.

15.7.2 Summer Appointments

Summer appointments may be made for summer instruction, research or other activities.

- a. Bargaining unitUNAC members holding an academic year appointment and employed in the summer for non-instructional purposes may receive up to one-ninth (1/9) of the academic year base salary for each month of such assignment, up to a maximum of one-third (1/3) of the base academic year salary for a three (3)-month assignment.

UA Mediation Proposal Package (redlined against the January 1, 2017 - December 31, 2019 CBA) Comprised of Article 6 w/ Side Letter, Article 15, Article 16
Presented 10/11/22

- b. Summer instructional programs are intended to be provided on a self-support basis. Salary offered to regular faculty with an academic year appointment for summer session instruction may range from \$1,500 per credit hour to a maximum rate set proportional to a faculty member's base academic year salary, depending upon the needs of the summer instructional program. In no event shall the total per-credit amount paid to a faculty member exceed the proportional amount of the faculty member's base academic year salary. If a bargaining unitUNAC member's summer session assignment is canceled due to low enrollment, or some other factor, at the discretion of the University, no extra compensation shall be due the bargaining unitUNAC member.

15.7.3 Overload Appointments

Overload appointments may be made for additional and separate instructional or other work assignments during the base academic year appointment. Overload appointment compensation may range from \$1,500 per credit hour or equivalent research or service effort to a maximum rate set proportional to a faculty member's base academic year salary, depending upon the needs of the program.

15.8 Geographic Differentials

Geographic differentials for bargaining unitUNAC members will follow Board of Regents Policy P04.05.060 and University Regulation R04.05.060. Bargaining unitUNAC members must reside and work in the assigned geographic location in order to be eligible for any geographic differential.

15.9 Faculty Development

The University will provide the following amounts to be used for faculty professional development:

On September 15, 20~~17~~22, the University will allocate \$300,000 for FY20~~18~~23;

On September 15, 20~~18~~23, the University will allocate \$300,000 for FY20~~19~~24;

On September 15, 20~~19~~24, the University will allocate \$300,000 for FY20~~20~~25;

-

The funds will be distributed to the three MAUs based upon the percentage of bargaining unitUNAC members assigned to each. ~~At UAS, travel funds will be designated to the Wilson Fund. At UAA and UAF, t~~The funds will be designated to the office of the Provost for bargaining unitUNAC member ~~travel-professional development. and e~~Each Provost will convene a joint labor management group of two (2) membersrepresentatives

UA Mediation Proposal Package (redlined against the January 1, 2017 - December 31, 2019 CBA) Comprised of Article 6 w/ Side Letter, Article 15, Article 16
Presented 10/11/22

from each party to review ~~travel~~professional development requests and rank the requests for funding. Annually, by July 31, the University will provide to United Academics a list of ~~bargaining unit members~~ faculty who received such funds, including amounts awarded, in the previous fiscal year. The above professional development funds will be in addition to United Academics buyouts for ~~bargaining unit~~UNAC members.

~~15.10 Faculty Initiative Fund~~

~~The University will allocate \$1 million between FY18 and FY20 for the Faculty Initiative Fund. In each year of the Agreement, UNAC members may apply to the Statewide Academic Committee (SAC) for funds to support initiatives including innovative research, creative activity or performance, or other scholarly endeavors. Faculty Initiative Funds may also be used as seed money toward the procurement of external grants and contracts. Decisions by the SAC are at the sole discretion of the University and not subject to the dispute resolution process under Article 7. United Academics will be notified by the University of award recipients and the amounts awarded to each.~~

~~15.11 University of Alaska Regents' Professor~~

~~The University, at its sole discretion, may confer upon a UNAC member the title of University of Alaska Regents' Professor. Upon conferral of the title, the UNAC member will receive a lump sum of \$10,000.~~

TA 'd

DocuSigned by:
Melanie Arthur
DFEE5B2DE3AB490...

October 12, 2022

DocuSigned by:
David C Eisenberg
BF29C575DCBE440...

October 12, 2022

DocuSigned by:
Tara Ferguson
B505452E617947B...

October 12, 2022