

MANAGEMENT COUNTER ARTICLE XXIII COMPENSATION 5.12.26

The University reserves the right to withdraw, delete, add to, or otherwise modify any proposal throughout the collective bargaining process

XXIII. COMPENSATION

23.1 Minimum Salary

A. Full-Time Unionized Faculty (Other Than Temporary Faculty)

1. Minimum Annual Salaries

Beginning with the Effective Date, the following minimum annual salaries shall be applicable for full-time Unionized Faculty members (other than Temporary Faculty):

Rank	Number of Academic Years Unionized Faculty Member Has Taught Full-Time at the University			
		Less than 3 full academic years	Between 3 and 6 full academic years	More than 6 full academic years
		With a terminal degree* or equivalency**		
Teaching Assistant Professor		\$69,695.82	\$73,241.46	\$76,432.07
Teaching Associate Professor		N/A	\$76,432.07	\$80,569.03
Teaching Professor		N/A	N/A	\$87,384.05

*For Unionized Faculty in the Department of English, “terminal degree” includes an MFA and MFAW for purposes of Article XXIII of this Agreement and for purposes of meeting the requirements of the status of Adjunct Instructor pursuant to Section 25.4(B)(3) of this Agreement.

**For Unionized Faculty in the Department of Fine and Performing Arts, “equivalency” includes a record of professional accomplishment.

The salaries set forth in this Section are minimum annual salaries and do not

MANAGEMENT COUNTER ARTICLE XXIII COMPENSATION 5.12.26

The University reserves the right to withdraw, delete, add to, or otherwise modify any proposal throughout the collective bargaining process

preclude the University from compensating full-time Unionized Faculty members (other than Temporary Faculty) at a higher salary.

2. Promotions

Full-time Unionized Faculty members who are promoted from Teaching Assistant Professor to Teaching Associate Professor shall receive an increase to their annual salary of \$3,375, or shall receive the minimum salary for the Teaching Associate Professor rank as set forth in the table above, whichever is greater, and which shall become effective at the beginning of the academic year in which their promotion takes effect. Full-time Unionized Faculty members who are promoted from Teaching Associate Professor to Teaching Professor shall receive an increase to their annual salary of \$6,750, or shall receive the minimum salary for the Teaching Professor rank as set forth in the table above, whichever is greater, and which shall become effective at the beginning of the academic year in which their promotion takes effect.

A. Part-Time Unionized Faculty

1. Minimum Pay Rates Per Credit Hour

Beginning with the Effective Date, part-time Unionized Faculty members shall be compensated at the following standard pay rates per credit hour for standard courses:

Degree	Standard Pay Rates Per Credit Hour
With a Terminal Degree* or Equivalency**	\$2,591
Without a Terminal Degree* or Equivalency**	\$2,340

*For Unionized Faculty in the Department of English, “terminal degree” includes an MFA and MFAW for purposes of Article XXIII of this Agreement and for purposes of meeting the requirements of the status of Adjunct Instructor pursuant to Section 25.4(B)(3) of this Agreement.

**For Unionized Faculty in the Department of Fine and Performing Arts, “equivalency” includes a record of professional accomplishment.

A standard course does not include applied music, dance, and theatre instruction, independent study, directed reading, supervised research, internships, or other individualized student instruction. The pay rates set forth in this Section are standard pay rates and do not preclude the University from compensating part-time Unionized Faculty members at a higher pay rate.

MANAGEMENT COUNTER ARTICLE XXIII COMPENSATION 5.12.26

The University reserves the right to withdraw, delete, add to, or otherwise modify any proposal throughout the collective bargaining process

2. Hourly Rate for Applied Music Instruction and Accompanists

Beginning with the Effective Date, the standard hourly rate shall be \$88.06 and increased on January 1st of each year by the same percentage as the increases paid to minimum annual salary outlined in Section 23.4 and the merit pool raise pool increase for that calendar year or at least 2.5% whichever is greater. These courses include, but are not limited to, applied music, dance, and theatre instruction and accompanists.

3. More Than One Faculty Member Teaching a Course

When there is more than one faculty member teaching a course, and at least one is a part-time Unionized Faculty Member, the part-time Unionized Faculty member's pay rate shall be apportioned according to percentage of responsibility, as agreed to in advance by the Dean or their designee and the part-time Unionized Faculty member.

4. Adjunct Instructors

Beginning with the Effective Date, part-time Unionized Faculty members who have achieved the status of "Adjunct Instructors" as described in Article 25 of this Agreement shall be compensated at a minimum pay rate per credit hour of \$2,841, or \$93.53 per hour for those "Adjunct Instructors" paid on an hourly basis as applied music instruction or accompanists and increased on January 1st of each year by the same percentage as the increases paid to minimum annual salary outlined in Section 23.4 and the merit pool raise pool increase for that calendar year, and does not preclude the University from compensating Adjunct Instructors at a higher pay rate. The minimum pay rate per credit hour for "Adjunct Instructors" is a minimum. Individual Adjunct Instructor pay rates shall increase each year by the same manner as described in section 23.5B of this section. These courses include, but are not limited to, applied music, dance, and theatre instruction and accompanists.

C. Temporary Faculty

Beginning with the Effective Date, full-time Unionized Faculty members who are Temporary Faculty (as described in Chapter 4(C)(4) of the Faculty Handbook), shall be compensated at a minimum annual salary of \$65,000, assuming possession of a terminal degree or equivalency; full-time Unionized Faculty members who are Temporary Faculty who do not have a terminal degree or equivalency shall be compensated at an annual salary of \$63,000.

The salaries set forth in this Section are minimum annual salaries and do not preclude the University from compensating full-time Unionized Faculty members who are Temporary Faculty at a higher salary.

MANAGEMENT COUNTER ARTICLE XXIII COMPENSATION 5.12.26

The University reserves the right to withdraw, delete, add to, or otherwise modify any proposal throughout the collective bargaining process

D. Terminal Degree in the Department of Modern Languages and Literatures

This Section replaces the Side Letter Agreement Regarding Terminal Degree in the Department of Modern Language and Literatures dated August 7, 2024.

1. Part-time Unionized Faculty members in the Department of Modern Languages and Literatures who are teaching language instruction courses and who possess a master's degree, including part-time Unionized Faculty members who are all but dissertation ("ABD"), but not a Ph.D., and who were hired prior to June 11, 2018, shall be compensated at the same rate as part-time Unionized Faculty "without a terminal degree of equivalency" as set forth in Section 23.1(B)(1). Section 23.1(D)(1) shall not apply to the field of American Sign Language.

2. Unionized Faculty members in the Department of Modern Languages and Literatures who are teaching language instruction courses and who possess a master's degree, including Unionized Faculty members who are ABD, but not a Ph.D., and who were hired on or after June 11, 2018, shall be compensated as Unionized Faculty "without a terminal degree or equivalency" for purposes of Section 23.1 of this Agreement. Section 23.1(D)(2) shall not apply to the field of American Sign Language.

3. In the Department of Modern Languages and Literatures, only a Ph.D. shall constitute a "terminal degree" for purposes of meeting the requirements of the status of Adjunct Instructor pursuant to Section 25.4(B)(3) of this Agreement. Accordingly, Unionized Faculty members in the Department of Modern Languages and Literatures who do not possess a Ph.D. shall be ineligible for the status of Adjunct Instructor. Section 23.1(D)(3) shall not apply to the field of American Sign Language.

4. Notwithstanding the foregoing, in the Department of Modern Languages and Literatures, in the field of American Sign Language, a master's degree shall be considered a "terminal degree" for purposes of this Agreement.

23.2 Then-Current Salary or Pay Rate Exceeds the Minimum

Any Unionized Faculty member whose then-current salary or pay rate exceeds the applicable minimum salary or pay rate set forth in this Article shall continue to be paid above the minimum (with any increases in such minimums as set forth in this Article) and shall not have their salary or pay rate decreased.

23.3 Summer Courses and J-Term Courses

For summer courses and J-term courses, part-time Unionized Faculty members shall be

MANAGEMENT COUNTER ARTICLE XXIII COMPENSATION 5.12.26

The University reserves the right to withdraw, delete, add to, or otherwise modify any proposal throughout the collective bargaining process

compensated at the applicable part-time rate for each course, and full-time Unionized Faculty members shall be compensated at 1/12 of the full-time Unionized Faculty member's annual salary for each three-credit course or the relevant part-time rate, whichever is greater, but in no event more than \$7,620 for any standard three-credit hour course.

23.4 Salary Increases for Unionized Faculty Members/Increases to Minimum Annual Salary

- A. Full-Time Unionized Faculty Members (other than Temporary Faculty). In the first year of the contract, as described in Section 23.1(A), all salaries (as calculated from faculty salaries starting at the beginning of the Fall 2025 semester) of full-time Unionized Faculty Members who are employed by the University for the Fall 2025 semester must be increased to the listed minimums as per their rank and years of service for the 2025-26 academic year or by at least 4.75%, whichever is greater.
- B. Part-Time Unionized Faculty Members. In the first year of the contract, as described in Section 23.1(B), the minimum rate per credit hour for part-time Unionized Faculty members (as calculated from faculty salaries starting at the beginning of the Fall 2025 semester) shall be increased to the listed minimums for the 2025-26 academic year or by at least 4.75%, whichever is greater.
- C. Full-Time Unionized Faculty Members Who Are Temporary Faculty. In the first year of the contract, in the event that any full-time Unionized Faculty members who are Temporary Faculty in any academic year are rehired by the University for the subsequent academic year, all salaries of such full-time Unionized Faculty Members who are Temporary Faculty who are employed by the University for the Fall 2025 semester (as calculated from faculty salaries starting at the beginning of the Fall 2025 semester) must be increased to the listed minimums for the 2025-26 academic year, as described in Section 23.1(C), or by at least 4.75%, whichever is greater.
- D.

MANAGEMENT COUNTER ARTICLE XXIII COMPENSATION 5.12.26

The University reserves the right to withdraw, delete, add to, or otherwise modify any proposal throughout the collective bargaining process

23.5 Salary Increases for Unionized Faculty Members/Increases to Minimum Annual Salary Based on Merit Pool

Full-Time Unionized Faculty Members (other than Temporary Faculty) who are employed by the University for the Fall 2026 semester, and who are still employed by the University on January 1, 2027, shall be eligible to receive salary increases in accordance with the University's merit raise pool increase percentage effective on January 1, 2027. The same process shall be used for salary increases in each subsequent calendar year during the term of this Agreement. Salary increases shall be variable depending on such Unionized Faculty member's performance over the previous academic year as set forth in their performance evaluations. Regardless of the merit pool provided in any given year, each full-time Unionized Faculty Member shall have their salary increased by at least 2.5% annually, or within the merit raise range provided by the University in that academic year, whichever is greater. Additionally, on January 1 of each calendar year, the minimum annual salaries set forth in the table in Section 23.1(A)(1) shall be increased by one-half of the merit raise pool increase percentage.

B. Part-Time Unionized Faculty Members. The minimum rate per credit hour for part-time Unionized Faculty members shall be increased on January 1, 2027, and on each January 1 thereafter during the term of this Agreement, by the same percentage as the merit raise pool increase for full-time Unionized Faculty (other than Temporary Faculty) for that calendar year, or increased by at least 2.5% or within the merit raise range provided by the University in that academic year, whichever is greater.. Part-time Unionized Faculty members who are paid at a higher pay rate than the minimum rate per credit hour shall also have their pay rates increased in the same manner.

C. Full-Time Unionized Faculty Members Who Are Temporary Faculty. In the event that any full-time Unionized Faculty members who are Temporary Faculty in any academic year are rehired by the University for the subsequent academic year, the annual salary for such full-time Unionized Faculty members who are Temporary Faculty in the subsequent academic year shall be increased by the same percentage as the merit raise pool increase for full-time Unionized Faculty (other than Temporary Faculty) that took effect on January 1 of the academic year preceding their rehiring (e.g., in the event a full-time Unionized Faculty member who is Temporary faculty in the 2026-27 academic year is rehired for the 2027-28 academic year, their annual salary for the 2027-28 academic year shall be increased by the same percentage as the merit raise pool increase that took effect on January 1, 2027), or increased by at least 2.5% or within the merit raise range provided by the University in that academic year, whichever is greater.).

D. Decisions made under this Section shall not be subject to grievance or arbitration under this Agreement.

MANAGEMENT COUNTER ARTICLE XXIII COMPENSATION 5.12.26

The University reserves the right to withdraw, delete, add to, or otherwise modify any proposal throughout the collective bargaining process

23.5 Withholding and Other Deductions

The salaries and pay rates set forth in this Article are subject to deductions for tax withholding, benefits, union dues, and other amounts authorized in accordance with applicable law and/or by the Unionized Faculty member.

23.6 Voluntary Additional Assignments

There may be occasions where the departmental chairperson or their designee asks a Unionized Faculty member to undertake a voluntary assignment in addition to the teaching and other academic duties of the Unionized Faculty member as described in Article XXVI “Faculty Rights, Duties and Responsibilities.” The departmental chairperson shall determine in their discretion the appropriate compensation for such assignment, subject to approval by the Dean of the College of Arts and Sciences or their designee. The Unionized Faculty member shall be under no obligation to take such assignment. All assignments under this Section must receive prior approval from the Dean of the College of Arts and Sciences or their designee before becoming effective. No payments shall be made for any voluntary additional assignments without such prior approval from the departmental chairperson and the Dean.