2025 OT/OT-AAUP Negotiations
OTAAUP Proposal
May 15, 2025

Appendix _: Compensation

Whereas, Oregon Tech's recent recruitment efforts have not lead to as many successful faculty hires as desired, the parties agree to revised base salaries for collective bargaining faculty members in order to better compete in the market;

Whereas, to address salary inversion and compression, maintain sufficient workload distribution, support retention of current bargaining unit members, enhance talent recruitment efforts, and thus elevate students' learning outcomes;

Therefore, the parties agree to individual bargaining unit member equity adjustments, as described below.

Individual Equity Adjustments
Effective at the start of contracts in 2025, the base salary of bargaining unit members identified by OT-AAUP will be increased to address inversion and compression issues within each academic department, at a total normalized cost of about $127,000 in salary increases. (Note that all salaries have been normalized to 9-month 1.0 FTE for analysis, and faculty on 10-, 11-, or 12-month contracts or working between 0.5 and 1.0 FTE shall be prorated accordingly.)

This is a one-time adjustment for bargaining unit members identified by OT-AAUP. These individuals are named in a document outside of this Agreement.

Market Equity Adjustments
Once the above adjustments are made, the remainder of the Pool will be used for market equity adjustments, so that median salaries reflect the 25th percentile benchmark in CUPA-HR. As indicated by the tables and schedule below, bargaining unit members will receive increases over the course of three years according to their rank and department as of May 16, 2025.

Departmental Cluster 1 (**MMET, Civil, Geomatics, EERE, CSET, Management**)

Rank	CY 2025	2026	2027	Total (over 3 years)
Instructor	$500	$250	$250	$1,000
Senior Instructor I	$2,500	$1,250	$1,250	$5,000
Assistant Professor	$6,500	$3,250	$3,250	$13,000
Associate Professor	$6,750	$3,375	$3,375	$13,500
Professor	$4,250	$2,125	$2,125	$8,500

Departmental Cluster 2 (**EMS, MLS, Health Sciences, Dental**)

Rank	2025	2026	2027	Total (over 3 years)
Instructor	$4,300	$2,150	$2,150	$8,600
Senior Instructor I	$0	$0	$0	$0

Assistant Professor	$4,750	$2,375	$2,375	$9,500
Associate Professor	$0	$0	$0	$0
Professor	$1,000	$500	$500	$2,000

Departmental Cluster 3 (**Mathematics**)

Rank	**2025**	**2026**	**2027**	**Total (over 3 years)**
Instructor	$7,500	$3,750	$3,750	$15,000
Senior Instructor I	n/a	n/a	n/a	
Assistant Professor	$8,750	$4,375	$4,375	$17,500
Associate Professor	n/a	n/a	n/a	
Professor	$8,000	$4,000	$4,000	$16,000

Departmental Cluster 4 (**Natural Sciences**)

Rank	**2025**	**2026**	**2027**	**Total (over 3 years)**
Instructor	$2,500	$1,250	$1,250	$5,000
Senior Instructor I	$5,500	$2,750	$2,750	$11,000
Assistant Professor	$2,500	$1,250	$1,250	$5,000
Associate Professor	$5,000	$2,500	$2,500	$10,000
Professor	$2,500	$1,250	$1,250	$5,000

Departmental Cluster 5 (**HSS, Communication, Library**)

Rank	**2025**	**2026**	**2027**	**Total (over 3 years)**
Instructor	$5,250	$2,625	$2,625	$10,500
Senior Instructor I	$5,250	$2,625	$2,625	$10,500
Assistant Professor	$5,500	$2,750	$2,750	$11,000
Associate Professor	$6,250	$3,125	$3,125	$12,500
Professor	$4,000	$2,000	$2,000	$8,000