

## ARTICLE 15

### *Compensation*

#### 15.1 Purpose

Unit 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 unit members. This is to be accomplished by maintaining a competitive compensation plan and salary structure consistent with the University's needs and resources.

#### 15.2 Salary Minimums

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

Rank	Minimum
Instructor/Lecturer	\$35,000
Assistant Professor	\$45,000
Associate Professor	\$50,000
Professor	\$55,000

#### 15.3 Initial Placement

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

## 15.4 Base Salary Adjustments

Increases in the base academic year salaries of unit members shall occur in the manner prescribed in Articles 15.4.1, 15.4.2, 15.4.3 and 15.4.4.

### 15.4.1 Promotion Increases

In the year of promotion in rank, a unit member shall receive a ten percent (10%) increase 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 unit member's promotion. Any violations of the express provisions of Article 15.4.1 will be subject to the grievance process.

There shall be no promotion increases during the terms of this Agreement effective after December 31, 2010.

### 15.4.2 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. Unit members may challenge University decisions made pursuant to Article 15.4.2. 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, 2010.

### 15.4.3 Annual Salary Increases

#### a. Across the Board Adjustments

The University shall provide across the board adjustment to eligible unit members effective the first full pay period after July 1, 2008, July 1, 2009, and July 1, 2010.

In FY09, combined across the board adjustments and market increases (pursuant to Article 15.4.4) shall be calculated and applied according to the eligibility criteria and the distribution methodology described below.

In FY10 and FY11, the across the board adjustment shall be calculated on the unit member's base salary and applied to a unit member's base salary prior to application of any market increase.

There shall be no annual salary increases during the term of this Agreement after December 31, 2010.

b. Eligibility

In FY09, unit members who are eligible for a market increase (pursuant to Article 15.4.4) and who receive less than a 3% increase to base salary as a market increase shall receive an across the board adjustment such that the combined market increase and across the board adjustment equals 3% of base salary.

In FY09, unit members who are eligible for a market increase (pursuant to Article 15.4.4) and who receive greater than or equal to a 3% increase to base salary as a market increase shall not be eligible for an across the board adjustment.

In FY09, unit members who are not eligible for a market increase (pursuant to Article 15.4.4), because their salaries exceed the calculated market targets, shall receive a 3% across the board adjustment to base salary.

In FY10, eligible bargaining unit members shall receive a three and four-tenths percent (3.4%) across the board increase to base salary. The across the board adjustment percentage shall be calculated on the base salary prior to application of any market increase.

In FY11, eligible bargaining unit members shall receive a three and five-tenths percent (3.5%) across the board increase to base salary. The across the board adjustment percentage shall be calculated on the base salary prior to application of any market increase.

#### 15.4.4 Market Increases

The University and United Academics are committed to the recruitment and retention of high quality faculty members. To this end, based on a market salary analysis conducted by the University and United Academics, in FY09 the University shall distribute up to five and forty-eight hundredths percent (5.48%), calculated on the total base payroll of unit members as of November 15, 2007, as a market increase to unit members whose salaries are under external market targets or need to be adjusted due to internal misalignments. The parties agree to use the 2008 Oklahoma State University (OSU) salary data in making FY09 market adjustments.

Market increases will be effective the first full pay period after July 1, 2008. No unit member shall receive more than \$15,000 total market increase over the term of this collective bargaining agreement.

In FY10 and FY 11, the market increases will be calculated on the total base payroll of unit members as of March 1, 2009 and 2010 and will be applied to base nine (9) month salaries effective the first full pay period after July 1 of 2009 and 2010.

In FY10, the University shall distribute one percent (1%) of the base nine month United Academics salary pool to eligible unit members whose salaries are under their calculated market targets. No unit member shall receive more than \$15,000 total market increase over the term of this collective bargaining agreement.

In FY11, the University shall distribute one percent (1%) of the base nine month United Academics salary pool to eligible unit members whose salaries are under their calculated market targets. No unit member shall receive more than \$15,000 total market increase over the term of this collective bargaining agreement.

A joint Union and University Labor Management Committee for Market Salary Increase will be formed to analyze salaries and determine the distribution of the calculated pool. The Union and the University may each select up to three (3) participants to serve on this committee. The salary analysis will include the factors of rank, time in rank and discipline (classification of instruction program (CIP) codes). The salary analysis shall be conducted using data from the "Oklahoma State Faculty Survey." Individual market adjustments will be made according to each eligible unit member's equiproportional share of the pool based on the amount of the individual unit member's negative residual in each year of the contract. No distributions will be made in excess of a unit member's full residual; nor will distributions be made if the amount of the residual is less than one hundred dollars (\$100). 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, 2010.

#### 15.5 Merit Bonuses

The University may provide up to one percent (1%) for merit bonuses in each year of the contract. In addition to the base salary adjustments provided in Articles 15.4 above, the University may, in its sole discretion, award nonrecurring bonus payments to unit members for extraordinary performance far beyond expectations. The one percent (1%) of the total base payroll of unit members will be calculated as of July 1 of each year. If the University determines that merit bonuses will be awarded, the dean/director shall recommend to the provost those unit members whose exemplary performance may warrant a bonus. The provost shall then determine the recipients and amounts of merit bonuses.

The nonprocedural aspects of decisions made pursuant to Article 15.5, including the selection of recipients of merit bonuses and the amounts of individual merit bonuses shall be considered substantive academic judgments subject solely to the complaint procedure of Article 7.3. The University shall provide written notice of merit bonuses to United Academics within a reasonable time and shall include the name of the unit member, a

description of the extraordinary performance for which a merit bonus was awarded and the amount of the increase.

There shall be no merit bonuses during the term of this agreement after December 31, 2010.

#### 15.5.1 Merit Bonus Factors

Recommendations and determinations of merit pay adjustments by the dean/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 student evaluations
- number and quality of scholarly publications
- creativity in artistic works
- progress in establishing or developing a research program
- high level of instructional effectiveness
- quality of service to the university community or to the profession
- 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/director, award nonrecurring bonus payments to unit members not to exceed \$500, 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.

## Post-Tenure Evaluation Merit Bonuses

Specifically limited to the term of this agreement, the University may, at its sole discretion, award nonrecurring merit bonus payments, to unit 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 unit member and the amount of the bonus.

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

### 15.6 Salary Augmentation

A unit 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 Articles 15.6.2 and 15.6.3.

#### 15.6.1 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/director. Compensation for department head/chair assignments shall be considered a substantive academic judgment subject solely to the complaint procedure of Article 7.3.

- a. Release from at least one 3 credit course per academic year, or an equivalent research or service effort ;or
- b. A one (1) month extension to the base academic year appointment; or
- c. A one time lump sum payment of up to four thousand five hundred dollars (\$4,500) at the end of each academic year in which the unit member has served in this capacity.

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

#### 15.6.2 Summer Appointments

Summer appointments may be made for summer session instruction, research or other activities. If a unit 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 unit member. Unit 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. Unit members holding an academic year appointment and employed in the summer for instructional purposes shall be compensated at a minimum of one thousand two hundred dollars (\$1,200) per credit hour, but not less than the current practice in place at each MAU as of the date of this Agreement.

15.6.3 Overload Appointments

Overload appointments may be made for additional and separate instructional or other work assignments during the base academic year appointment. Overload appointments shall be compensated at a minimum of one thousand two hundred dollars (\$1,200) per credit hour or equivalent research or service effort.

15.7 Geographic Differentials

15.7.1 The following shall be the geographic differentials applicable to unit members hired or transferred to a different campus after the effective date of this Agreement. Unit members must reside in the assigned geographic location in order to be eligible for the geographic differential.

Aleutian Islands/Adak/Sand Point .....	27
Anchorage/Girdwood/Chugiak/Eagle River .....	0
Aniak/McGrath/Galena.....	30
Barrow/Kotzebue .....	42
Bethel .....	38
Bristol Bay/Dillingham.....	27
Cordova/Glenallen/Copper Center.....	11
Delta Junction/Tok.....	16
Fairbanks.....	0
Ft. Yukon .....	42
Juneau .....	0
Kenai/Soldotna/Homer .....	0
Ketchikan .....	0
Kodiak.....	9

Nenana .....	20
Nome.....	34
Palmer/Wasilla.....	0
Seward.....	0
Sitka/Angoon .....	0
Skagway/Haines.....	5
Valdez .....	11
Yakutat.....	5

15.7.2 In the event the geographic differential rates in University Regulation 04.05.060 (dated 12-25-94) are modified during the term of this Agreement, the rates provided above shall be correspondingly modified as they affect unit members hired or transferred to a different campus after the effective date of this Agreement. A unit member whose existing geographic differential would be reduced due to modified geographic differentials shall not receive a reduction in rate of pay due to the modification.