

## UPI Contract - Compensation Proposal

Unit A Lanes - all faculty		
Lane		
1) Assistant Professor	\$6,429	
2) Associate Professor	\$7,455	
3) Associate Professor (5)*	See Below	
4 Professor	\$9,039	
5) Professor (+ 5 years) Merit Lanes 1 to 6	Merit lane increase with a maximum of: - see chart for Full Professor + 5 years	2%
6) Professor (+ 10 years) Merit Lanes 1 to 6	Merit lane increase with a maximum of: - see chart for Full Professor + 10 years	2%
7) Professor (+ 15 years) Merit Lanes 1 to 6	Merit lane increase with a maximum of: - see chart for Full Professor + 15 years	4%
Unit A Promotions		
Associate Professor	10% increase to current salary w/ max of \$1000 per month	
Professor	10% increase to current salary w/ max of \$1000 per month	

### Considerations/Advantages/Parameters:

1) Lane 1 - no change. Lane 2 and 4 are reduced by 6%. Lanes amounts are frozen for the duration of the contract.

\* Lane 3 will remain in effect for those faculty who hold the rank of Associate Professor as of 8/??/2018. The minima amount will be \$8157. This lane will then be phased out .

2) All Unit A Full Professor faculty will have equal access to merit based increases.

3) Regarding the Unit A promotion, as the expectations are similar for all faculty promoting to Associate and Full Professor, this merit structure reduces the wide discrepancy in the promotional amounts awarded for these respective promotions. However, this structure does provide an upper limit on promotional amounts.

4) All Unit A faculty are rewarded for their level of engagement post Full-Professor and they may select their desired level of engagement.

5) The four year evaluation cycle for Professors will be changed to a five year cycle.

6) Criteria will need to be established for Satisfactory and Outstanding designations in Full Professor + 5/10/15.

7) PAAs will no longer be available.

## MERIT LANES

Full Professor + 5 years				
Merit Lane	Teaching	Research	Service	%Increase
1	Satisfactory	n/a	n/a	0.33%
2	Outstanding	n/a	n/a	0.67%
3	Outstanding	Satisfactory	n/a	1.00%
	Outstanding	n/a	Satisfactory	1.00%
4	Outstanding	Satisfactory	Outstanding	1.33%
5	Outstanding	Outstanding	Satisfactory	1.67%
6	Outstanding	Outstanding	Outstanding	2.00%

Full Professor + 10 years				
Merit Lane	Teaching	Research	Service	%Increase
1	Satisfactory	n/a	n/a	0.33%
2	Outstanding	n/a	n/a	0.67%
3	Outstanding	Satisfactory	n/a	1.00%
	Outstanding	n/a	Satisfactory	1.00%
4	Outstanding	Satisfactory	Outstanding	1.33%
5	Outstanding	Outstanding	Satisfactory	1.67%
6	Outstanding	Outstanding	Outstanding	2.00%

Full Professor + 15 years				
Merit Lane	Teaching	Research	Service	%Increase
1	Satisfactory	n/a	n/a	0.67%
2	Outstanding	n/a	n/a	1.33%
3	Outstanding	Satisfactory	n/a	2.00%
	Outstanding	n/a	Satisfactory	2.00%
4	Outstanding	Satisfactory	Outstanding	2.67%
5	Outstanding	Outstanding	Satisfactory	3.33%
6	Outstanding	Outstanding	Outstanding	4.00%