Article 23
Compensation
University, January 19, 2018

23.1 For academic and fiscal years 2014-2015, 2015-2016, 2016-2017, 2017-2018, 2018-2019, and 2019-2020 Bargaining Unit Faculty will continue to receive raises to their base salaries in effect in academic or fiscal year 2016-2017, as specified in Sections 23.1.1 through 23.1.2 below. For Members on fiscal appointments, these raises will be effective on July 1, 2014; and for Members on academic year appointments, these raises will be effective on August 1, 2014.

23.1.1 Each Bargaining Unit Member shall receive an across-the-board raise equal to 2.0% of his or her 2013-2014 annual base salary.

23.1.2 In addition to the increase specified in Section 23.1.1, each Member who was an Assistant Professor in the 2013-2014 academic year and will continue at that rank for the 2014-2015 academic year shall receive a $600 increase to the Member’s base salary.

23.1.3 The University will provide an across-the-board raise equal to 1% for all Bargaining Unit Faculty Members enrolled in STRS or an alternative retirement system program to offset the 1% increase in STRS contributions that will begin effective July 1, 2014 for Members on fiscal appointments and August 1, 2014 for Members on academic appointments. This increase is a good faith effort that recognizes in the previous CBA the University had committed up to 2% for such increases but was only required to provide 1%. This does not obligate the University to commit future salary increases should Bargaining Unit Faculty Members in STRS or an alternative retirement system program experience additional increases to their retirement contribution rates.

23.2 For academic year 2015-2016, Bargaining Unit Faculty will receive raises to their base salaries as specified in Sections 23.2.1 through 23.2.3 below. For Members on fiscal appointments, these raises will be effective on July 1, 2015; and for Members on academic year appointments, these raises will be effective on August 1, 2015.

23.2.1 Each Bargaining Unit Member shall receive an across-the-board raise equal to 1.5% of his or her 2014-2015 annual base salary.

23.2.2 Each Bargaining Unit Faculty Member shall be eligible for merit raises from a pool equal to 1.0% of the total of 2014-2015 annual base salaries of all Bargaining Unit Faculty Members.

23.2.3 In addition to the increases specified in Sections 23.2.1 and 23.2.2, each Member who was an Assistant Professor in the 2014-2015 academic year and will continue at that rank for the 2015-2016 academic year shall receive a $600 increase to the Member’s base salary.

23.2.4 In addition to the pools specified in Sections 23.2.1 through 23.2.3, the University shall distribute to each college a pool equal to 1.0% of the total annual base salary for all Bargaining Unit Faculty who were employed in that college during the 2014-2015 academic year and who remain employed during the 2015-2016 academic year. Such money will be distributed to Members in the college whose salaries are inappropriately low according to market considerations or proportionally lower than other Members in the department in ways that cannot be reasonably accounted for by rank, seniority, and performance. The amounts of such raises (if any) shall be mutually agreed to between the AAUP-WSU and the University; in a given college, any monies from this pool that are not distributed to an individual Member shall be divided as
follows: 0.75 of the monies not distributed shall be used to augment the merit raise pools (Section 23.2.2) of the college’s departments proportional to the pre-augmentation departmental merit raise pools (M in Section 11.7), and 0.25 of the monies not distributed shall be distributed across-the-board to all Bargaining Unit Faculty Members in that college. All decisions made by the AAUP-WSU and the University pursuant to Section 23.2.4 are final and not subject to grievance or arbitration pursuant to Article 16.

23.3 For academic year 2016-2017, Bargaining Unit Faculty will receive raises to their base salaries as specified in Sections 23.3.1 through 23.3.3 below. For Members on fiscal appointments, these raises will be effective on July 1, 2016; and for Members on academic year appointments, these raises will be effective on August 1, 2016.

23.3.1 Each Bargaining Unit Member shall receive an across-the-board raise equal to 1.5% of his or her 2015-2016 annual base salary.

23.3.2 Each Bargaining Unit Faculty Member shall be eligible for merit raises from a pool equal to 1.0% of the total of 2014-2015 annual base salaries of all Bargaining Unit Faculty Members.

23.3.3 In addition to the increases specified in Sections 23.3.1 and 23.3.2, each Member who was an Assistant Professor in the 2015-2016 academic year and who remain employed during the 2015-2016 academic year shall receive a $600 increase to the Member’s base salary.

23.3.4 In addition to the pools specified in Sections 23.3.1 through 23.3.3 the University shall distribute to each college a pool equal to 0.75% of the total annual base salary for all Bargaining Unit Faculty who were employed in that college during the 2014-2015 academic year and who remain employed during the 2015-2016 academic year. Such money will be distributed to Members in the college whose salaries are inappropriately low according to market considerations or proportionally lower than other Members in the department in ways that cannot be reasonably accounted for by rank, seniority, and performance. The amounts of such raises (if any) shall be mutually agreed to between the AAUP-WSU and the University, and any monies from this pool that are not distributed to an individual Member shall be used to augment the merit raise pools (Section 23.3.2) of the college’s departments proportional to the pre-augmentation departmental merit raise pools (M in Section 11.7). All decisions made by the AAUP-WSU and the University pursuant to Section 23.3.4 are final and not subject to grievance or arbitration pursuant to Article 16.

23.2 Merit Increases. For academic and fiscal years 2017-2018, 2018-2019, and 2019-2020, if the University awards merit pay to Bargaining Unit Faculty Members, each Dean will determine the allocation of such pay to Members in his or her college based on individuals’ performance, in a manner not inconsistent with the Members’ annual evaluations, as described in Article 11.

23.4 Promotion Increases. A Bargaining Unit Faculty Member who is promoted from Associate Professor to Lecturer, Senior Lecturer, Clinical Assistant Professor, Associate Professor, or Professor pursuant to Article 13 shall receive an increase of 7.5% of that Member’s annual base salary.

23.3.4 Overload Salary. Bargaining Unit Faculty Members who are offered and agree to teach overload classes shall be paid in accordance with the following schedule:
Minimum Rate Per Rank Semester Credit Hour

<table>
<thead>
<tr>
<th>Rank</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructor and Visiting Faculty</td>
<td>$505</td>
</tr>
<tr>
<td>Lecturer &amp; Clinical Instructor</td>
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<tr>
<td>Sr. Lecturer &amp; Clinical Assistant Professor</td>
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<td>Associate Professor</td>
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</tr>
<tr>
<td>Professor</td>
<td>$823</td>
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</tbody>
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23.6.45 Summer Semester. A Bargaining Unit Faculty Member with an academic year appointment who has completed two semesters of service and is assigned by the University to teach during the summer semester will be compensated as specified in Sections 23.6.45.1 through 23.6.95.3.

23.6.45.1 A Bargaining Unit Faculty Member will receive 1/36th of his or her annual base salary for the preceding two semesters per scheduled credit hour of summer up to a maximum of six credit hours per six-week term when teaching a single six-week term each summer.

23.6.45.2 A Bargaining Unit Faculty Member who is assigned to teach courses in both six-week terms of a single summer or that span the full twelve-week summer session will receive 1/36th of her or his base salary per scheduled credit hour of summer instruction, up to a maximum of twelve credit hours.

23.6.45.3 A Member’s salary will be calculated at an overload rate, pursuant to Section 23.6.45, for teaching more than six credit hours in a single six week term or more than twelve credit hours across twelve weeks of a single summer.

23.5.4 When a summer class assigned to a Bargaining Unit Faculty Member has an enrollment of fewer than ten students, the University may offer the Member a reduced salary that is no less than 10% of the amount calculated pursuant to Section 23.5.1-23.5.3 per student enrolled.

23.5.5 When requested by a Member, the University may assign that Member to teach a class(es) in the summer or during the break between terms as an on-load assignment without additional compensation.

23.6—Bargaining Unit Faculty Members may be furloughed on a non-permanent basis, as a result of a financial exigency (where severe financial problems exist which threaten the University’s ability to maintain its academic operations at an acceptable level of quality), to avoid the declaration of fiscal watch, or pursuant to a financial recovery plan under fiscal watch; at the University’s discretion. The University shall provide a statement of explanation to the AAUP-WSU regarding a potential furlough and which employees are expected to be subject to a furlough. The University may update such statement and list of employees as needed. Bargaining Unit Faculty Members will only be furloughed if a furlough is first or simultaneously implemented for other University employees (either faculty or staff) who are not represented by collective bargaining. Bargaining Unit Faculty Members subject to furlough will
be treated in a manner consistent with other University employees (either faculty or staff) who are not represented by collective bargaining. Each dean will develop procedures for implementing furloughs in a manner that does not interrupt academic and administrative functions of the college, at the University’s discretion. 23.6.4 Once registration for summer has begun, cancellation of a class scheduled to be taught by a Member requires approval by a provost. For purposes of determining whether to cancel summer classes, 1 graduate student shall be the equivalent of 2 undergraduate students.

23.6.4.1 The University will not cancel a summer class scheduled to be taught by a Bargaining Unit Faculty Member if it has an enrollment of 15 or more undergraduate students, or the equivalent. If it becomes necessary to cancel a class, the university will make a good faith effort to preserve the Members’ opportunity to teach summer classes as set forth in Section 7.8.1.

23.6.4.2 If summer classes assigned to a Member pursuant to Section 7.8.1 have an average enrollment of 15 or more undergraduate students, or the equivalent, the University will not cancel one of those classes without reassigning the Member to another class or otherwise compensating the Member as though the class had been offered.

23.6.5 After the University has offered summer teaching opportunities to all Bargaining Unit Faculty in a given department pursuant to Section 7.8 and subsections, the University and a Bargaining Unit Faculty Member in that department may agree that the Member teach, at any time during that summer, a class with an enrollment of ten or fewer undergraduate students (or the equivalent) at an overload rate. Such arrangements are not considered summer teaching hours pursuant to Section 7.8.1.

23.6.6 The University and the AAUP-WSU recognize the possibility that unforeseen financial, curricular, and/or enrollment management circumstances may arise making it appropriate to depart from the foregoing summer salary provisions and agree to discuss any such possibilities that are introduced by either party. No changes to the provisions shall be made without agreement of both the University and the AAUP-WSU.

23.6.7 If a class that is part of a cohort program is scheduled to meet during all or part of a summer session, then the provisions of Sections 23.6.1 through 23.6.6 pertain to that class and thus to the Member teaching it. However, if the University has offered summer teaching opportunities to all Bargaining Unit Faculty in the Member’s department pursuant to Section 7.8 and subsections, then the Member may be paid at an overload rate for the cohort program class consistent with what is paid for such courses at other times during the calendar year.

23.6.8 Through summer 2015: Should no eligible Bargaining Unit Faculty Members agree to teach a summer class, the University may at its sole discretion either cancel that class or hire an individual outside the Bargaining Unit to teach the class at a salary not to exceed that last offered to a Member of the Bargaining Unit.

23.6.8.1 Effective summer 2016: Should no eligible NTE or TET Bargaining Unit Faculty Members agree to teach a summer class, the University may at its sole discretion either cancel that class or hire an individual in neither Bargaining Unit to teach the class at a salary not to exceed that last offered to a Member of the Bargaining Unit.

23.6.9 Additional provisions regarding summer teaching assignments are found in Appendix H, the intent of which is to ensure that the summer teaching opportunities identified in Section 7.8.1 are not diminished by assignment of classes to persons not in the TET Bargaining Unit through summer 2015 (to persons in neither the NTE or TET Bargaining Unit effective summer 2016). Should either party believe that such opportunities have been so diminished, the University and AAUP-WSU will meet to discuss and resolve the matter.
23.6.10 Summer Semester Research Salaries: Bargaining Unit Faculty on academic year contracts who direct independent laboratory research for either undergraduate or graduate students during the summer will receive a stipend of at least:

For undergraduate research students: $68/credit hour
For master’s students: $114/credit hour
For Ph.D. students: $227/credit hour