

# What Are We Ratifying?

## General:

### Compensation:

Across the board salary increases of 2% effective July 1, 2017 (revenue target was reached); July 1, 2018 and July 1, 2019 for librarians and full-time and salaried part-time faculty. (All statewide unions that have settled contracts agreed to no more than 2% across-the-board per year.)

A pool for funds at each university, equal to \$250 per full-time unit member, to be distributed at each university in a manner determined by the union

Two percent (2%) increase each year in department chair stipends, terminal degree adjustments, promotion amounts, minimum salary reviews and maximum salaries (by rank)

No increase in equivalencies for non-lecture, non-seminar modes of instruction

Allow the hiring of no more than 1% of the faculty at a university (or one faculty member/librarian) with salaries in excess of the maximums listed (by rank) in the CBA

### Benefits:

Twelve (12) weeks of paid parental leave, allowing use of the sick leave bank (if a member of the bank) after the expiration of all personal leaves

### Appointments:

No change in "The 15% Rule"

Allow full-time temporary faculty to be hired for up to six (6) consecutive semesters

MFA, MBA and MS (in Accounting) with 60 credits will be considered as a terminal degree

### Evaluation:

Assistant Professors, Assistant Librarians and Associate Librarians granted tenure in an evaluation during the sixth year will be promoted to the next higher rank without the need for a promotion evaluation

Inclusion of "community engaged approaches/service" as a new category for teaching effectiveness, service and continuing scholarship

Dean evaluations will be conducted before committee on tenure and/or committee on promotions

Ending interim department chair assessments

Require the inclusion of a "narrative" with submission of personnel action portfolios

Allow the electronic submission of class plan before a classroom observation

**If this agreement is not ratified, the parties revert back to the 2014-2017 collective bargaining agreement and start negotiations, from scratch.**

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### Other:

Removal of “male” and “female” gender identities

Shortening the time for the university president to schedule and respond to grievances at Step 2

Minimum of six (6) credits release time for all department chairs

Two (2)-year, staggered terms on all standing governance committees

### Librarian-Specific:

Increased the total available sick leave for use by librarians on a part-time basis

Create a direct observation form for the evaluation of librarians

Libraries that are not “Program Areas” shall have a Library Policy Committee

Librarians with fewer than 25 years of service shall receive two (2) continuing scholarship/innovations days per year

Reduce the number of vacation days that can be accumulated at any point from 64 to 50 (on June 30, 2020)

Reduce the number of vacation days per year available for librarians with more than 25 years of service from 30 days to 25 days

No longer allowing excess vacation days to roll over into sick leave

### Part-Time Faculty-Specific:

Increase the part-time, per credit rate by the pool of funds that would have otherwise been used for formulary increases. This is on top of the 2% per year increases

Change the part-time per credit rate to a minimum rather than a prescribed amount (universities CAN pay more than the rate in the CBA)

Allow part-time faculty to be appointed for up to one academic year

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