

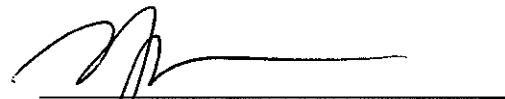
TTF Equity Proposal: Specifics and Process
Agreement
March 19, 2014

1. Equity increases for tenure related faculty in 2015 will be limited to addressing internal equity issues associated with salary compression and salary inversion.
2. For the purposes of this process, **salary compression** is defined as the condition in which the range of salaries among full-time faculty at the same academic rank does not vary appropriately in relation to years of relevant service and/or possession of a terminal degree. **Salary inversion** is defined as the condition in which a faculty member who has less relevant service or who holds a lower academic rank is earning a higher salary than a faculty member who has more relevant service and/or who holds a higher academic rank.
3. Department and unit heads (as defined by Article 46 in the CBA), with guidance from the Dean and in consultation with faculty, will develop brief criteria for identifying equity issues and awarding equity increases in their units. Departments and units may consider merit evaluations in their criteria such that faculty meeting or exceeding expectations in 2 out of 3 categories (Research, Teaching, Service) in the latest merit review process are eligible for consideration for an equity adjustment. These criteria will be sent to the Dean for approval.
4. Department and unit heads will receive 1.5 % of the total salary base for Tenure-Track and Tenured Professor bargaining faculty members in the unit for this purpose. Department and units will follow their approved department or unit level policies to make proposals for equity increases to address documented cases of compression and inversion, consistent with the definitions above. Recommendations for equity adjustments will be in dollar amounts to be made to the base salary of the identified faculty member. Inversion or compression in comparison with others in the same or in other similar departments must be demonstrated in order for an equity increase to be approved. Faculty in small departments where comparable data may be lacking may use salary data from similar units in order to document inversion and compression. Decisions regarding equity adjustments for faculty with joint appointments should take into consideration the conditions in their multiple units to the extent possible. In general, faculty with demonstrably similar equity cases within departments should receive similar equity adjustments. Department heads will document, justify, and forward all decisions including their recommendations for equity increases to the deans.

5. Proposals for awarding equity increases will be forwarded to the Deans for approval. Deans will review the revised recommendations forwarded by department heads to ensure they comport with the agreed upon definitions and process. Deans will document their approval along with any suggestions for revised equity adjustments and forward these to the provost or designee. A list of all decisions regarding equity adjustments, including the brief justifications for approving, increasing, or decreasing equity amounts, will be shared with United Academics.
6. Equity adjustments will be made in dollar amounts to be added to the base salary of the identified faculty member effective July 1, 2014.



On behalf of the University of Oregon



On behalf of United Academics