

ARTICLE 27  
SALARIES (for the 2006-07 school year)

27.1 Across-the-Board Salary Increase for 2006-2007. The Board of Trustees agrees to provide to each eligible faculty member, effective October 1, 2006, a salary increase of 3% of the faculty member's base annual salary as of September 30, 2006, in accordance with the 2006 General Appropriations Act.

27.2 Merit-Based Increases. During 2006-2007 the Board will fund a merit pool that will be equal to one and one-half percent (1.5%) of the base salaries on May 15, 2006, of faculty members within the bargaining unit for merit-based salary increases.

(a) From the established merit-based pool, funds equal to approximately six-tenths of one percent (0.6%) will be derived and distributed for promotion and SPPP adjustments.

(b) From the established merit-based pool, funds equal to no less than nine-tenths of one percent (0.9%) shall be derived and distributed to each department or equivalent unit within the bargaining unit for departmental merit salary increases. Faculty members in units with fewer than six (6) faculty members shall be grouped together for purposes of determining their pool of departmental merit funds. Departmental merit salary increases under this subsection shall become effective October 1, 2006.

(c) Qualifying Criteria for Departmental Merit Increases. Faculty members who receive promotion adjustments shall also be eligible to receive merit increases. Merit increases must be determined using existing criteria that have been established by the faculty of each department or college within the bargaining unit in conjunction with the annual performance evaluations completed for the 2005-06 school year. To be eligible a faculty member must have been in pay status on May 15, 2006. Exceptions: Visiting faculty members, faculty members who have been issued a notice of non-reappointment, or faculty members who have resigned for any reason are not eligible for merit increases.

(1) In determining who receives a merit increase, the chair/supervisor shall consult with the department/college's merit pay committee or other governance bodies that are customarily consulted on salary decisions.

(2) In units whose existing merit criteria include a system for distributing merit increases, the number and size of the 2006 merit increases shall be determined according to that evaluation and distribution system. In units whose existing merit criteria do not include a system for distributing merit increases, the number and size of the 2006 merit increases shall be determined according to the recognized practice in the department/unit in the recent past, even if that practice is not currently in writing or has not been formally approved by the faculty of the department/unit. However, all future departmental merit increases shall be distributed according to the following subsection 27.2(c)(3).

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(3) Departmental merit increases shall be distributed only through a process that is fully described in writing and has been agreed to in a secret-ballot vote by a majority of all the department's faculty and has been approved by the chair. Where an agreement is not reached, the dean shall resolve the issues in dispute.

(4) The number of merit increases shall not be limited by any quota except by the merit criteria and distribution system established by the faculty in the department/college.

(d) Upon request, a faculty member shall be provided with the department/unit's complete distribution system and the results of its application for the year.

27.3 Increases for Promotion and SPPP.

(a) Promotion salary increases for 2006-07 shall be granted in an amount equal to 9% of the faculty member's previous year's base salary rate in recognition of promotion to one of the ranks described below:

(1) To Assistant University Librarian, and Assistant Professor;

(2) To Senior Lecturer, Associate In, Associate Professor, Research Assoc., Associate Curator, Associate Scholar/Scientist, Associate Engineer, and Associate University Librarian; and

(3) To Master Lecturer, Senior Associate In, Professor, Curator, Scholar/Scientist, Engineer and University Librarian.

(b) Promotional increases for 2006-2007 will be effective October 1, 2006.

(c) Salary increases for 2006-07 shall be granted in an amount equal to 9% of the faculty member's previous year's base salary in recognition of sustained meritorious performance determined through the established Performance Pay Plan for Professors (SPPP).

(d) The increases listed in (c) related to the SPPP awards for 2006-2007 will be effective October 1, 2006.

27.4 Discretionary Increases. The Trustees may provide, as described below, additional salary increases for market equity considerations, including verified counteroffers; compression/inversion; increased duties and responsibilities; special achievements; litigation/settlements; and similar special situations. All salary increases under this section shall be committed before the end of the 2006-2007 fiscal year.

(a) The parties recognize that the total funds for discretionary increases shall be no less than one-fourth of one percent (0.25%) and no more than three-fourths of one percent (0.75%) of the total base salary rate of members of the bargaining unit as of May 15, 2006.

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(b) Faculty Award Programs. In addition to the discretionary salary increases described in subsection 27.4(a), the Trustees shall continue to provide one-time awards, which do not increase the faculty member's base salary, under the same programs and on the same basis as in the past.

(c) Contract and Grant-Funded Increases. Faculty on contracts or grants shall receive discretionary salary increases, provided that such salary increases are permitted by the terms of the contract or grant and adequate funds are available for this purpose in the contract or grant.

(d) Criteria for Market Equity Discretionary Increases. Any faculty member who believes his/her salary is not equitable in relation to their appropriate national market salary may formally request a market equity salary increase in accordance with the procedure described in Section 27.4(d)(1)–(5) below. The faculty members shall make this request in writing to the chair.

(1) Database for Measuring Appropriate Market Salaries. The general databases that shall be used as a starting point for determining appropriate market salaries shall be the average salary at Carnegie Class Research I universities for the faculty member's rank and discipline, as reflected in the most recent Oklahoma State University Faculty Salary Survey by Discipline (hereafter "OSU") or the most recent Association of Research Libraries annual salary survey (hereafter "ARL"), as appropriate.

(2) Method for Determining a Faculty Member's Appropriate Market Salary. For any faculty member requesting a market-equity adjustment, the department/unit supervisor and the department/unit's merit pay committee or other departmental governance bodies that are customarily consulted on salary decisions shall review the salary and curriculum vitae in relation to the OSU/ARL average salary for their academic rank in order to determine an appropriate market-equity salary adjustment, which the chair shall recommend to the dean. Each department/college or equivalent unit may, at its option, establish a method for determining a faculty member's appropriate market salary, which shall include the establishment of baseline market salary levels for each rank/SPPP award and a means of measuring relative merit. The faculty member is entitled to present any documentation in support of the request.

(3) The chair shall report the results of the review to the faculty member and make a recommendation to the dean, attaching supporting documentation. If not satisfied with the response from the chair, the faculty member may address the issue with the appropriate dean.

(4) The dean shall review the chair's recommendation and the supporting documentation and make a recommendation to the Provost, attaching supporting documentation. If not satisfied with the response from the dean, the faculty member may address the issue through the Office of the Provost.

(5) The Provost shall make the final decision regarding the requested market-equity adjustment. The Provost shall report that decision to the dean, department/unit chair, and the faculty member.

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(e) Salary Increases for Increased Duties and Responsibilities. Faculty members in the bargaining unit who are assigned increased administrative duties and responsibilities for a period of two years or more shall receive in the first year of their appointment, in addition to the other salary increases for which they qualify, a discretionary salary increase to their base salary or other appropriate accommodations in recognition of their increased duties and responsibilities. The supervisor shall identify any salary increase or other appropriate accommodations prior to the faculty member accepting and assuming the newly assigned duties.

(f) On April 30, 2007, the Trustees shall provide the UFF with an electronic copy of the total list of the discretionary salary increases that the Trustees have implemented to that point during the fiscal year starting July 1, 2006. The Trustees shall also provide an electronic copy of a separate list of any discretionary salary increases for which they believe they have made commitments but have not yet implemented.

(1) These lists shall provide the name, rank, and department of the faculty member, the amount of the increase, and the reason for the increase (including the institution to whose offer the counteroffer is a response, if the increase is a counteroffer).

(2) In the case of counteroffers, the Trustees shall provide to the UFF a copy of the written offer to which the counteroffer was a response.

27.5 Salary Increases for P. K. Yonge Developmental Research School Faculty. The eligible faculty members at P. K. Yonge were provided a salary increase of three percent (3%) of their September 30, 2006 base salary. Negotiations over the remaining salary increases for P. K. Yonge faculty members for the fiscal year starting July 1, 2006, have not yet been completed. Once those negotiations are completed, the language describing and governing all such 2006-2007 salary increases for P. K. Yonge faculty shall be included in this section of Article 27 and any appropriate appendices.

27.6 Department Chairs and Center/Program Directors.

(a) Faculty members in the bargaining unit who are department chairs, center directors, program directors, or heads of equivalent administrative units shall be eligible for salary increases on the same basis as all other faculty members, except that, in addition to the other salary increases for which they qualify, they shall receive in the first year of their appointment a discretionary salary increase or other appropriate accommodation in recognition of their increased duties and responsibilities.

(b) Merit salary increases for bargaining-unit department chairs, center directors, program directors, or heads of equivalent administrative units and other members of the bargaining unit directly supervised by the dean shall be based on the annual evaluation by their dean or equivalent supervisor. For the purpose of the distribution of merit salary increases, the

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dean of each college shall treat all such chairs, center directors, program directors, or heads of equivalent administrative units as members of a single unit equivalent to a department.

27.7 Funded Through Contracts, Grants, or Auxiliary Budgets. The funds available for salary increases to faculty members on contracts, grants, or auxiliary budgets, as a percentage of their collective base salary rate, shall be equivalent to the funds available for salary increases to faculty on Educational and General (E&G) funding, as a percentage of their collective base salary rate, provided that such salary increases are permitted by the terms of the contract or grant.

27.8 Salary Increase Notification. Faculty members shall be notified regarding the salary increases provided under this Article no later than four (4) weeks prior to the implementation of the salary increases described in this Article through the form shown in Appendix "G" of this Agreement.

(a) The report shall contain the following information:

- (1) the name of each faculty member;
- (2) the faculty member's department and college;
- (3) the faculty member's base salary rate before this year's salary increases;
- (4) the amount received in each salary increase category for 2006-07, including any promotion or SPPP increases or any other adjustments; and
- (5) the faculty member's new base salary rate after the salary increases described above.

(b) Upon request, a faculty member shall have the opportunity to consult with the person or committee that makes the initial recommendation for a salary increase.

27.9 Salary Adjustments for Faculty Members on Uncompensated Leave. The base salary of a faculty member returning from uncompensated leave shall be adjusted to reflect all across-the-board pay increases that were distributed during the period of the faculty member's uncompensated leave and that the faculty member would have been eligible to receive if he/she had not been on uncompensated leave.

27.10 Notice to UFF.

(a) No later than thirty (30) days after the first pay period in which the annual salary increases provided in this Article are reflected, the Office of Human Resource Services shall provide the UFF with a salary report in Excel spreadsheet format, listing all in-unit faculty members.

(b) This report shall include the following information for each faculty member:

- (1) name;
- (2) department and college;

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- (3) rank or position including the titles such as "visitor";
- (4) position code;
- (5) percentage FTE appointment;
- (6) date of hiring;
- (7) date of most recent promotion;
- (8) years in current rank;
- (9) the faculty member's base salary before this year's salary increases;
- (10) the amount the faculty member received from each salary increase category for 2006-07, including any promotion or SPPP increase or any other adjustments; and
- (11) the new base salary rate after the salary increases described above.

(c) A copy of the report of the annual salary increases referenced in this Article shall simultaneously be sent to the Smathers West library and be available to all faculty.

(d) A copy of the department/unit's portion of the report shall be placed on file in each department/unit, available upon request to any faculty member of the department/unit no later than six (6) weeks after the implementation of such increases.

27.11 Type of Payment for Assigned Duties.

(a) Duties and responsibilities assigned by the University to a faculty member that do not exceed the available established FTE for the position shall be compensated through the payment of Salary, not OPS.

(b) Duties and responsibilities assigned by the university to a faculty member that are in addition to the available established FTE for the position shall be compensated through OPS, not Salary.

27.12 Grievability.

(a) Except for grievances alleging discrimination under the Nondiscrimination article, the only issue to be addressed in a grievance alleging violations of this Article is whether the Trustees properly applied the procedures set forth in this Article. If an arbitrator finds that the procedures have not been properly applied, the arbitrator shall identify the failure and remand the matter to the Trustees for proper application of the procedures and recalculation of the salary increase or salary level.

(b) If a faculty member seeks redress of an alleged violation of this Article by filing a grievance under the provisions of Article 31, Grievance Procedure and Arbitration, the act or omission giving rise to such a grievance may be the faculty member's receipt of any salary warrant for a full-pay period in which the 2006-07 salary increases referenced in this Article are reflected, but not later than six full-pay periods after the effective date of the pay action.

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