

## **OT-AAUP Compensation Executive Summary**

**1.) Market** is identified as 4 year baccalaureate institutions (not research or PhD-granting) across the nation and data is from the 2019 CUPA report.

a.) CUPA identified the average yearly faculty change in salary as 1.76%

b.) 2 digit CIP codes identified by discipline

**2.) Movement to Base Salary (Year 1 Adjustments)**

a.) Terminal degree faculty would be put at 95.5% of the reported CUPA Mean, Masters that are not terminal would be at 92.5% of the reported CUPA Mean, members without a Masters would be \$3750 below the masters. Members maintaining discipline required licensure/certification would have an increase of 1.5% over their base if they do not have a PhD.

b.) Every year of service would be 1.75% differential from the previous

c.) An additive differential for CIP code (discipline) would be applied to distinguish between disciplines

d.) Tenure would change base salary by \$3,750. Promotion to Associate Prof would change base salary by \$3750. Promotion to full professor would change base salary by \$10,000.

e.) Previous PTR results would adjust the base by 1.75% and 5.25% depending on the outcome.

f.) Rates are pro-rated by FTE and length (9 month vs 12 month)

g.) For future hires - yearly updates to the floor for the CIP codes based on the assistant professor level from the Annual CUPA report.

**3.) Maintenance (Years 2 and 3 of contract)**

a.) 75% of the annual change in the base salary for CUPA based on CIP code at the assistant professor level.

b.) A merit award based on evaluation based on a range

between 0.3% and 0.9% of the annual total cost of bargaining unit salaries)

c.) Promotion and Tenure increases according to 2d above and PTR resulting in 3% or 6% adjustment in base salary based on meets or higher result.

**4.) Other**

- a.) Geographic stipend of \$13,428 (Metro + Salem)
- b.) Overload at 1.25 times prorated annual base salary
- c.) Tenure Relinquishment as is current practice (Provost-level decision-making).