Proposed 2021-2022 Contract

Overview: This one-year contract covers the period from July 1, 2021, to June 30, 2022. It is retroactive to the conclusion of the contract that was approved last spring.

The contract provides basic salary and compensation raises, additional administrative contributions to health care premiums for faculty hired after 2003, and a mandate for departments to publicize standards and benchmarks for reappointment, promotion, and tenure. The contract reflects the limitations imposed by the ongoing COVID-19 pandemic. In the spring 2022 semester, the AAUP Chapter and the FA will begin negotiating with the administration on a longer-term contract which will seek more comprehensive solutions to long-standing concerns for adjunct pay, health care premium parity, and other issues.

Key points in the Proposed 2021-2022 Contract:

- **Raises for Full-time Faculty** - 2.25%
- **Raises for Adjuncts** - 6%

- **Health Care Premium Offset** - The University will contribute $300,000 to offset health care contributions for full-time faculty hired after 2003 (about $60-75 a month depending on plan).

- **Reappointment, Tenure, and Promotion Guidelines** – By the end of the 2022-23 academic year Departments and Divisions must identify their own benchmarks.
  - **Rationale:**
    - Many faculty have complained that the T&P guidelines in their own departments have not been clear and that reappointment decisions were inequitable and arbitrary.
    - New language creates guidelines for departments and divisions to work with Dean and Faculty Councils to adopt minimal working guidelines.

- **Program Directors and Coordinators** – Appendix K will remain in place, but the new contract proposes its revision by the conclusion of the contract term.
  - **Rationale:**
    - Appendix K addresses overlap between administration and faculty roles;
    - While clear distinctions between faculty and administrators are necessary, implementation has been complex, and at times confusing.

- **Temporary Elimination of Merit/Recognition pay for 2021-22**
  - **Rationale:**
    - The Merit pool was underfunded, and faculty raised questions about the criteria under which awards were given;
    - Funds from the Merit pool were redirected toward salary increases.

- **New, updated job description for Industry Track Pharmacy faculty**

- **Temporary Elimination of Post-Tenure Review for 2021-22**

December 14, 2021