

ARTICLE 32
ECONOMIC COMPENSATION

32.§1 **SALARY ADJUSTMENTS** Western shall provide the following adjustments to the base salaries of eligible bargaining unit faculty members in their second or later full consecutive (academic or fiscal) year of service, as follows:

Percentage Increase Impact on Faculty Base Salaries	2011-2012	2012-2013	2013-2014
Across-the-Board	0%	09/01/12 - 1.00% 01/01/13 – 1.00%	09/01/13 - 1.00% 01/01/14 - 1.50%

32.§2 **SALARY MINIMA**. Shall be as follows for the life of the Agreement (adjustments to salaries below the minima shall be made on the day following any contractual percentage increases):

	Professor	Associate Professor or Master Faculty Specialist	Assistant Professor or Faculty Specialist II	Instructor² or Faculty Specialist I
Academic Year	\$66,000	\$52,000	\$42,500	\$32,300
Fiscal Year	\$82,500	\$65,000	\$53,125	\$40,375

32.§.3 **OVERLOAD RATES**. Effective with the current Agreement, the pay rates for bargaining unit faculty members who teach Extended University or other classes on an “overload” shall be:

Rank	Per Credit Hour
	2011-2012 2012-2013 2013-2014
Professor	\$1,167
Associate Professor or Master Faculty Specialist	\$1,061
Assistant Professor or Faculty Specialist II	\$955
Instructor or Faculty Specialist I	\$849

32.§4 **RETIREMENT CONTRIBUTION**. The University’s TIAA/CREF retirement contribution is eleven percent (11%) “flat” rate on salary for faculty who have elected the

² Post-doctoral fellows may be paid at “market value,” which may be less than the instructor minima, when funded by external grants/contracts. The instructor minima shall apply to post-doctoral fellows funded by sources internal to Western.

TIAA/CREF retirement plan and is “de-linked” from social security contributions. The University’s MPSERS retirement contribution is as required by law. Western shall also make available a salary reduction plan for retirement contributions.

The University’s TIAA/CREF retirement contribution for bargaining unit faculty hired on or after January 1, 2013, is nine percent (9%) “flat” rate on salary for faculty who have elected the TIAA/CREF retirement plan and is “de-linked” from social security contributions. If the bargaining unit faculty member elects to contribute one percent (1%) “flat” rate on salary the University will contribute ten percent (10%) “flat” rate on salary. If the bargaining unit faculty member elects to contribute at least two percent (2%) “flat” rate on salary the University will contribute eleven percent (11%) “flat” rate on salary. Western shall make available a salary reduction plan for retirement contributions. Those eligible for MPSERS will receive MPSERS retirement contributions as required by law.

RETIREMENT CONTRIBUTIONS	
Applicable only to bargaining-unit faculty hired on or after January 1, 2013	
Faculty Contribution to TIAA-CREF	University Contribution to TIAA-CREF
0% to < 1%	9%
1% to < 2%	10%
2% or more	11%

32.§5 MERIT BASED SALARY ADJUSTMENTS. Western shall provide merit based salary adjustments at Western’s discretion. Western is encouraged to increase the base salaries of those faculty whose research, teaching or service have been exemplary. Nothing in this article, or any other article in this Agreement shall be construed to prohibit or discourage Western from increasing the base salaries of those faculty whose research, teaching, or service has been outstanding. Nothing in this article or any other article in this Agreement shall be construed to prohibit or discourage a bargaining unit faculty member from requesting Western to increase his or her base salary for outstanding research, teaching, or service. The criteria that Western uses to determine whether a faculty member should have his or her base salary increased for meritorious research, teaching, or service will be made known to the bargaining unit, and any application by a faculty member for a merit increase in his or her base salary will be given thorough and fair consideration.

32.§6 RECOGNITION AWARDS. In addition to the initial cash awards, bargaining unit faculty members who receive a Distinguished Scholar, Distinguished Service, or Teaching Excellence Award shall receive a one-time base salary increase of two thousand dollars (\$2,000) effective at the beginning of the year after receipt of the award. The base increases for these awards shall be funded from the Administrative Merit Pool.

32.§7 PROMOTION INCREMENTS. For promotions effective July 1 for fiscal-year faculty, and for promotions effective at the start of the 2008-2009 academic year for academic-year faculty, and thereafter for the life of the current Agreement, Western shall provide the following promotion increments.

Rank	Academic Year	Fiscal Year
Professor	\$6,000	\$7,500
Associate Professor or Master Faculty Specialist	\$4,250	\$5,313
Assistant Professor or Faculty Specialist	\$2,750	\$3,438

32.§8 STEP INCREASE FOR MASTER FACULTY SPECIALISTS. To be eligible for a step increase of \$2,000, a master faculty specialist must have been in rank for six years and must receive a positive review, equivalent to a promotion review. Eligible candidates will be reviewed according to standard promotion procedures. The final decision concerning the step increase will reside with the provost.

32.§9 MID-YEAR RETIREMENT. Faculty members who receive a merit increase and then retire at mid-year shall receive the entire merit award earned for that year.