Faculty CBA Negotiations
August 2022
Next Steps

✓ Only **Union dues paying faculty** have the right to vote to *accept* or *reject* the proposed CBA changes shared here.

✓ Line by line details for these proposals have been posted on the Union website.

✓ **If approved by faculty:**
  - The Board of Trustees must also vote to approve.
  - Raises will be implemented post their approval.

✓ **If not approved by faculty:**
  - The current Negotiations team can go back to the table with Administration – this does not guarantee any new provisions or raises would be agreed to by Administration.
  - Or a new Negotiations team can be formed to begin the process all over again – this would nullify all proposals presented here (including raise calculations).
  - Or faculty could decide to stop work or strike – after securing a successful strike vote from faculty.
Nonmonetary Proposals

- Basic Technology
- Disaster Planning
- Distance Learning
- Domestic Partner Benefits *
- Lecturers *
- Librarians

- Performance Pay *
- Phased Retirement
- Professor Emeritus *
- School of Adult & Continuing Education (SACE)
- Special Undertakings

* Proposals or benefits introduced by the Administration.
Basic Technology

Highlights – The University will:

✓ Provide a Learning Management System (LMS) platform compatible with fully online, hybrid, and web-assisted face-to-face classes

✓ Provide initial and ongoing training in the LMS

✓ When change occurs, provide faculty the opportunity to provide input through the *appropriate committee(s)*, with a minimum six-month lead-in time for implementation

✓ And faculty must demonstrate a minimal level of use in the current LMS
Disaster Planning

Highlights – New language now includes:

☑ How a disaster plan will be discussed between administration and faculty, and announced to the broader community

☑ Discussion and announcement around ongoing remediation for the duration of the disaster

☑ Planning between administration and faculty on re-entry to the University if we are separated from campus, with consideration of care for faculty and their families
Distance Learning

Highlights – Updated language now includes:

✓ Ensures full time faculty has priority access to any new on-line or certificate opportunities
✓ Retains the current Intellectual Property Protections
✓ Retains language on compensation for developing courses that are taught by other people
✓ Retains cap of 20, but allows exceptions for subject matter and course delivery methods
✓ University will pay costs for training as requirements change
Domestic Partner Benefits *

Highlights – New language will detail:

✓ This is a new University wide benefit being implemented by the Human Resource Department for faculty and staff.

✓ The intent is to provide domestic partners with equivalent health benefits currently available to employee's spouses.
Lecturers *

**Highlights – Updated language now includes:**

- Every year lecturers will receive an annual performance review by the chair.
- After the first year, lecturers will receive a 3-year contract, but based on performance or university need, the lecturer can be terminated before the three-year term is up.
- The lecturer will be reviewed by the department tenure committee every 3 years.
- The lecturer can be promoted after 7 years – if annual chair reviews, and two department tenure committee reviews are satisfactory. Additional promotion is possible again in 6 or more years following an additional two or more department tenure committee reviews.
- The lecturer will retain a 24-credit annual load.
- These positions can not be awarded permanent tenure.
Librarians

Highlights – Updated language now includes:

✓ Defining how librarian duties differ from those of teaching faculty
✓ Specifies what kind of librarians' duties constitute “teaching” towards tenure and promotion, for example workshops, assisting with research classes, etc.
✓ Permits librarians to teach an overload of up to 4 credits a year in the General Education curriculum, with approval by the Head Librarian and affected Department Heads
✓ Specifies that a librarian may be assigned duties at the School of Adult & Continuing Education (SACE)
✓ Provides details on the 11-month contract required for librarians
Performance Pay *

Highlights – New language will include:

✔ Defining what performance pay is and the intention of incentivizing faculty who contribute added benefit(s)

✔ Evaluation of performance pay will be composed after consultation with faculty and administration, and will not be siloed to the approval of any single chair or administrator

✔ Peer colleagues from the department, and from committee(s) the faculty serves on, will have input

✔ Year 1, the Union will assemble a committee to solicit input for the process from faculty and administration, information sessions and training should also be held

✔ Year 2, all faculty will undergo their initial annual performance reviews – with no pay tied to the results

✔ Year 3, all faculty will undergo annual performance reviews, with a potential additional raise of up to 2% on top of their across the board (ATB) raise
Phased Retirement

Highlights – New language now includes:

✓ Specifies to whom notice must be given for faculty choosing to either fully retire, or enter a phased retirement

✓ Provides for phased retirement of 1 or 2 years

✓ Faculty with 20 years or more at Lincoln can request phased retirement

✓ Year 1, faculty may teach up to 50% course load with a concomitant reduction in pay, but retaining full health and retirement benefits

✓ Year 2, faculty may teach a 25% course load with a concomitant reduction in pay, but retaining full health and retirement benefits – the following year they enter full retirement
Highlights – New language now includes:

✓ Who is eligible for Emeritus status – generally tenured or other full-time faculty with 15 or more years of service

✓ Specifies a procedure for requesting and approval of Emeritus status – this includes input from the Department Chair, Faculty Council, Promotion, Tenure, and Severance (PTS) Committee, Provost, President and BOT

✓ Details benefits for Emeritus faculty – these include an ID, parking pass renewed yearly, university email, library and research lab privileges, and the ability to purchase tickets to campus events at faculty rates

✓ Attaining Emeritus status is retroactive so previously retired faculty may apply
SACE

Highlights – New language now includes:

✓ Emphasis that SACE faculty are full members of Lincoln University faculty and have the same rights, responsibilities and privileges of Main Campus faculty

✓ Provides for an on-site Department Chair for each SACE department

✓ Highlights the sections of the CBA that address teaching load, summer school pay, and other items that apply specifically to SACE faculty only

✓ Clearly distinguishes the difference between full-time SACE faculty and those with Main Campus faculty appointments who assist at SACE
Special Undertakings

Highlights – Updated language now includes:

✓ Retains the current language of 1-3 credits hours release time based on number on hours spent on a project

✓ Adds language to provide for pay for the extra work done based on the number of hours spent – in place of release time

  30-35 hours - $1,500
  60-70 hours - $3,000
  90-105 hours - $4,500
Non-Salary Financial Proposals

No changes from current CBA rates:
✓ Overload pay
✓ Summer School pay
✓ More than 7 preps in a year
✓ Distance Learning courses

Increases to current CBA rates:
✓ Travel to increase by $300 in Year 1 only; for international travel carryover from a previous year can be used if additional funds are needed
✓ Faculty Development to increase by $25,000 for a total of $125,000 yearly; the Faculty Development committee will decide how individual awards will be impacted as the intent is to increase the number of faculty participants
✓ Special Undertakings in place of release time, can be paid out at $1,500/30 hours of work
Salary Increases

- ATB Raises - All Faculty
- ATB & Anomaly Raises
- ATB & Performance Raises
- ATB & Enrollment Exception - All Faculty

Year 1 | Year 2 | Year 3
--- | --- | ---
4.0% | 4.0% | 2.5%
7.0% | 6.0% | 2.5%
4.0% | 4.0% | 4.5%
4.0% | 4.5% | 3.0%
Salary Increases

✓ Across the Board Pay (ATB) Raises – these are given to everyone.
  o Year 1 – 4.0%
  o Year 2 – 4.0%
  o Year 3 – 2.5%
✓ Minimum salaries at rank will not change from the current CBA 2022 rates. This guards against the possibility of newly hired faculty being paid a higher rate than those hired in the last 2 years.
  o Previously, minima were increased yearly at the same rate as the ATB raises
✓ Anomaly Pay Adjustment – about 25% of the faculty have been in their current rank for 4 or more years and are still earning salaries that fall in the lowest quartile for their rank. Assistant Professors at least 5 years in rank who fall in this lowest quartile, and Associate and Full Professors at least 4 years in rank who fall in this lowest quartile, will receive an anomaly pay adjustment in addition to the ATB raise.
  o Year 1 – 3.0%
  o Year 2 – 2.0%
Salary Increases

✓ Performance Pay Raises – these will be given in year 3 only, in addition to the ATB raise.
  o Year 3 – 2.0%

✓ Increases based on enrollment – in Years 2 and 3, if student enrollment increases by 5% above current enrollment, faculty will receive an additional 0.5% pay in addition to the ATB raise.
  o Year 2 – 0.5%
  o Year 3 – 0.5%
### Salary Increases

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<th>Description</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
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- All faculty will receive **10.5%** in raises over the next three years.
- Faculty with satisfactory performance reviews can receive up to an additional 2.0% in year 3, bringing their three year raise total to **12.5%**.
- Faculty receiving the anomaly adjustment to right-side historical unfair minima raises will receive **15.5%** in raises over the next three years.
- If student enrollment increases by 5% in years 2 and 3, all faculty are entitled to receive an additional 0.5% in each respective year.