



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 on-line, 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

Professor Emeritus *

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

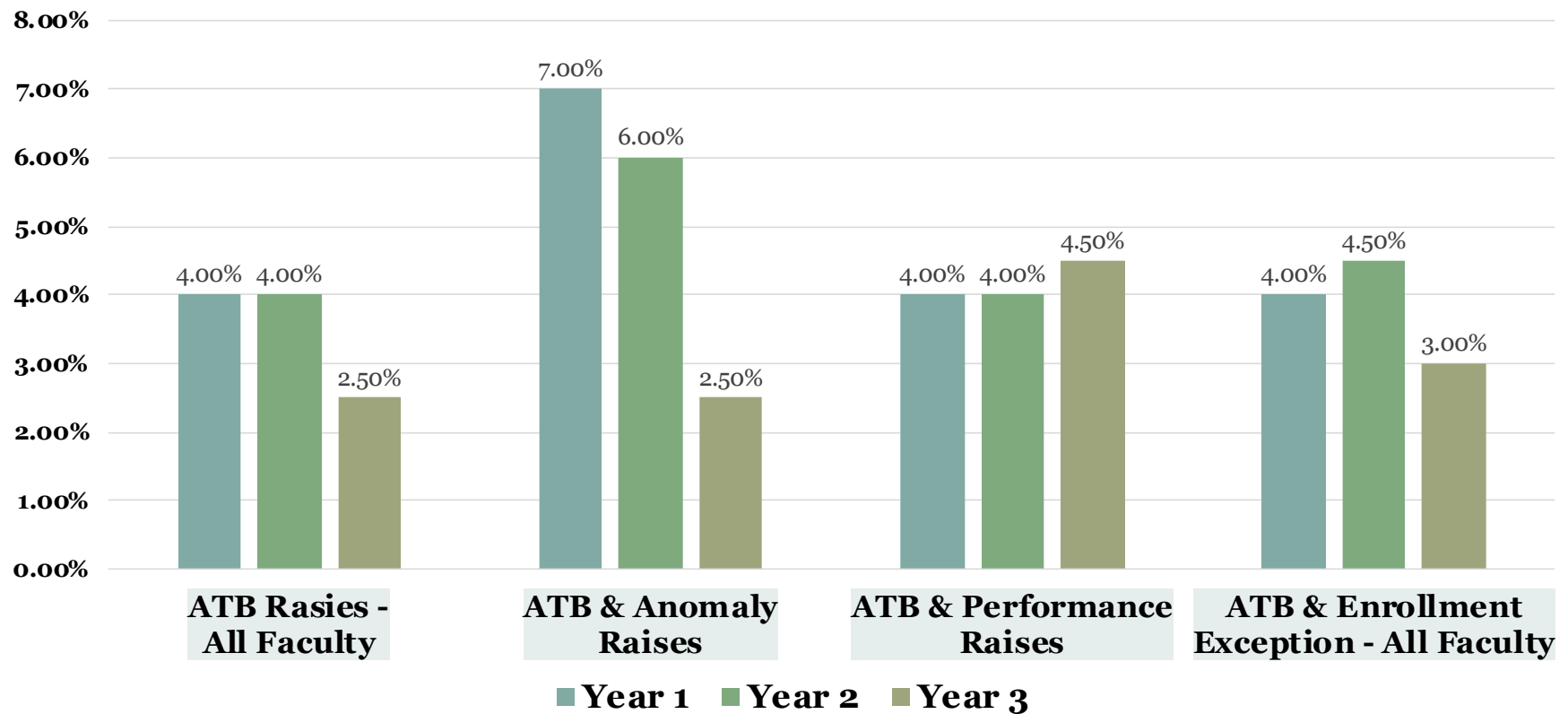
No changes from current CBA rates:

- ✓ 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



Salary Increases

- ✓ Across the Board Pay (ATB) Raises – these are given to everyone.
 - Year 1 – 4.0%
 - Year 2 – 4.0%
 - 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.
 - 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.
 - Year 1 – 3.0%
 - Year 2 – 2.0%

Salary Increases

- ✓ Performance Pay Raises – these will be given in year 3 only, in addition to the ATB raise.
 - 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.
 - Year 2 – 0.5%
 - Year 3 – 0.5%

Salary Increases

Description	Year 1	Year 2	Year 3	Total
ATB Raises	4.0%	4.0%	2.5%	10.5%
Performance Raises	-	-	2.0%	2.0%
Anomaly Adjustment	3.0%	2.0%	-	5.0%
Enrollment Exception	-	0.5%	0.5%	1.0%

- ✓ 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.