

ARTICLE 16
COMPENSATION

Sections 1 and 8 only

[Replace Section 1 as follows]

Section 1. Wage Increases

A. 2020-2021 Academic Year

Each bargaining unit member employed as a member of the faculty as of July 1, 2020, who also was a member of the bargaining unit as of the beginning of fall semester 2019, and whose performance review for the 2019-2020 academic year is satisfactory or better as determined by the merit review criteria, shall receive a 2.0% increase so long as the freshman headcount for the Spring 2021 semester is at least 59% of the freshman headcount from the Fall. If the Spring 2021 freshman headcount is between 55% and 58.99% of the Fall 2020 headcount, such bargaining unit members shall receive a 1.0% increase. If the Spring 2021 freshman headcount is less than 55% of the Fall 2020 headcount, there will be no general increase for the 2020-21 academic year. The headcount for these purposes shall be measured as of the fourteenth day of each semester.

Any compensation increases granted under this section shall be retroactively applied to the bargaining unit member's base salary for the academic year for nine-month faculty and to July 1, 2020 for twelve-month faculty.

Note: Assuming this is accurate, please confirm:

Recent Rates and Projected Rate

	<i>17-18</i>	<i>18-19</i>	<i>19-20</i>	<i>20-21*</i>
<i>All freshmen</i>	<i>61.4%</i>	<i>60.1%</i>	<i>57.5%</i>	<i>59.2%</i>

B. 2021-2022 Academic Year

Each bargaining unit member employed as a member of the faculty as of July 1, 2021, who also was a member of the bargaining unit as of the beginning of fall semester 2020, and whose performance review for the 2020-2021 academic year is satisfactory or better as determined by the merit review criteria, shall receive a 3.0% increase.

C. 2022-2023 Academic Year

Each bargaining unit member employed as a member of the faculty as of July 1, 2022, who also was a member of the bargaining unit as of the beginning of fall semester 2021,

and whose performance review for the 2021-2022 academic year is satisfactory or better as determined by the merit review criteria, shall receive a 4.0% increase.

Section 8. Summer Compensation

[Redlined from current language]

Bargaining unit faculty shall be compensated for summer teaching on a course-by-course basis (not including master's thesis supervision, doctoral dissertation supervision, and the like) at the per semester credit hour rates set out below. The University and the Akron-AAUP shall reopen negotiations in the Fall of 2021 regarding summer teaching for the 2022 and 2023 summer terms. If an agreement is not mutually approved, summer teaching in 2022 and 2023 shall be compensated at the credit hour rates set out below. ∴

Rank	Summer 2016	Summer 2017	Summer 2018	Summer 2019
NTTF Assistant Professor of Practice / Instruction	\$1,250	\$1,300	\$1,325	\$1,375
NTTF Associate Professor of Practice / Instruction	\$1,375	\$1,425	\$1,450	\$1,500
NTTF Professor of Practice / Instruction	\$1,500	\$1,550	\$1,600	\$1,650
Assistant Professor	\$1,625	\$1,675	\$1,725	\$1,775
Associate Professor	\$1,875	\$1,925	\$1,975	\$2,050
Professor	\$2,625	\$2,700	\$2,775	\$2,850

<u>Rank</u>	<u>Summer 2021</u>	<u>Summer 2022</u>	<u>Summer 2023</u>
<u>NTTF Assistant Professor of Practice / Instruction</u>	\$1475	\$1575	\$1675
<u>NTTF Associate Professor of Practice / Instruction</u>	\$1600	\$1700	\$1800
<u>NTTF Professor of Practice / Instruction</u>	\$1750	\$1850	\$1950
<u>Assistant Professor</u>	\$1825	\$1875	\$1925
<u>Associate Professor</u>	\$2100	\$2150	\$2200
<u>Professor</u>	\$2900	\$2950	\$3000

These per credit hour rates apply to regularly scheduled classroom or field classes that meet minimum enrollment numbers of ten (10) for graduate courses and twelve (12) for undergraduate courses. In the event it is determined by the University to allow such a course, including summer

AAUP PROPOSAL #1 – 11-16

independent studies, to be taught with fewer than the minimum number of students, the bargaining unit faculty member shall be compensated on a *pro rata* basis.

This section does not preclude summer compensation from grants, endowed chairs, contracts, or other non-teaching activities.

N:\GL016 - AAUP-University of Akron\066 - 2020 Negotiations\Proposals--Chapter\Art. 16--Compensation\Art. 16 Sec. 1 and 8 - AAUP Prop. 1 [to admin 11-13-20].docx