

Table of Outcomes

Area of the Agreement	University Original Proposal as of 5/1	Final Outcome
<ul style="list-style-type: none"> • Full time Teaching Load • Library Workload 	4/4 No limit on preparations Increase Library workload by 33 days a year	3/3 Unchanged <i>(Note: Throughout this document "Unchanged" means unchanged from the 2014-2017 Agreement.)</i>
<ul style="list-style-type: none"> • Workload process 	Dean established maximums and minimums unilaterally	Unchanged
<ul style="list-style-type: none"> • Salary 	0%, 0%, 1%	0%, 0%, 0%
<ul style="list-style-type: none"> • External Tuition Remission 	Ended as of 9/1/2017	Unchanged
<ul style="list-style-type: none"> • Full-time Rank Minimums 	Reduced by approx. \$10,000	Unchanged
<ul style="list-style-type: none"> • University Pension Contribution 	5%, 5%, 5%	7%, 6%, 5%
<ul style="list-style-type: none"> • President's Role in Promotion & Tenure 	President has independent voice	Unchanged
<ul style="list-style-type: none"> • Judgement in Promotion & Tenure 	Members of P&T Committee can substitute their judgment for the professional judgement of the members of the candidate's department	Unchanged
<ul style="list-style-type: none"> • Priority and Preferred Adjunct Faculty 	Eliminate the status. Adjunct faculty who presently hold that status would lose it and all of its benefits as of 9/1/2017.	Status remains but no new application for Priority status will be considered in life of this Agreement.
<ul style="list-style-type: none"> • Adjunct promotion 	Eliminate adjunct ranks	Unchanged
<ul style="list-style-type: none"> • Adjunct Salaries 	All adjuncts regardless of his/her present salary would be paid \$4,000	All existing adjunct faculty will maintain present salaries. Newly hired adjuncts will start at \$4,000. Adjuncts may not be replaced solely to hire a new adjunct at a lower rate.
<ul style="list-style-type: none"> • Adjunct Benefits 	Eliminate all benefits from adjunct faculty	Adjunct faculty who presently receive benefits will continue to receive those benefits
<ul style="list-style-type: none"> • New Lecturer Status 	5/5 teaching load, starting salary of \$55,000, no time limit	4/4 teaching load, \$62,000 starting salary, teaching only, 6-year limit on service.

Table of Outcomes

Area of the Agreement	University Original Proposal as of 5/1	Final Outcome
<ul style="list-style-type: none"> • Governance 	Eliminate present system and replace it with a faculty senate with no authority to make policy.	Unchanged
<ul style="list-style-type: none"> • Overload Rate 	\$4,000 regardless of rank	Unchanged
<ul style="list-style-type: none"> • Overload Limits 	One overload per semester, 6 contact hours in any summer session, 3 contact hours in 3-week semester, faculty receiving a workload release may not teach an overload in that semester	One overload per semester, 6 contact hours in any semester, 6 contact hours in any summer session, 3 contact hours in 3-week semester, faculty receiving a workload release may not teach an overload in that semester.
<ul style="list-style-type: none"> • Restrictions on Class Size 	Eliminate language requiring overload payment When course exceeds 9 above maximum (4 above for seminars)	Unchanged
<ul style="list-style-type: none"> • Leaves 	Two years without leaves	Two years without leaves (2018-19 and 2019-20)
<ul style="list-style-type: none"> • Summer Fellowships 	Two years without fellowships	Two years without summer fellowships (2018-19 and 2019-20)
<ul style="list-style-type: none"> • Travel Reimbursement 	Two years without reimbursement	Two years without travel reimbursement except for Assistant Professors who will receive \$500 per year.
<ul style="list-style-type: none"> • Health Insurance 	Transfer \$1,100,000 from bargaining unit to the University	Transfer \$873,000 from bargaining unit to University.
<ul style="list-style-type: none"> • University Bene Save Contribution 	Eliminate	Eliminated
<ul style="list-style-type: none"> • Voluntary Separation 	No Early Retirement Incentives	Phased retirement available—you must make your commitment by December 15, 2017.