

Comparison of Administration and United Academics Bargaining Proposals for 2008-2111 Contract¹

Article	Administration Proposals (Highlights)	United Academics Proposals (Highlights)
Appointments & Evaluations	<ul style="list-style-type: none"> • Every college has college Reappointment, Promotion and Tenure (RPT) guidelines, which the Deans determine, with only the obligation to consult with faculty. • New criteria for judging faculty teaching performance. • Altered tenure-track probationary period: initial 4-year contract with a review in the fall of the third year. If reappointed, a 3-year contract with tenure review in the sixth year. • College RPT guidelines would be allowed to supersede department guidelines 	<p>The UA team has two primary goals: (1) The process of appointment shall be fair and understood by faculty and (2) Job security for non-tenure track faculty who are performing their job well. UA proposals include:</p> <ul style="list-style-type: none"> • Department guidelines should be preeminent. • Department chairs, deans and others may only employ the criteria in the RPT guidelines to measure performance. • Improved appointment length for non-tenured faculty. • Extended probationary periods where there is need for parental or family care
Benefits and Salaries	<p>The Administration is proposing very limited salary increases, NO benefit improvements and substantial benefit CUTS for retirees. Administration proposals include the following:</p> <ul style="list-style-type: none"> • Two percent annual salary increases divided between across-board and performance, with only one-half percent “market adjustment” in the third year. • Increased health care premiums for almost all faculty members. • Retirees: elimination of the Faculty Retirement Incentive Plan (FRIP) • Retirees: far higher medical plan contribution rates and removal of language stating that retirees shall be covered by the same plan as active faculty. 	<p>Significant salary and benefits improvements, including:</p> <ul style="list-style-type: none"> • Substantial salary increases that will bring UVM faculty closer to national averages, concentrating on those furthest behind national averages and on maintaining real incomes. The UA team referred to salary surveys showing lags behind comparable institutions and high living costs in the Burlington region. • Much larger promotion increases. • Higher minimum salaries. • Improved child-rearing leaves and new family-care leave. • Substantial benefit improvements, including better dental benefits, new visions and hearing aid benefits, • Medical premium costs that are not a higher percent of salary in lower salary ranges.
Professional Development &	<ul style="list-style-type: none"> • No change in professional development funds. • Cut sabbatical compensation 	<ul style="list-style-type: none"> • Increase professional development funds to \$2500 annually. • Faculty participate in writing professional

¹ Partial listing of outstanding proposals under consideration

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Sabbaticals	<ul style="list-style-type: none"> Eliminate half/split sabbaticals. 	<p>development policy in each department.</p> <ul style="list-style-type: none"> Improved sabbatical compensation. Retain half/split sabbaticals and extend to professional development leaves
Conflict of Interest and Conflict of Commitment	<p>Conflict of Commitment policy to assure that University employees fulfill their responsibilities to the University. Faculty would report “external activities,” which the chair or dean could, if considered excessive, prohibit.</p>	<p>The UA team has advised that new Conflict of Commitment language will be of special concern to our membership on grounds that it’s vague, needless, infringes faculty privacy, and could be applied capriciously.</p>
Workload	<p>Despite obvious faculty concern, the Administration does not acknowledge any workload difficulties arising from growing enrollment and rising student/faculty ratios. Administration proposals center on “increase flexibility,” including:</p> <ul style="list-style-type: none"> Administration only needs to “advise” faculty “in situations where unforeseen circumstances require reduction in non-tenure faculty FTE.” Substantial weakening of scheduling protections for library faculty. 	<p>The UA bargaining team has noted membership concern about rising adverse impact on workload. UA proposals include the following:</p> <ul style="list-style-type: none"> Creation of a “faculty investment fund” to hire new tenure-track faculty members where workloads are especially high Caps on class size and student-faculty ratios. “Teaching leave” for probationary tenure-track faculty by the fourth year of service Improved compensatory time for library faculty working weekends/holidays.