

# UFF Proposal

## December 17, 2021

### Article 8

#### Appointment

This article shall remain unchanged except as to changes and modifications referenced below.

#### 8.4 Changes in Appointments and Supplemental Appointments.

##### C. Promotion Raises.

1. All tenured employees and librarians receiving promotions shall receive a 9% increase to their base salary. In addition, employees promoted to Assistant Professor/Assistant University Librarian shall receive an additional \$3,000 base increase; employees promoted to Associate Professor/Associate University Librarian shall receive an additional \$ 5,000 base increase; employees promoted to Professor/University Librarian shall receive an additional \$7,000 base increase.
2. Employees in the non-tenure "Instructor" track who receive promotion to Instructor II or Instructor III shall receive a 9% increase to their base salary.
3. All promotion raises shall be effective on the first August 7 following the decision of the University to grant promotion. Employees on contracts or grants shall receive promotion salary increases equivalent to similar employees on state funding, provided that such salary increases are permitted by the terms of the contract or grant, the rules of the funding agency and adequate funds are available for this purpose in the contract or grant.
4. Other employees in non-tenure earning career track positions, including non-tenure earning research professors, dependent wholly or in the majority, on funded grants, with approved career track programs, may be awarded promotional increases to their salary base which shall be paid entirely from grant funds and will not count against the University's discretionary cap. These promotional increases are to be determined by the funding agencies' ability to pay.
5. All non-tenure earning research professors in 9 and 12 month regularly paid positions receiving promotions shall receive a 9% increase to their base salary. In addition, employees promoted to Research Assistant Professor shall receive an additional \$3,000 base increase; employees promoted to Research Associate Professor shall receive an additional \$5,000 base increase; employees promoted to Research Full Professor shall receive an additional \$7,000 base increase.