

New Article

Provost's Equity, Retention and Salary Disparity Fund

~~EQUITY IN BARGAINING UNIT MEMBER COMPENSATION~~

The parties acknowledge the importance of equitable pay among bargaining unit members as well as the University's need to recognize special achievements and retain faculty. ~~The parties agree to establish a joint committee for the purpose of researching and studying the issue of pay equity among bargaining unit members. The joint committee shall review relevant data, dating back no further than three (3) years, and report to the University and the AAUP regarding whether, if determinable, there exist within the bargaining unit pay disparities that are based upon improper reasons, and, if so, what steps, if any, the committee recommends should be undertaken to avoid such disparities in the future.~~

The former Provost's Fund in MOA No. 2 shall be replaced by a Provost's Equity, Retention, and Salary Disparity Fund (this Article) to rectify salary disparities based on race, ethnicity, gender, and/or age within ranks of full-time faculty members, to recognize special achievement, to promote faculty retention, and to correct other salary disparities, including salary compression and inversion.


1. Effective with this contract, the administration will fund an annual salary equity increase fund in order to address salary issues specified immediately above. The first year of any salary equity increase shall come from the funds allocated in Article (this article #) __.2. Any salary increase from this Article shall be added to the faculty members base salary.

2. The amount allocated for each year of this agreement shall be as follows:

2016	\$700,000
2017	\$750,000
2018	\$800,000
2019	\$850,000
2020	\$900,000

3. These amounts shall be funded from general University funds separately of any funds negotiated with respect to salary increases.

4. Bargaining unit members may apply for an increase on the basis of any of the issues specified above. Such application should be made to bargaining unit member's department or unit head. The department or unit head shall evaluate the application and make a recommendation to the Dean, who in turn shall evaluate the application and make a recommendation to the Provost.

5. Department and/or unit heads and deans  make may a recommendation to the

Provost on their own, without any application by the bargaining unit member as described in __.4 above, that a bargaining unit member receive a salary increase based on one of the issues identified above.

6. All applications made on the basis of rectifying salary disparities based on race, ethnicity, gender, and/or age shall be referred to the Office of the Chief Diversity Officer. That office shall also review the application and make a recommendation to the Provost.

7. The Provost may award a salary increase to a bargaining unit member on the basis of any of the issues identified above without an application by the bargaining unit member or a recommendation by a department/unit head or dean.

8. All adjustments and payments from the Provost's Equity, Retention and Salary Disparity Fund shall be reported annually to UConn-AAUP at the same time as other compensation information about bargaining unit members is provided by the UConn Administration to UConn-AAUP.

9. Equity adjustments for salary disparities based on race, ethnicity, gender, and age within ranks of full-time faculty members shall be distributed annually based on the median income at each rank to affected protected classes.

10. Equity progress under __.9 shall be monitored annually by the Provost's Office and the Chief Diversity Officer, both of whom shall report such progress to the University Senate and UConn-AAUP at the beginning of each academic year.

Tentative Agreement

For UConn-AAUP

For UCONN Administration

Date __/__/__

Date __/__/__