

**BOARD OF TRUSTEES
UNIVERSITY OF THE DISTRICT OF COLUMBIA
UDC RESOLUTION NO 2014-_____**

SUBJECT: Approval of the Terms for the Compensation of Department Chairs and Continuing Full-Time (CFT) Non-Union Faculty

WHEREAS, District of Columbia law (D.C. Official Code §1-617.15(a)) provides for the Board of Trustees of the University of the District of Columbia to approve compensation and benefits agreements for the University; and

WHEREAS, the University of the District of Columbia administration have negotiated terms for a new collective bargaining agreement designed to cover compensation and terms and conditions of employment for members of the bargaining unit through September 30, 2015; and

WHEREAS, University Rules designate Department Chairs (also referred to as Division Directors) as continuing full-time faculty (CFT)/non-union faculty employees, who, thus, are not covered by the Seventh Master Agreement; and

WHEREAS, Department Chairs are nine-month employees paid on the faculty pay scale like all other CFT faculty, and past practice at the University has been that department chairs received a compensation package almost identical to that negotiated for unionized faculty; and

WHEREAS, Department Chairs, like their unionized faculty counterparts, have not received a cost-of-living increase since FY 2008, the year the previous Sixth Master Agreement was terminated; and

WHEREAS, the recently arbitrated Seventh Master Agreement provides for a one-time payment based on years of service, a 3% FY 2014 cost of living adjustment, and merit bonus pools for Academic Years 2011-12, 2012-2013, and 2013-2014, and sufficient funding was set aside by the University to fund the proposed chairs and CFT/ non-union faculty compensation proposal;

WHEREAS, the Board of Trustees has reviewed the proposed agreement and considers that it represents a fair and reasonable agreement and that the compensation provisions are consistent with available resources; and

WHEREAS, the Board of Trustees, having consulted with the President of the University and his management negotiation team, finds that it is in the best interests of the University that the proposed agreement be approved;

NOW, THEREFORE, BE IT RESOLVED THAT the Board of Trustees hereby accepts the recommendation of the President and hereby approves the terms for the Compensation of Department Chairs and Continuing Full-Time (CFT) Non-Union Faculty.

Submitted by the Academic Affairs Committee

Date: November 6, 2014

Approved by the Board of Trustees:

Date

Elaine A. Crider
Chairperson of the Board



Office of the Chief Financial Officer

Donald L. Rickford
Chief Financial Officer

FISCAL IMPACT STATEMENT

TO: The Board of Trustees

FROM: Donald L. Rickford, CFO *Donald L. Rickford*
Office of the Chief Financial Officer (UDC)

DATE: October 30, 2014

SUBJECT: Compensation of Department Chairs & Continuing Full-Time (CFT) Non-Union Faculty

Conclusion

The proposed resolution pertaining to the approval of the terms for the compensation of Departmental Chairs and Continuing Full-Time (CFT) Non-Union Faculty has been reviewed by the Office of the Chief Financial Officer. It has been concluded that sufficient funding in the amount of \$184,414 has been set aside to fund the proposed chair and continuing full-time faculty compensation proposal.

Background

University Rules designate Department Chairs (also referred to as Division Directors) as continuing full-time faculty. Consistent with other continuing full-time faculty, department chairs are nine-month employees paid on the faculty pay scale. Department Chairs are non-union employees and, thus, not covered by the Seventh Master Agreement.

Department Chairs, consistent with their unionized faculty counterparts, have not received a cost-of-living increase since FY 2008, the year the Six Master Agreement was terminated. Past practice at the University has been that department chairs received a compensation package almost identical to that negotiated for unionized faculty.

Financial Impact

The funding requirement associated with submission of the proposed compensation proposal for Department Chairs and Continuing Full-Time Faculty (CFT) Non-Union Faculty has been set aside to for this proposal during the FY2014 budget planning process. As such, the Executive Management within the Budget Department of the Office of the Chief Financial Officer of UDC has approved this request based on the information provided. We do not anticipate any additional risks as this time.

**Department Chair and Continuing Full-Time (CFT) Non-Union Faculty
Compensation Proposal**

Background and Justification

1. University Rules designate Department Chairs (also referred to as Division Directors) as continuing full-time faculty. Like all other continuing full-time faculty, department chairs are nine-month employees paid on the faculty pay scale.
2. Chairs are non-union employees and, thus, not covered by the Seventh Master Agreement.
3. Department Chairs, like their unionized faculty counterparts, have not received a cost-of-living increase since FY 2008, the year the Six Master Agreement was terminated.
4. Past practice at the University has been that department chairs received a compensation package almost identical to that negotiated for unionized faculty. The recently arbitrated Seventh Master Agreement provides for a one-time payment based on years of service, a 3% FY 2014 cost of living adjustment, and merit bonus pools for Academic Years 2011-12, 2012-2013, and 2013-2014.
5. Sufficient funding was set aside by the University to fund the proposed chair and continuing full-time non-union faculty compensation proposal.

Department Chair and CFT Non-Union Faculty Compensation Proposal

1. University will pay \$141,374 to all chairs and continuing full-time non-union faculty as a one-time, lump-sum payment (not to be added to a faculty member's base compensation) and for which no TIAA-CREF contribution will be made payable, as follows:
 - Faculty who have been employed with the University since October 1, 2008 shall receive \$11,588;
 - Faculty who have been employed with the University since August 16, 2009 shall receive \$9,270;
 - Faculty who have been employed with the University since August 16, 2010 shall receive \$6,953;
 - Faculty who have been employed with the University since August 16, 2011 shall receive \$4,635;
 - Faculty who have been employed with the University since August 16, 2012 shall receive \$2,318;
 - Faculty who have been employed with the University since August 16, 2013 shall receive \$0.
2. There will be a merit pool of \$24,000, which will be paid out as a one-time lump-sum payment. It will be allocated based on criteria set forth by the Provost and respective deans covering the two-year evaluation period for Academic Years 2011-2012 and 2012-2013.

3. The University will provide a 3% Cost of Living Adjustment (COLA) increase, including TIAA-CREF contribution for those chairs and continuing full-time non-union faculty employed in the 2014 academic year (August 16, 2013 to May 15, 2014).
4. There will be a merit pool of \$16,000, which will be paid out as a one-time lump-sum payment. It will be allocated based on criteria set forth by the Provost and respective deans covering the evaluation period for Academic Year 2013-2014.
5. Effective Academic Year 2014-2015, the pay bands will be adjusted as follows:
 - The Assistant Professor level will be adjusted at the upper end by \$9,750;
 - The Associate Professor level will be adjusted at the upper end by \$12,750;
 - The Instructor level will be adjusted at the upper end by \$8,400.
6. Effective Academic Year 2015-2016, all chairs and continuing full-time non-union faculty shall be on the banded pay schedule.