

September 10, 2013
University Revised Proposal – Article 17
Tentative Agreement

For AAUP: _____ Date: _____

For the University: _____ Date: _____

Article 17. ACADEMIC PROFESSIONAL FACULTY

[SECTIONS 1-4 CURRENT LANGUAGE]

Section 5. Academic Professional Appointments and Compensation

The University and the Association are committed to encouraging the professional growth and development of Academic Professionals, and to rewarding their individual professional contributions.

(a) Unless their Notice of Appointment letters indicate that the appointment is time-limited, Academic Professionals will be appointed on an indefinite basis. They shall be entitled to the following schedule of notice of termination of their position appointment¹:

Less than 1 year of service	90 calendar days
1 to 3 years of service	120 calendar days
3 or more years of service	180 calendar days

For purposes of this Article, “Service” shall be defined as service at the University as an Academic Professional.

Time-limited appointments shall not be used outside of grant or contract funding without a specific underlying limit on the funding of the position, or a leave replacement, or to fill a vacancy pending a search, or the written agreement of the Association.

(b) Salary ranges for Academic Professional job families and levels are included in Article 30 (SALARY).

1. If an Academic Professional's current salary falls above the maximum of the pay range to which his/her position is assigned, the salary will not be reduced. If a position is reassigned to a new level or family, the Academic Professional's salary will not be reduced.
2. If an Academic Professional's current position is reassigned to a higher level within the same job family, the Academic Professional's salary will be increased as referenced in Article 30 (SALARY).

¹ [NOTE: Clarification of implemented interpretation of contractual language.]

3. Adjustments within salary ranges are referenced in Article 30 (SALARY). Among the methods of salary adjustments which pertain to Academic Professionals are:

- Minimum salary increases will be given to every Academic Professional whose performance of job responsibilities is satisfactory, as documented in an annual performance evaluation as per Article 30 (SALARY), Section 3.
- In-range advancement provides progression within the salary range based upon the annual performance evaluation. A minimum requirement for in-range advancement is a performance evaluation rating which is above satisfactory. The salary that results from an in-range advancement may not exceed the salary range maximum, except as provided in Article 30 (SALARY), Section 5.

(c) Academic Professionals who have not received an in-range advancement for three consecutive years may request within thirty (30) calendar days after the third-year notification an extended professional development plan from their supervisor. The supervisor will send a copy of this plan to the relevant dean or vice provost, the Associate Vice President for Human Resources, and the Provost, or other relevant vice president. The Association will receive notification that this process has been implemented. This article will only be applicable in cases when in-range advances are in affect as per Article 30 (SALARY).

[SECTION 6 CURRENT LANGUAGE]

[SECTION 7 CURRENT LANGUAGE]

[SECTION 8 CURRENT LANGUAGE]

[SECTION 9 CURRENT LANGUAGE]