

Union Update-4/15/15
By Tom Greenwood

There was a survey sent out on Saturday, April 11, that introduced a proposed new salary structure and changes to retirement benefits for faculty new hires. There had been a lot of debate and confusion on the proposed salary structure, especially for faculty members who are on Steps 8, 9, and 10 on the current salary structure. A handout was provided that shows the scenario of a faculty member who is currently on step 9 and what would happen if that faculty member continues on the current schedule (until they reached step 25) versus the proposed schedule during that same time span. Initially, the faculty member would start out slow, but would make significant gains over time and would make \$80,000 to \$110,000 more with the proposed salary structure compared with the current salary structure. The purpose and intent of the proposed salary structure to get faculty to the top of the structure as quickly as possible and thus maximizing lifetime earnings for a faculty member's career.