

Article 14
Promotions

14.5 Ranks of Promotion. The ranks of promotion shall consist of Assistant Professor, Associate Professor, Full Professor, Assistant University Librarian, Associate University Librarian, University Librarian, Instructor I, Instructor II, and Instructor III, Assistant in _____ I, Assistant in _____ II, Assistant in _____ III, Associate in _____ I, Associate in _____ II, and Associate in _____ III. Any Assistant in _____ or Associate in _____ previously notified to have been promoted before the ratification of this agreement shall be considered to be promoted properly under the terms of this Collective Bargaining Agreement.

14.8 Promotion Raises

A. All employees receiving promotions shall receive a 9% increase to their base salary. In addition, employees promoted to Assistant Professor/Librarian shall receive an additional \$3,000 base increase; employees promoted to Associate Professor/Librarian shall receive an additional \$5,000 base increase; employees promoted to Professor/Librarian shall receive an additional \$7,000 base increase.

B. All promotion raises shall be effective no later than the first August 7 following the decision of the University to grant promotion. Promotion raises for employees on state funding shall be effective on August 7. 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. For employees receiving promotions between August 8, 2009, and August 7, 2010 (dates inclusive), the promotion raises granted under the language of the 2008-09 Collective Bargaining Agreement shall be adjusted to the appropriate promotion raise under Article 14.8 no later than 15 days after ratification of this agreement.

C. For any employee promoted between August 8, 2009, and August 7, 2010, whose promotion raise on August 7, 2010, was adjusted upwards after ratification of this agreement on the basis of Article 14.8B, the University shall calculate the pro-rated difference in promotion raises between August 7, 2010, and the effective date for promotions under Article 14.8B, and shall provide a lump-sum payment for the pro-rated difference to each affected employee no later than 45 days after ratification of this agreement.

D. Notice to the employee of a promotion raise shall use the same notice form as Article 23 mandates for other salary adjustments.