

1 **UNITED ACADEMICS PROPOSAL**

2
3 **ARTICLE XX. HIRING INFORMATION**

4
5 **Section 1.** All finalist applicants for an academic position that will or could be a bargaining unit
6 position shall be informed of the minimum salary and the salary range for the position. Salary
7 information shall be provided prior to the time the applicant participates in a final interview.
8

9 Prior to the campus visit, the applicant(s) shall also be informed of the factors that will be
10 considered in determining the starting salary. The information about the factors to be used in
11 determining the hiring salary shall be conveyed to the applicant by the department or unit head
12 after consultation with the dean. Any factor that is considered in determining the hiring salary,
13 such as quality of the applicant's academic performance; the quality of the applicant's teaching,
14 research, and service record at another institution; the applicant's expected contribution to the
15 University's mission; or the prevailing market conditions in the discipline, including market
16 factors related to competition resulting from an applicant's minority status, shall be evaluated in
17 accordance with written criteria that the department, program, or unit had established for the
18 particular position in advance of announcing the position opening.
19

20 A file of information documenting prevailing market conditions shall be maintained by each
21 College, School, or Division.
22

23 **Section 2.** A potential bargaining unit faculty member who is offered a position at the university
24 has the right to negotiate a starting package, including a starting salary within the range provided
25 before the final interview.
26

27 Before the starting package is negotiated with the department or unit head, the potential
28 bargaining unit faculty member will be informed in writing that faculty members typically
29 negotiate several aspects of a starting package, including but not limited to:
30

- 31 • Relocation expenses, including offsets for tax obligations
- 32 • Salary
- 33 • Research funding
- 34 • Additional Academic Support Account funds
- 35 • Stipends related to endowed chairs
- 36 • Graduate Employee support
- 37 • Office or Lab space
- 38 • Office or Lab equipment
- 39 • Partner hire
- 40 • Credit for prior service and research
- 41 • Course load/releases
- 42 • Teaching assignments