

UNITED ACADEMICS PROPOSAL (3/14/2024)

Document Key

UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored

Article XX. Researcher Support

Section 1. Bridge Funding Pool. Effective September 16, 2025, the University shall make available annually a pool of funds equivalent to 3% of the previous year's recovered F&A, for the purposes of providing bridge funding to assist eligible research faculty who are between externally funded research grants. Research bridge funding can include up to nine months of salary support for essential personnel and operational expenses. Bridge funding may not be used for the purposes of supporting summer salary for a 9-month employee.

The University is not obligated to distribute the entirety of this pool in a given fiscal year. Any unspent funds shall remain in reserve for the following fiscal year. Decisions to award bridge funding and the amount of support to be given to a particular applicant will be made by the Office of Research and Innovation in consultation with the Dean of the college and the center or institute director, if applicable. Requests for bridge funding will not be unreasonably denied when bridge funding for the fiscal year is still available.

Bargaining unit faculty members whose FTE is reduced due to loss of funding will be eligible to apply for bridge funding. When a faculty member employed at 0.50 FTE or greater in a position supported by external funding has their FTE reduced below 0.50 due to loss of funding, they will be eligible to apply for bridge funding and will be prioritized in the selection process.

The University shall submit a report to the Union annually that details how bridge funds were distributed, denial of requests for funding, and remaining fund balance.

Section 2. Should CBA-mandated salary increases exceed the limits on raises allowable or budgeted on a particular grant, the University shall fund the difference.

Section 3. As part of research faculty annual reviews, the research faculty member and their supervisor shall review the member's job description and update it to reflect the member's current responsibilities. Research faculty members may initiate a review of their job description with their supervisor once per calendar year outside of their annual review.

At the time of review, if the research faculty member's job description changes, the member may request either an expansion of duties with a pay action review or an expansion of duties with no pay action review, as outlined on the Human Resources webpage. Should the expansion of duties with pay action be denied due to lack of funding, the request shall become an expansion of duties with no pay action. Should the expansion of duties request be denied, a written explanation for the denial shall be provided to the research faculty member within 30 days.

Section 4. The University shall provide Career research faculty with FTE and salary support for any professional duties and responsibilities assigned in job descriptions or unit policies but not covered by external funding.