

**ARTICLE 32**  
**ECONOMIC COMPENSATION**

32.§1 SALARY ADJUSTMENTS. Western shall provide the following adjustments to the base salaries of eligible bargaining unit faculty members who have been employed full-time in a board-appointed faculty position by April 1 of the preceding fiscal year.

<b>Percentage Increase- Adjustments Impact on to Faculty Pay- Base Salaries</b>	<b>2017-2018 2021-2022</b>	<b>2018-2019 2022-2023</b>	<b>2019-2020 2023-2024</b>
Across-the-Board - <b>Base</b>	<del>2.0%</del> <b>2.00%</b>	<del>2.0%</del> <b>2.00%</b>	<del>2.25%</del> <b>2.00%</b>
Research Supplement based on median salary within rank, as of prior Fall semester	<del>1.00%</del> on January 1, 2018	<del>1.00%</del> on January 1, 2019	<del>0.75%</del> on January 1, 2020
<b>Lump Sum Payment (not to be added to base salaries and not subject to retirement contribution)</b>	<b>\$1,000</b>	<b>\$650</b>	<b>\$350</b>

32.§2 SALARY MINIMA. Shall be as follows for the life of the Agreement (adjustments to salaries below the minima shall be made on the day following any contractual percentage increases):

	Professor	Associate Professor or Master Faculty Specialist	Assistant Professor or Faculty Specialist II	Instructor <sup>1</sup> or Faculty Specialist I
Academic Year	\$72,000 <b>\$78,000</b>	\$56,000 <b>\$62,000</b>	\$46,000 <b>\$51,400</b>	\$36,500 <b>\$42,100</b>
Fiscal Year	\$90,000 <b>\$97,500</b>	\$70,000 <b>\$77,500</b>	\$57,500 <b>\$64,250</b>	\$45,625 <b>\$52,625</b>

32.§.3 OVERLOAD RATES. Effective with the current *Agreement*, the pay rates for bargaining unit faculty members who teach ~~Extended University or other~~ classes on an “overload” shall be:

Rank	Per Credit Hour <b>2017-2018</b> <b>2021-2022</b>	Per Credit Hour <b>2018-2019</b> <b>2022-2023</b>	Per Credit Hour <b>2019-2020</b> <b>2023-2024</b>
Professor	\$1,200 <b>\$1,400</b>	\$1,250 <b>\$1,440</b>	\$1,350 <b>\$1,480</b>
Associate Professor or Master Faculty Specialist	\$1,090 <b>\$1,275</b>	\$1,125 <b>\$1,315</b>	\$1,225 <b>\$1,355</b>
Assistant Professor or Faculty Specialist II	\$1,000 <b>\$1,200</b>	\$1,050 <b>\$1,240</b>	\$1,150 <b>\$1,280</b>
Instructor or Faculty Specialist I	\$950 <b>\$1,125</b>	\$975 <b>\$1,165</b>	\$1,075 <b>\$1,205</b>

32.§4 RETIREMENT CONTRIBUTION. The University’s TIAA/CREF retirement contribution is eleven percent (11%) “flat” rate on salary for faculty who have elected the TIAA/CREF retirement plan and is “de-linked” from social security contributions. The University’s MPSERS retirement contribution is as required by law. The WMU Board of Trustees and Administration shall also make available a salary reduction plan for retirement contributions.

The University’s TIAA/CREF retirement contribution for bargaining unit faculty hired on or after January 1, 2013, is nine percent (9%) “flat” rate on salary for faculty who have elected the TIAA/CREF retirement plan and is “de-linked” from social security contributions. If the bargaining unit faculty member elects to contribute one percent (1%) “flat” rate on salary the University will contribute ten percent (10%) “flat” rate on salary. If the bargaining unit faculty member elects to contribute at least two percent (2%) “flat” rate on salary the University will contribute eleven percent (11%) “flat” rate on salary. The WMU Board of Trustees and

<sup>1</sup> Post-doctoral fellows may be paid at “market value,” which may be less than the instructor minima, when funded by external grants/contracts. The instructor minima shall apply to post-doctoral fellows funded by sources internal to Western.

Administration shall make available a salary reduction plan for retirement contributions. Those eligible for MPSERS will receive MPSERS retirement contributions as required by law.

RETIREMENT CONTRIBUTIONS	
Applicable only to bargaining-unit faculty hired on or after January 1, 2013	
Faculty Contribution to TIAA-CREF	University Contribution to TIAA-CREF
0%<1%	9%
1%<2%	10%
2% or more	11%

32.§5 MERIT BASED SALARY ADJUSTMENTS Western shall provide merit based salary adjustments at Western’s discretion. Western is encouraged to increase the base salaries of those faculty whose research, teaching or service have been exemplary. Nothing in this article or any other article in this Agreement shall be construed to prohibit or discourage Western from increasing the base salaries of those faculty whose research, teaching, or service has been outstanding. Nothing in this article or any other article in this Agreement shall be construed to prohibit or discourage a bargaining unit faculty member from requesting Western to increase his or her base salary for outstanding research, teaching, or service. The criteria that Western uses to determine whether a faculty member should have his or her base salary increased for meritorious research, teaching, or service will be made known to the bargaining unit, and any application by a faculty member for a merit increase in his or her base salary will be given thorough and fair consideration. Faculty members who receive a merit increase and then retire at mid-year shall receive the entire merit award earned for that year.

32.§6 RECOGNITION AWARDS. In addition to the initial cash awards, bargaining unit faculty members who receive a Distinguished Scholar, Distinguished Service, or Teaching Excellence Award shall receive a one-time base salary increase of two thousand dollars (\$2,000) effective at the beginning of the year after receipt of the award. The base increases for these awards shall be funded from the Administrative Merit Pool.

32.§7 PROMOTION INCREMENTS. For promotions effective July 1 for fiscal-year faculty, and for promotions effective at the start of the ~~2017-2018~~**2021-2022** academic year for academic-year faculty, and thereafter for the life of the current *Agreement*. The WMU Board of Trustees and Administration shall provide the following promotion increments for faculty promoted-effective at the start of the ~~2017-18, 2018-19, 2019-20, and 2020-21~~ **2021-22, 2022-23, 2023-24, and 2024-25** fiscal/academic year.

Rank	Academic Year	Fiscal Year
Professor	\$7,000	\$8,750
	<b>\$7,575</b>	<b>\$9,469</b>
Associate Professor or Master Faculty Specialist	\$5,000	\$6,250
	<b>\$5,575</b>	<b>\$6,969</b>
Assistant Professor or Faculty Specialist	\$3,500	\$4,375
	<b>\$4,175</b>	<b>\$5,219</b>

WMU to WMU-AAUP

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September 2, 2021

32.§8 STEP INCREASE FOR MASTER FACULTY SPECIALISTS. To be eligible for a step increase of ~~\$2,750~~**\$3,275** for academic year appointments and ~~\$3,438~~**\$4,094** for fiscal year appointments, master faculty specialist must have been in rank for six years and must receive a positive review, equivalent to a promotion review. Eligible candidates will be reviewed according to standard promotion procedures. The final decision concerning the step increase will reside with the provost.

32.§9 ~~EXTENDED UNIVERSITY PROGRAMS COURSE DEVELOPMENT STIPEND~~**STIPEND-ELIGIBLE ELEARNING COURSES**. Faculty members who develop ~~(EUP) Elearning~~**fully online** courses, as described in ~~30.§4.330.86~~**30.86**, shall receive a course development stipend in the amount of \$3,000.

**Tentative Agreement**

WMU: *Randy Myers*

WMU-AAUP: *Arbitray DeLaup*

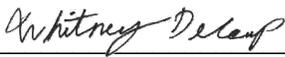
Date: Sept. 2, 2021

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LETTER OF AGREEMENT

During the 2021 Western/WMU-AAUP Agreement negotiations, questions arose about faculty pay equity. Given the complex nature of equity pay issues, the parties agreed that it was not feasible to arrive at an understanding in the time remaining in negotiations. Instead, Western and the Chapter commit to a joint effort in assessing the current process through which faculty equity adjustments are made, including but not limited to: the application process, review procedures, deadlines, and timing.

The Chapter and Western shall each select four (4) appointees to a committee designated to carry out this effort, as soon as practicable, but no later than January 15, 2022. The Chapter and Western shall each name a co-chair from among their respective appointees. This committee will provide a report with recommendations no later than April 15, 2022, although the committee may choose to continue their work into the next fiscal year and provide a supplemental report with further recommendations at their discretion.

  
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Whitney DeCamp,  
Chief Negotiator  
WMU-AAUP

Sept. 2, 2021  
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Date

  
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Nancy Mansberger,  
Director of Academic Labor Relations  
Western Michigan University

Sept. 2, 2021  
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Date