

**BOARD OF TRUSTEES
UNIVERSITY OF THE DISTRICT OF COLUMBIA
UDC Resolution No. 2015 - _____**

SUBJECT: “University of the District of Columbia 15% Pay Band Adjustment for Associate Professor, Assistant Professor and Instructor Faculty Ranks”

WHEREAS, pursuant to D.C. Official Code §1-611.11, the Board of Trustees of the University of the District of Columbia shall provide for the periodic review of its basic compensation systems, including but not limited to, a review of the adequacy of the rates of basic pay; and

WHEREAS, pursuant to D.C. Official Code §1-611.01, the Board of Trustees of the University of the District of Columbia shall provide continuing conformity with the principle of equal pay for substantially equal work;

WHEREAS, pursuant to D.C. Official Code §1-611.11, the Board of Trustees of the University of the District of Columbia shall submit to the Council of the District of Columbia by no later than October 1st of each year all initial proposed pay changes and adjustments and other proposed changes to the compensation systems;

WHEREAS, the Seventh Master Agreement Between the University of the District of Columbia and the University of the District of Columbia Faculty Association/ NEA establishes a banded faculty salary schedule with the following adjustments:

- The Pay Band at the Assistant Professor level will be adjusted at the upper end by 15%.
- The Pay Band at the Associate Professor level will be adjusted at the upper end by 15%.
- The Pay Band at the Instructor level will be adjusted at the upper end by 15%; and

WHEREAS, the University will not be required to identify new funding to implement the above referenced pay band increases because only new hires and future promotions will benefit from the pay band adjustments, and as with all new hires and promotions, the University Budget Office must certify that the hiring college or school has sufficient funding in its current budget to cover the cost of the proposed faculty appointments;

WHEREAS, these pay band adjustments will improve the University’s ability to attract new and retain promoted faculty at the associate, assistant and instructor ranks, particularly in high demand academic disciplines;

WHEREAS, the approved faculty banded pay schedule will be used to establish salary compensation for both unionized (Faculty Association\NEA) and non-unionized continuing full-time faculty (excluding the law school);

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the University of the District of Columbia approves the attached faculty banded pay scale for unionized and non-unionized continuing full-time faculty with an effective date of July 14, 2015.

Submitted by the Academic and Student Affairs Committee June 29, 2015

Approved by the Board of Trustees

Date

Elaine Crider
Chairperson of the Board



Fiscal Impact Statement

TO: The Board of Trustees

FROM: Office of the Chief Financial Officer (UDC) *David L. Franklin*

DATE: June 24, 2015

SUBJECT: UDC 15% Faculty Pay Band Adjustment

Conclusion

Based upon the new faculty pay scale, it is projected that funding for pay adjustments associated with faculty promotions and/or new faculty hires must be met through the programs' budget allocations since funding is not sufficiently available to satisfy these commitments through the FY15 and FY16 budget cycles.

Background

The Seventh Master Agreement between the University of the District of Columbia and the University of the District of Columbia Faculty Association/NEA establishes a banded faculty salary schedule with the following adjustments:

- The Pay Band at the Assistant Professor level will be adjusted at the upper end by 15%.
- The Pay Band at the Associate Professor level will be adjusted at the upper end by 15%.
- The Pay Band at the Instructor level will be adjusted at the upper end by 15%.

The Board of Trustees of the University of the District of Columbia shall submit to the Council of the District of Columbia, no later than October 1st of each year, all initial proposed pay changes and adjustments and other proposed changes to existing compensation systems.

Financial Impact

The University anticipates that the principal beneficiaries of the new pay schedule will be new faculty hires as well as faculty members applying for promotions. Since the cost of new hires and faculty pay increases were not included in UDC's FY15 & FY16 budget submissions, the cost associated with UDC's 15% faculty pay band adjustment will, in the short run, be borne by those programs that hire new members as well as the programs that authorize the salary adjustment for faculty members.

Given the foregoing, the Office of the Chief Financial Officer of UDC has approved this request based on the information provided. We do not anticipate any risks at this time.

CBU Code: XGF, NAA

University of the District of Columbia
Banded (Merit) Faculty Salary Schedule
Union Pay Plan No. ES0004
Non Union Pay Plan No. ES0005

Current Faculty Salary Structures as of October 1, 2013

Rank	Minimum Salary	Maximum Salary
Distinguished Professor	\$108,974	\$117,692
Professor	\$66,201	\$110,282
Associate Professor	\$52,775	\$87,626
Assistant Professor	\$42,974	\$67,813
Instructor	\$38,746	\$60,996

Faculty Salary Structures as of October 1, 2014

Rank	Minimum Salary	Maximum Salary
Distinguished Professor	\$108,974	\$117,692
Professor	\$66,201	\$110,282
Associate Professor	\$52,775	\$100,770
Assistant Professor	\$42,974	\$77,985
Instructor	\$38,746	\$70,145