

**BOARD OF TRUSTEES
UNIVERSITY OF THE DISTRICT OF COLUMBIA
UDC RESOLUTION NO 2014-43**

SUBJECT: Approval of the Terms for the Compensation of Department Chairs and Continuing Full-Time (CFT) Non-Union Faculty

WHEREAS, District of Columbia law (D.C. Official Code §1-617.15(a)) provides for the Board of Trustees of the University of the District of Columbia to approve compensation and benefits agreements for the University; and

WHEREAS, the University of the District of Columbia administration have negotiated terms for a new collective bargaining agreement designed to cover compensation and terms and conditions of employment for members of the bargaining unit through September 30, 2015; and

WHEREAS, University Rules designate Department Chairs (also referred to as Division Directors) as continuing full-time faculty (CFT)/non-union faculty employees, who, thus, are not covered by the Seventh Master Agreement; and

WHEREAS, Department Chairs are nine-month employees paid on the faculty pay scale like all other CFT faculty, and past practice at the University has been that department chairs received a compensation package almost identical to that negotiated for unionized faculty; and

WHEREAS, Department Chairs, like their unionized faculty counterparts, have not received a cost-of-living increase since FY 2008, the year the previous Sixth Master Agreement was terminated; and

WHEREAS, the recently arbitrated Seventh Master Agreement provides for a one-time payment based on years of service, a 3% FY 2014 cost of living adjustment, and merit bonus pools for Academic Years 2011-12, 2012-2013, and 2013-2014, and sufficient funding was set aside by the University to fund the proposed chairs and CFT/ non-union faculty compensation proposal;

WHEREAS, the Board of Trustees has reviewed the proposed agreement and considers that it represents a fair and reasonable agreement and that the compensation provisions are consistent with available resources; and

WHEREAS, the Board of Trustees, having consulted with the President of the University and his management negotiation team, finds that it is in the best interests of the University that the proposed agreement be approved;

NOW, THEREFORE, BE IT RESOLVED THAT the Board of Trustees hereby accepts the recommendation of the President and hereby approves the terms for the Compensation of Department Chairs and Continuing Full-Time (CFT) Non-Union Faculty.

Submitted by the Academic and Student Affairs Committee

November 6, 2014

Approved by the Board of Trustees:

November 18, 2014


Elaine A. Crider
Chairperson of the Board