

Highlights of the UCHC-AAUP Tentative Agreement for 2016-2021

Maintains structure of current compensation plan: equity adjusted general wage increases plus bonuses. Pushes all base salaries toward AAMC medians for rank and specialty, but also rewards outstanding productivity and performance

Maintains incentive-based Alternative Bonus Plan for certain high-revenue specialties, but provides checks and balances to ensure that such high-risk, high-reward plans are only applied when desired and appropriate

Significant changes from previous contract:

Multi-year appointments: most faculty who maintain acceptable performance will be reappointed for two years (assistant professors) or three years (associate and full professors): much more stability for faculty compared with previous standard of one-year reappointments

Job security: in-residence faculty will be reappointed at least through June, 2020 (with a few exceptions, e.g. those supported by external funds such as grants); less stringent multi-year reappointment standards for next two years to ensure more faculty will qualify for multi-year appointments spanning entire contract period

Compensation increases: \$2000 lump sum bonus payment to all members in July, 2018; For FY20 and FY 21 (beginning July, 2019 and July 2020), 5.5% increase (75% for equity adjusted general wage increases, 25% for bonuses in faculty merit plan). Average faculty will see at least 4% increase to base salary each year; many will see more because bonus gets added to base until AAMC median salary achieved. Average total compensation increase over life of contract: 11% over 5 years, or 2.2% per year (\$2k bonuses add roughly another percent)

Minimum base salary for ABPs: all new ABP faculty must have a base salary at least 80% of AAMC median for rank and specialty. This ensures all ABP faculty have the opportunity to switch to Faculty Merit Plan at a reasonable base salary if desired

FMP bonuses: for members on Faculty Merit Plan, performance in all years will be captured and rewarded (bonus in FY 20 will use academic merit evaluations for 2015, 2016, and 2017; bonus in FY21 will use evaluations for 2018 and 2019).

FMP bonus thresholds: reasonable and achievable thresholds to qualify for FMP bonuses (acceptable performance for academic bonus; CPMR [RVU-based target, normalized for salary relative to target salary] of 0.8 for clinical bonus, readily attainable for most clinical faculty). 30% of clinical bonus is for "good standing" and does not require CPMR cutoff.

Professional development accounts: establishes precedent that new junior faculty be provided modest funds to support academic activities