

LETTER OF UNDERSTANDING
Between the
Inter Faculty Organization
and the
Minnesota State Colleges and Universities

This Letter of Understanding (LOU) is made and entered into by and between the Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) for the purposes of modifying provisions in Article 11 addressing faculty promotions.

WHEREAS, during the course of negotiations for the 2005-07 IFO Master Agreement (Agreement) each party advanced proposals to modify the provisions in the Agreement governing compensation increases for promoted faculty; and

WHEREAS, both the IFO and the Employer have an interest in compensating promoted faculty on terms roughly equivalent to the compensation that would be provided to a similarly situated new hire in the same discipline:

Now Therefore, the parties hereto, acting through their respective agents, do hereby stipulate and agree as follows:

- Subject to future negotiations, Article 11 § I of the Agreement shall be modified as follows:

Section I. Salary Equity.

Subd. 1. The Salary Review Committee (SRC) ~~and the Appeals Committee established in the 1992 Letter of Understanding on Salary Equity~~ shall be continued for the life of this Agreement. The SRC may propose to both the IFO and MnSCU procedures and processes, which will reduce the likelihood of inequitable salaries. ~~After the FY 94 review, the~~ The SRC will annually review the salaries of new hires, faculty awarded terminal degrees since the previous annual review, and any other faculty not previously reviewed for possible equity adjustments, and will may recommend appropriate placement an adjusted step placement based on the then current equity grid salary schedule.

Subd. 2. Faculty members who are promoted after July 1, 2007, will be assessed by the University using the then current procedures applicable to a new hire in the same department or program at the new rank to which the faculty member has been promoted. Based on this assessment, the faculty member's salary will be increased additional steps, if necessary, so that the promoted faculty member's salary is consistent with a salary that would be paid to a similarly situated new hire. The step movement provided in this Subdivision is in addition to the step movement provided for in Section B of this Article. The University shall provide the faculty member with written notice of the new salary to be paid.

Subd. 3. A faculty member who submits proof of completion of a terminal degree (e.g., a certified transcript) from an accredited institution in his/her primary

assignment area will have his/her salary re-assessed by the University using the current procedures applicable to a new hire in the same department or program in which the faculty member is currently assigned. Proof of degree completion must be submitted to the University Human Resources Office. Based on this reassessment, the faculty member's salary will be increased additional steps, if necessary, so that the faculty member's salary is consistent with a salary that would be paid to a similarly situated new hire. Salary increases will be implemented at the commencement of the current nine month appointment, as indicated on the appointment form, if the terminal degree is awarded before October 1st, and at the commencement of the subsequent nine month appointment, if the terminal degree is awarded on or after October 1st. Normally, salary adjustments will not be retroactive to a fiscal year prior to the year in which proof of completion is submitted. The University shall provide the faculty member with written notice of the salary to be paid.

Subd. 4. Decisions made pursuant to Subdivisions 2 and/or 3 of this Section will be submitted for review to the SRC. The SRC will issue its recommendation, if any, to the University regarding the appropriate number of steps to be awarded to the faculty member under Subdivisions 2 and/or 3 of this Section. The University shall implement the recommendation of the SRC. The procedures described in this Subdivision are the exclusive remedy for disputes concerning salary decisions under Subdivisions 2 and 3 of this Section and such decisions shall not be subject to the grievance procedure.

Subd. 5. The SRC will complete a new analysis of the salaries of all faculty every ~~four~~ five years in order to update and/or modify data and relevant criteria and recommend adjustments. Appeals from denials of adjustment shall be considered within the time frame established by the committee.

Knowing and Voluntary. The parties acknowledge that they have carefully read and fully understand the terms of this LOU, and that they are voluntarily entering into this LOU.

Entire Agreement. The parties agree that this LOU constitutes the entire agreement between the parties on the matters discussed herein. This LOU fully supersedes any and all prior agreements or understandings between them pertaining to the subject matter

