

# United Academics FT CBA (Almost) One Year Later

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Upcoming Leadership Workshops for Chairs and Associate Deans  
<https://www.uvm.edu/dofa/academic-leadership-experience-program>

# Article 1 - Recognition

**Summary:** The article now incorporates a defined process to exclude other positions from the bargaining unit.

**Process:** If the University wishes to designate as confidential, managerial, and/or supervisory any position other than those listed above, the University will provide notice to United Academics of its designation, including the job description and justification for exclusion from the unit, at least 60 days in advance of the position start date with an opportunity to provide feedback by the union. If the union disagrees with the University's designation, the union may challenge the University's designation via a unit clarification petition filed by the union with the Vermont Labor Relations Board.

# Article 1 – Lessons Learned

- Two positions have been brought forward to UA
- UA will most likely always provide feedback
- 1<sup>st</sup> position – Decided not to exclude from UA
- 2<sup>nd</sup> position – Still under discussion
- There was unanticipated back and forth
- Working toward mutual agreement on a timeframe after initial feedback received

# Article 14 – Appointments and Evaluation of Faculty

- 14.10.b. Lecturer and Senior Lecturer
- **Noted change: Ability to credit a lecturer with prior service toward promotion eligibility**
- The Lecturer will initially be eligible to be considered for promotion to the rank of Senior Lecturer at the start of their fifth year (within the most recent eight year period) of full-time (75% or more) service at the University as a bargaining unit Lecturer, or as a Visiting faculty member who served in an instructional capacity, or combination of years thereof in such ranks. *However, nothing in this Agreement precludes the University from crediting prior years of service at UVM or another University as part of the years of service requirement for promotion.* If the Lecturer is promoted as a result of the review in the middle of an appointment term, then the remainder of the Lecturer appointment will be converted to a Senior Lecturer appointment with the appropriate adjustment to compensation per Article 18. Following the expiration of such a converted appointment, the Senior Lecturer shall then be reappointed to terms of three (3), four (4), or five (5) years assuming satisfactory evaluation and continued need.

# Article 14 – Lesson Learned

- Questioned whether if prior service would be reevaluated in a salary review
- NO
- Prior experience already part of determining starting salary
- New provision specifically relates to rank progression

# Article 14 & 16 – RPT and Workload

## Process improvements for the creation or revision of RPT and Annual Performance Review Guidelines

### Article 14.4

***The faculty of each department, school, and the libraries (including the Department Chair/equivalent in a Stand-alone School or School within a College ) will develop and draft RPT and Annual Performance Review guidelines covering their particular faculty...*** Following the participation and vote of the faculty, the Chairperson or equivalent/Dean's designee shall prepare a faithful summary of the discussion on the guidelines both favorable and unfavorable and a written record of the vote. These proposed guidelines, together with the summary and the record of the vote shall then be sent to both the Dean and the faculty of the department or equivalent unit. The Dean and Provost must approve any departmental, Stand-alone School or School within a College RPT and Annual Performance Review Guidelines. The Provost must approve such guidelines prepared by an academic unit other than a department, Stand-alone school, or a School within a College. If these guidelines are not approved by either the Dean or Provost, they will return to the faculty to reconsider and resubmit within six months. As an alternative to creating such additional guidelines, a department may elect to use the guidelines issued by its college.

# Article 14 & 16 – RPT and Workload

## 16.15 – Process for developing course equivalency guidelines

*The faculty and Chair in each department or equivalent unit shall develop course equivalencies for all credit-bearing instructional activities to which faculty may be assigned...*

Following the participation and vote of the faculty, the Chairperson/ Dean's designee shall prepare a faithful summary of the advice received, both favorable and unfavorable on the guidelines. Those guidelines will be sent to the Dean, Provost, and faculty of the department or equivalent unit, along with the summary and a written record of the vote, for review. Upon approval by the Dean and Provost, the revised guidelines will be distributed to faculty and will be implemented in the immediately subsequent academic year.

# Article 14 & 16 – Lesson Learned

- Grievances about procedural concerns
- The guidelines are drafted at the departmental level
- Dean's offices can provide guidance but be careful to not unduly influence
- Departments can choose to review at an earlier date than mandated by the CBA
- Workshop upcoming on 12/3 to discuss workload and areas to be mindful



# Article 19 – Compensation in Excess of Base Salary

**Summary:** Effective Summer of 2025, the per-credit rate for classes taught on overload will be \$2400 and will be increased by \$100 each subsequent fiscal year. In addition, course equivalency guidelines will apply to courses taught on overload, e.g. a large enrollment course will be paid in excess of the per-credit rate in accordance with the unit's CE guidelines.

## Article 19 – Compensation in Excess of Base Salary

19.3.c.i. – Overload Teaching – For teaching a course, the University shall provide supplemental compensation at the rate of \$2400 per credit or \$7200 per course equivalent, whichever is greater, as defined by the department/school/college guidelines, effective summer session 2025. The per credit rate amount will increase by \$100 per fiscal year in the CBA, and course equivalent increasing commensurately.

Summer session course rates shall be the same as the supplemental rates specified in Section 3.c.i. of this Article or 3.00% of the faculty member's prior academic year base salary for each credit hour taught, whichever is greater.

## Article 19 – Lesson Learned

Since the CBA language states that the compensation rate is based on per credit or amount per course equivalent, whichever is greater, as defined by the department/school/college guidelines, there needs to be an analysis of each scenario:

Example of Summer 2026 for a 4 credit course worth 1.5 CEs:

- Credit rate =  $\$2500 \times 4 \text{ cr} = \$10,000$
- CE rate =  $\$7500 \times 1.5 \text{ CE} = \$11,250$
- Credit/salary rate =  $3\% \text{ salary} \times \text{number of credits}$

# Article 22 – Sabbatical and Professional Development Leaves

Summary: Sabbatical reports will need to be evaluated by the Chair and Dean. A form has been developed to be used for the evaluation.

Added language regarding sabbatical report:

The report shall be accompanied by a review by the Chair and Dean. Each of the sabbatical report reviewers shall indicate whether (a) the faculty member has met the objectives of the sabbatical as submitted in the proposal as approved or amended, (b) whether the faculty member is making progress towards meeting their sabbatical objectives as indicated by progress markers in the approved sabbatical proposal, and (c) whether the faculty member has not met the sabbatical objectives as indicated in the approved proposal. The chair and dean's evaluation will be shared with the faculty member before submission to the Provost's office. The faculty member shall have 14 days to issue a rebuttal to the sabbatical report evaluations. This report will become part of the faculty member's annual review.

# Article 22 – Lessons Learned

- The faculty still have 60 days to submit their sabbatical report
- Dean's records of reports to determine next eligibility
- The additional chair and dean do not have formalized timelines
- Remember: Share with faculty as they have an opportunity to rebut
- Rebuttals are due 14 days after shared with faculty

# Appendix E – Faculty Phased Retirement Program

**Summary:** Eligible faculty can elect to have a reduced FTE and commensurate salary for two years prior to retirement.

**Any faculty eligible for retirement at the end of the 2 year period are eligible.**

**Application no later than November 15<sup>th</sup> of the AY prior to the start of the 2 year period.**

**Reduced FTE to .75 with commensurate .75 salary**

**Workload still determined by College/School**

# Appendix E – Lesson Learned

- This is the first year eligible to apply under new terms.
- Not aware of any interest
- Continue to work through individualized agreements

# Additional Agreements with UA

- Came from University Operations group related to Faculty Affairs
- **Changes to RPT timelines for faculty deemed to have been impacted by federal actions**
  - Memo emailed on September 22<sup>nd</sup>
- **Bridge Funding through teaching for Research Faculty**
  - Finalized with UA on October 27<sup>th</sup>
  - Memo forthcoming



# Changes to RPT Timelines

- Faculty can assert that the federal actions have affected them if they have experienced the following situations crucial for their research success and can provide evidence to support their claims:
  - losing a grant or facing significant delays in grant approvals;
  - missing the opportunity to apply for a grant as evidenced by the prior acquisition of grants from the same program;
  - losing or lacking access to internal (UVM) research seed funds that once supported a lab;
  - loss of access to data sets
  - or the elimination of a program/agency seen as a potential funding source based on previous success in applying for similar grants.

# Changes to RPT Timelines

- Formal reappointment and pre-tenure reviews for impacted probationary faculty may be suspended in the academic year 2026/2027, and probationary periods will be automatically extended by one year for faculty affected by Federal Actions commencing in spring 2025.
- The current CBA allows for an extension of the tenure clock for up to 3 years for Assistant Professors and up to 2 years for Associate Professors.
- The extensions proposed in this document are in addition to those already stipulated in the CBA (which include the possibility of a delay for 'extenuating professional reasons outside the control of the faculty member').

# Changes to RPT Timelines

- Faculty members impacted by the federal actions, who would otherwise be going up for reappointment, promotion, or tenure during the 2026/2027 Academic Year, who wish to be considered for the one-year extension must notify their Department chair or equivalent (in schools within units or stand-alone) by March 1, 2026.
- The Department chair (or equivalent) will in turn make a recommendation to the Dean regarding the request. The Dean will decide whether to grant the request or not and inform the faculty member and their Chair by April 1, 2026.
- The Dean's Office must communicate to the Office of the Vice Provost for Faculty Affairs (Jennifer Diaz, [Jennifer.Diaz@uvm](mailto:Jennifer.Diaz@uvm)) the names of faculty who have been granted an extension of their probationary period or reappointment review period no later than May 1, 2026.

# Changes to RPT Timelines

- When considering research productivity in reappointment, promotion, and tenure applications for any impacted faculty, evaluators and university administrators will account for the period affected by federal actions' impact on faculty grant activities. The following sentence will be included in communications sent to internal committee reviewers and internal and external evaluators:

*“Research productivity may have been affected by federal actions starting in spring 2025; any conclusions about the candidate's potential for future research productivity and grant activity success should weigh this impact carefully.”*

# Bridge Funding through Teaching

- Modifies 14.10.e.ii. Which describes bridge funding for research faculty
- Bridge funding may be accomplished through teaching assignments
- Teaching assignments would be part of FTE
- Only where overload assignments available

# Bridge Funding through Teaching

- Same application process as traditional bridge funding with addendums
- The faculty request should include a description of prior teaching experience, if any
- Dean's evaluation should include the faculty member's qualifications for teaching assignments, including familiarity with the subject matter and prior teaching experience.
- If research funding secured during teaching assignment, faculty must complete any teaching in progress

**Questions? Comments?**