

1 UNITED ACADEMICS PROPOSAL

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3 HIRING INFORMATION

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5 **Section 1.** Successful applicants for an academic position that will or could be a bargaining unit  
6 position shall be informed of the factors to be considered in determining the hiring salary above  
7 the minimum. The factors actually used in fixing the salary of an employee shall be recorded and  
8 placed in the faculty member's record.

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10 **Section 2.** A potential faculty member that has been offered a position at the university has the  
11 right to negotiate a starting package, including a starting salary.

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13 Before the starting package is negotiated with the academic unit head, the potential faculty  
14 member will be informed in writing that faculty members typically negotiate several aspects of a  
15 starting package, including but not limited to:

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- 17 • Salary;
  - 18 • Access to summer appointment or summer salary;
  - 19 • Research funding;
  - 20 • Professional development funds;
  - 21 • Stipends related to endowed chairs;
  - 22 • Graduate Employee support;
  - 23 • Office or lab space, including office and/or lab renovation;
  - 24 • Lab equipment;
  - 25 • Computer equipment and software and support;
  - 26 • Partner hire;
  - 27 • Credit for prior service;
  - 28 • Course load/releases;
  - 29 • Summer appointments;
  - Relocation expenses, including information on required tax payments.