

Temporary Agreement
Timeline for Post-Tenure Review for Tenure-line faculty and Post-Promotion Review for
Unclassified Academic Staff

The timeline for post-tenure review for tenure line faculty is as follows:

- The first post tenure review for tenured Associate Professors and Librarians will occur seven years after the award of tenure, unless the bargaining unit member is considered for promotion in rank prior to or during that seventh year.
- If a bargaining unit member is considered for promotion or awarded a distinguished professorship, the clock resets.
- After the initial seven-year period of review following the award of tenure, all post tenure reviews will occur on a five-year cycle.
- If a bargaining unit member is hired at the rank of associate, their first post tenure review will occur seven years after the award of tenure, unless considered for promotion prior to or during the seventh year. If a bargaining unit member is hired at the rank of full, their post tenure review will occur on a five-year cycle.
- Tenured faculty will complete their current post tenure review cycle and then will move to a five-year post tenure review cycle.

The timeline for post-promotion review for Unclassified Academic Staff at the ranks of associate and full/senior is once every seven years. If an Unclassified Academic Staff member is considered for promotion, the clock resets. Unclassified Academic Staff who have an appointment that is split between a tenure line role and unclassified academic staff role will have post-tenure and post-promotion reviews scheduled in alignment with their tenure-line faculty appointment.

Side Letter

Unit-Allocated Discretionary Salary Adjustment Funds for 2026

For 2026, the University will allocate \$1,500,000 for Unit-Allocated Discretionary Salary Adjustments. These funds are allocated for unit leaders to make salary adjustments for bargaining unit members based on unit leader identified priorities such as salary compression/inversion, and performance-based increases. Within five (5) working days following the finalization of allocation determinations, the University shall provide UAKU with a report on how the discretionary pool will be applied. The following parameters shall apply to the allocation of these funds:

1. \$1.5M will be committed to increases to base salary of bargaining unit members, to be paid retroactively to January 18, 2026. Retroactive pay may be paid in a lump sum. All of the \$1.5M must be spent for this purpose.
2. Funds will be allocated to departments or equivalent units in proportion to current payroll for bargaining unit members.
3. Units will be provided with a list of bargaining unit members in their unit. Unit supervisors will make recommendations to their respective dean or equivalent. The dean or equivalent will make a final determination on allocation and will distribute such allocation.
4. Individuals receiving the adjustment must be employed at the time of payment.
5. No individual may receive an adjustment greater than 3% of their base salary.
6. This adjustment shall be applied following all other increases to base pay (minima and across-the board).
7. These changes must be implemented by May 1, 2026.


EMILY CASEY

5 March 2026

UAKU



Marsha J. McCartney 05 Mar 2026 UAKU

Side Letter of Understanding

September 5, 2025

Subject to changes by the State of Kansas and further subject to appropriate information technology security requirements, during the term of the now current Memorandum of Agreement, the University will provide benefits to retirees as provided in the following University policy: "Information for University Retirees and Phased/Prospective Retirees."

Amy Mendenhall for Merrill 9/5/25

MARSHA J. MCCARTNEY

Marsha J. McCartney 05 Sep 2025

UAKU

Side Letter of Understanding
March 5, 2026

1
2
3
4 The University and UAKU agree that during the term of this Agreement, the policy entitled
5 "Intellectual Property Policy, All University" shall remain in effect except as amended by
6 agreement of the parties to the Agreement. The University and UAKU agree to meet and confer
7 to negotiate terms and conditions covering the subject of intellectual property no later than the
8 beginning of the Fall semester of 2026 (August 18, 2026), and thereafter at least twice a month
9 for a period of six months, unless the parties mutually agree to a different frequency or timeline.
10 If at the end of such six month period the parties have not arrived at an agreement relative to
11 the topic of intellectual property, the parties agree that they shall be deemed to be at impasse
12 and shall proceed with filing for impasse and exhaustion of the statutory impasse resolution
13 procedures under PEERA, unless the parties mutually agree to an extended timeline.

Marsha J. McCartney 05 Mar 2026

Marsha J. McCartney UAKU

Emmy Casey 5 March 26

Emmy CASEY

The Union reserves the right to add to, delete from, alter or amend this proposal. This proposal is made without precedent or prejudice to existing rights and entitlements, regardless of the character or source of same. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

Side Letter of Understanding

Supplemental salary funding will follow current policy in the Supplemental Salary Funding Policy and Procedures provided by the Office of Provost and Executive Vice Chancellor.

The parties will meet and confer over changes to the current Supplemental Salary Funding Policy within the next six months.

University of Kansas

A. Mendenhall 12/19/25
Amy Mendenhall
United Academics of Kansas University

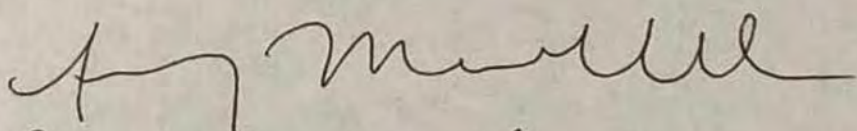
Marsha J. McCartney 19 Dec 2025
Marsha J. McCartney

UAKU, AFT-AAUP

Side Letter on the Use of "Area Director" Title

November 17, 2025

Not later than one month following ratification of this agreement UAKU and KU will hold a labor-management meeting to jointly identify the list of employees whose titles will be adjusted as a result of the creation of the new title of "Area Director." Additional labor-management meetings may be scheduled at the request of either party to address further concerns related to this matter.

 11/17/25
Amy Mendenhall

Marsha J. McCarney 17 Nov 2025
Marsha J. McCarney, UAKU