**ARTICLE XXXV**

**SALARY ADJUSTMENT**

1. Conditions for Salary Adjustment

In the event that a full-time member of the bargaining unit, other than a member of the professional athletic staff, receives an offer of full-time employment from another institution of higher education, upon the presentation to the University of a written offer of appointment signed and dated by an appropriate agent of the offering institution, the University may offer to increase the base wage rate of such bargaining unit member to an amount that either exceeds or equals the wage rate offered by the other employer; may offer to increase the base wage rate of the bargaining unit member by an amount that is less than the wage offered by the other employer; or may decline to make any offer of an increase in the wage rate of the bargaining unit member.

For salary adjustments involving members of the professional athletic staff, see Article XVI, Professional Athletic Staff.

1. Procedures for Salary Adjustment

Copies of the documentation of the offer of employment from another employer, together with the University’s final written offer in response thereto, shall be forwarded to the AAUP by the University. If accepted, any such offer of increased compensation shall be made effective as the individual and the University may agree, but no such offer shall take effect retroactively.