

Final agreement reached on 6/25/24

## MEMORANDUM OF AGREEMENT

June 25, 2024

This Memorandum of Agreement (MOA) between the University of New Mexico (UNM) Administration and United Academics of the University of New Mexico (UA-UNM) indicates agreement between the parties regarding the Mass Salary Update (MSU) for UA- UNM unit 1 bargaining unit members.

- A. Effective the first full pay period following July 1, 2024, Unit 1 bargaining unit members, other than Research Faculty (Research Lecturers, Research Assistant Professors, Research Associate Professors, and Research Professors), with a full-time (1.0 FTE) appointment will receive an across-the-board three and a half percent (3.5%) increase in base salary, or a minimum salary of sixty two thousand four hundred dollars (\$62,400) for main campus faculty and fifty six thousand four hundred dollars (\$56,400) for branch campus faculty when appointed to a 9-month contract, or a minimum salary of seventy six thousand two hundred sixty seven dollars (\$76,267) for main campus faculty and sixty eight thousand nine hundred thirty two thousand dollars (\$68,932) for branch campus faculty when appointed to a 12-month contract, whichever is greater.
- B. Bargaining unit members, other than Research Faculty, with appointment percentages other than 1.0 FTE will receive the across-the-board increase or minimum salary, specified in A. (above) multiplied by the appointment percentage, whichever is greater.
- C. Effective the first full pay period beginning July 1, 2024, bargaining unit members on 'base plus' contracts will receive a three and a half percent (3.5 %) across-the-board increase applied to the 'base' portion of their compensation or the minimum salaries specified in A. (above), whichever is greater. The 3.5% percent increase may also be applied to the 'plus' component, subject to the availability of research contract funding.
- D. Effective the first full pay period beginning July 1, 2024, Research Faculty may receive a three and half percent (3.5 %) across-the-board percent increase in base salary, or minimum salary specified in A. (above) whichever is greater, subject to the availability of research contract funding. To request the 3.5 % increase, the research faculty member should submit a Compensation Change Form, documenting the availability of research contract or grant funding and submit the request to the Office for Academic Personnel (faculty@unm.edu), no later than July 5, 2024. The parties agree to notify the research faculty of this deadline.
- E. Summer compensation agreements for bargaining unit members on 9-month contracts will be, at a minimum, indexed to the annual base salary increases reflected in A (above).

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F. By October 1, 2024, the UNM Administration shall publish, on oap.unm.edu, the amounts of funding that were provided for FY 2025 to each college/school, unit, and department for faculty salary adjustments for merit, equity, retention, or to improve competitiveness with comparable Research-1 institutions. Amounts of funding utilized to support promotion increases shall be categorized separately.

G. Provided that all other commitments in the Unit 1 MOA regarding the Mass Salary Updates for FY 2025 are upheld, the Administration will, at its discretion, dedicate the state's special FY25 non-formula faculty compensation for equity, merit, and retention increases. The amount available for the equity, merit, and retention increases will be dependent on the remaining FY25 non-formula faculty compensation funding after the commitments set out in section A have been met.

H. By January 1, 2025, the UNM Administration shall publish, on oap.unm.edu, a report on progress toward the goal of improving UNM faculty salaries by rank within each department, relative to national Research-1 peers. The report shall include, for each rank within each department, an assessment of how UNM faculty salaries compare with those at comparable Research-1 universities, a detailed description of methods, and a description of any actions that have been taken to address disparities. The report shall also include, for each unit within each branch campus, an assessment of how UNM branch campus faculty salaries compare with peer institutions, a detailed description of methods, and a description of any actions that have been taken to address disparities. FY25 salaries will be compared to the most recent benchmark data.

University of New Mexico Administration  
James Paul Holloway, Provost/Executive VP Academic Affairs

  
\_\_\_\_\_ Date June 27, 2024

and

United Academics of the University of New Mexico  
Ernesto Longa, UA-UNM President

  
\_\_\_\_\_ Date June 26, 2024