

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (hereinafter “this Agreement”) made by and between the Regents of the University of New Mexico (“UNM” or “the University”) and United Academics of the University of New Mexico (UA-UNM), collectively referred to hereinafter as “the Parties,” indicates agreement between the Parties regarding a Mass Salary Update for UA-UNM Unit 2 bargaining unit members for Fiscal Year 2027 and non-economic amendments to Article 12 (Adjunct and Term Teacher Appointments and Reappointments) of the Unit 2 collective bargaining agreement.

The Parties hereby agree to revise the collective bargaining agreement as follows, contingent upon signature of this Agreement by both parties:

- A. Article 7 (Compensation) of the existing collective bargaining agreement shall be amended as follows for Fiscal Year 2027: Effective the first full pay period following July 1, 2026, Unit 2 bargaining unit members will receive the greater of a one percent (1%) increase in pay rate or a minimum of one thousand six hundred and seventy-two dollars and seventy-seven cents (\$1,672.77) per credit for main campus faculty or one thousand one hundred and fifty-seven dollars and ninety-seven cents (\$1,157.97) per credit for branch campus faculty.
- B. Article 12 (Adjunct and Term Teacher Appointments and Reappointments), Section C and sub-Section C.1 of the existing collective bargaining agreement shall be amended and replaced with the following language:
 - C. Adjuncts who have taught an average of 6 credit hours per semester in each of the past three academic years, or who have been contracted to teach an average of 6 credit hours per semester in each of the past four academic years, may request a two-semester term teacher appointment. Each request will be evaluated based on a demonstration of effective teaching by the bargaining unit member, including but not limited to course evaluations; teaching evaluations; a teaching statement; and evidence of professional development, including pedagogical training, technological training, curriculum development, and course or program reviews. A request for a Term Teacher appointment may be approved by the Chair, Dean, and Provost or Provost’s designee. In the event a request is not approved, written justification of the decision will be provided. An appointment will be as follows:
 - 1. The parties agree that an appointment will be a minimum of 12 credit hours during the two terms of the academic year.

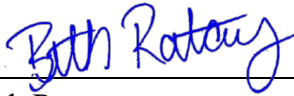
This Agreement incorporates all of the agreements, covenants, and understandings between the Parties hereto, and all such agreements have been merged into this Agreement. This Agreement expresses the entire agreement between the Parties. No prior agreements or understandings, verbal or otherwise, of the Parties or their agents shall be valid or enforceable unless embodied in this Agreement.

In case any one or more of the provisions contained in this Agreement is held to be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions contained herein shall not in any way be affected or impaired.

This Agreement has been entered into freely and voluntarily between the Parties, based on their own judgment, knowledge, and information without relying on any promise or understanding except as expressly provided herein.

Each party has executed this Agreement on the date indicated by their signature below.

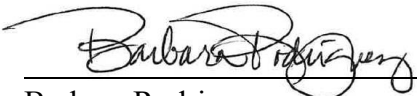
**UNITED ACADEMICS OF THE
UNIVERSITY OF NEW MEXICO**



Beth Ratay
President, United Academics of UNM

Date: June 29, 2026

**REGENTS OF THE
UNIVERSITY OF NEW MEXICO**



Barbara Rodriguez
Provost & Executive Vice President of
Academic Affairs

Date: June 29, 2026