

## MEMORANDUM OF AGREEMENT

June 9, 2023

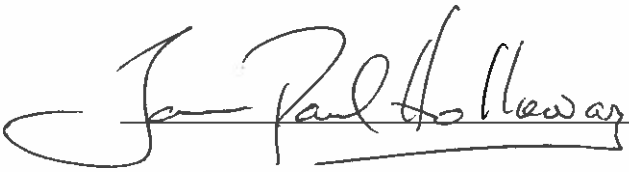
This Memorandum of Agreement (MOA) between the University of New Mexico (UNM) Administration and United Academics of the University of New Mexico (UA-UNM) indicates agreement between the parties regarding the Mass Salary Update (MSU) for UA- UNM unit 1 bargaining unit members.

1. Effective the first full pay period following July 1, 2023, 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 six percent (6%) increase in base salary, or a minimum salary of fifty-two thousand (\$52,000) for main campus faculty and forty-seven thousand dollars (\$47,000) for branch campus faculty when appointed to a 9-month contract, or a minimum salary of sixty three thousand five hundred fifty-six dollars (\$63,556) for main campus faculty and fifty-seven thousand four hundred and forty-four dollars (\$57,444) for branch campus faculty when appointed to a 12-month contract, whichever is greater.
2. 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 1 (above) multiplied by the appointment percentage, whichever is greater.
3. Bargaining unit members on 'base plus' contracts will receive a six percent (6%) across-the-board increase applied to the 'base' portion of their compensation or the minimum salaries specified in 1 (above), whichever is greater. The 6% percent increase may also be applied to the 'plus' component, subject to the availability of research contract funding.
4. Effective the first full pay period beginning July 1, 2023, Research Faculty may receive a six percent (6%) across-the-board percent increase in base salary, or minimum salary specified in 1. (above) whichever is greater, subject to the availability of research contract funding. To request the compensation 6% 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 June 15, 2023. The parties agree to notify research faculty of this deadline.
5. By August 1, 2023, the UNM Administration shall publish, on oap.unm.edu, the amounts of funding that were provided for FY 2024 to each college/school, unit, and

department for faculty salary adjustments for merit, equity, retention, or to improve competitiveness with comparable Research-1 institutions.

6. By October 1, 2023, 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. FY24 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 13, 2023

and

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

Ernesto Longa Date June 12, 2023