

Date: April 6, 2022

To: Academic Affairs' Vice Presidents, Deans, Directors, and Chairs

From: James Paul Holloway, Provost/Executive Vice President

CC: Barbara Rodriguez, Senior Vice Provost for Academic Affairs  
Emily Luhman, Director of the Office for Academic Personnel  
Nicole Dopson, Director of Financial Operations for Academic Affairs

Re: FY23 Mass Salary Update Process for Bargaining Unit Faculty

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I am writing to inform you that we have recently signed Memorandum of Agreement (MOA) with UA-UNM regarding the annual salary increase for faculty bargaining unit members. You will find the MOAs on the [Provost Office website](#). Please review the MOAs closely, however, in summary here is what to expect:

- 3% increase effective 4/1
- 4% increase effective 7/1
- Research faculty are eligible for the annual salary increases if there is sufficient funding in their research contract or grant budgets.
- The UNM Administration is required to inform research faculty of the processing deadlines to request the MSU increases, if there is sufficient funding. The Office for Academic Personnel communication will be going out soon directly to research faculty.

### **Mass Salary Update Effective April 1, 2022**

Effective April 1, 2022, Unit 1 and Unit 2 faculty will receive a 3% salary increase. These increases are being processed automatically by the Office for Academic Personnel (OAP) and no action is required from departments. For single incumbent positions, departments do not need to enter the salary increase into Salary Planner. Please see the [Academic Affairs Budget Guidelines](#) for guidance on budgeting salary increases.

The *Unit 2 Temporary Part-Time (TPT) pay rates* are currently being updated to reflect the 3% increase and will be published on the [OAP](#) website.

Effective April 1, 2022, research faculty are eligible for the 3% base salary increase, subject to available research grant and/or contract funding. To request the 3% increase, the department should submit a [Compensation Change Form](#), documenting the availability of research contract or grant funding and submit the form to OAP ([faculty@unm.edu](mailto:faculty@unm.edu)), no later than **April 15, 2022**.

### **Mass Salary Update Effective July 1, 2022**

Effective July 1, 2022, Unit 1 and Unit 2 faculty will receive a 4% salary increase. These increases are being processed automatically by the Office for Academic Personnel and no action is required from departments. For single incumbent positions, you do not need to enter the salary increase into Salary Planner. Please see the [Academic Affairs Budget Guidelines](#) for guidance on budgeting salary increases.

The *Unit 2 TPT pay rates* are currently being updated to reflect the 4% increase and will be published on the [OAP](#) website.

- For TPT teaching a class during summer session that spans 7/1, on the Letter of Understanding list the pay rate effective at the start of the class (June, 2022) and include a note indicating that the TPT will receive a 4% increase effective 7/1/22.
- For TPT teaching a class for the second half of summer session, on the Letter of Understanding, list the pay rate effective 7/1/2022 as posted on the [OAP website](#).

Effective July 1, 2022, research faculty are eligible for the 4% base salary increase, subject to available research grant and/or contract funding. To request the 4% increase, the department should submit a [Compensation Change Form](#), documenting the availability of research contract or grant funding and submit the form to OAP ([faculty@unm.edu](mailto:faculty@unm.edu)), no later than **June 20, 2022**.

### Promotional Increases

In accordance with Unit 1 CBA, Article 7, Section F, the promotional increases for Unit 1 faculty have been indexed to the annual base salary increase (7.12% increase). For FY23, the promotional increase amounts are detailed below:

	FY23
Assistant Professor to Associate Professor	<b>\$4,413.34</b>
Associate Professor to Professor	<b>\$8,826.69</b>
Professor to Distinguished Professor	<b>\$8,826.69</b>
Senior Lecturer to Principal Lecturer	<b>\$4,413.34</b>
Lecturer to Senior Lecturer	<b>\$3,310.01</b>

Academic Affairs will notify faculty members of the promotion and tenure decisions on June 30, 2022. OAP will oversee the processing of promotional increases, departments do not need to enter the salary increase into Salary Planner.

Increases above 7.12% (3% effective 4/1/22 and 4% additional increase effective 7/1/22) will not be part of the MSU process. Please utilize the [Compensation Change Form](#) and existing Academic Affairs practices for faculty compensation changes.