



Northern Michigan University American Association of University Professors 2015-2020 Contract Highlights

Below are some highlights of the current contract that might be of interest (Section numbers refer to the Master Agreement). Financial information is for the first year of the contract and this list is not meant to be exhaustive or provide all the details. Please refer to the Master Agreement for more information which can be found at <http://nmuaaup.org>.

Financial

- Minimum salaries (section 9.1.1) for full-time faculty during the 2015-2016 academic year are:
Instructor: \$41,148
Assistant Professor: \$49,384
Associate Professor: \$60,498
Professor: \$74,068

*Note: These are salary minimums. No one can be paid less than these amounts. Faculty in most disciplines start at higher salaries. It is to your advantage to negotiate for a starting salary based on your experience and accomplishments. Procedures for identifying appropriate starting salaries have been incorporated into section 9.1.1.2 of the Master Agreement.

- Minimum salaries per credit of teaching load (section 9.1.1.1) for contingent faculty are:
Contingent Special Instructor: \$980
Contingent Instructor: \$980
Contingent Assistant Professor: \$1,175
Contingent Associate Professor: \$1,293
Contingent Professor: \$1,423

*Note: These are minimum salaries. It is to your advantage to negotiate for a salary and rank based on your experience and accomplishments.

- AAUP faculty have first priority to teach 4 credits of overload per semester and eight credits of summer courses per year. Overload compensation (section 9.1.4) = $0.021 \times \text{number of credits} \times \text{base salary}$ up to a maximum of \$1,686 per credit hour. Summer compensation (Section 9.1.6.1) = $0.0278 \times \text{number of credits} \times \text{base salary}$ up to a maximum of \$1,889 per credit hour.
- Directed Studies courses (one-on-one courses; see section 9.1.4.1) are compensated at a rate of \$110 per credit for undergraduate students and \$147 per credit for graduate students.
- Thesis advisors are paid \$900 and committee members are paid \$300 (section 9.1.4.2).

Fringe Benefits

- **Retirement** (Section 9.2.5): The University contributes 15.64% of salary to TIAA-CREF for full-time faculty.
- **Health Care** (section 9.2.1): All full-time faculty may enroll in the Community Blue PPO with ECM \$200/\$4000 health plan. NMU will pay 80% of the cost of this plan and employees will pay 20%. The co-pay for prescription drugs ranges from \$10 - \$60 (Section 9.2.1.1.5). The University covers the premium for a two-person dental plan (Section 9.2.12) and a family optical plan (Section 9.2.13). There is no charge to contingent faculty for office visits at the Vielmetti Health Center.
- **Medical Leave** (section 8.2.3): Full-time faculty members may use up to six weeks of sick leave at full salary per fiscal year. Short-term (section 9.2.2) and long-term (section 9.2.3) disability insurance is provided. Contingent faculty will make arrangements with the department head.
- **Life Insurance** (section 9.2.4): NMU pays the premium for a policy equal to the base salary for faculty who enroll. Faculty can buy additional coverage.
- **Tuition Scholarships** (section 9.2.7): NMU tuition is free to full-time faculty, their spouses and dependents. Contingent faculty may receive a tuition waiver for themselves or transfer it to their dependents for the same number of credits they teach.
- **PEIF Membership and Parking Sticker** (sections 9.2.8 and 9.2.15): One free to faculty member.

Scholarship/Professional Development

- **Professional Development Funds** (section 6.5.2.4): Each full-time faculty member has \$1,350 available to them for professional development.
- **Faculty Research Grants**: Although not specified in the contract, full-time faculty can apply for research grants for up to \$7,000 and the Peter White Scholar Award of \$17,500. For details go to <http://webb.nmu.edu/GrantsAndResearch/SiteSections/GrantSeeking/GrantProgram.shtml>
- **Sabbaticals** (Section 8.1): Tenured faculty can apply for a sabbatical after they have completed five years of service at the University. All sabbaticals are fully funded by the University and there is \$312,000 available for funding faculty replacement costs. Applications are submitted in the sixth year for a sabbatical during their seventh year. Various time and pay combinations are available (Section 8.1.6).
- **Additional Support for Faculty Travel and Professional Development**: Full-time and Contingent faculty can apply for to their deans for supplemental travel money. There is a minimum of \$96,520 available (section 6.5.2.7). There are also department travel funds (unspent full-time faculty travel money) available (section 6.5.2.4).
- **Reassigned Time Awards to Support Faculty Scholarship**: There will be a minimum of 22 4-credit teaching reductions available annually.

Governance

- All bargaining unit members (tenured, tenure track, term, continuing contract status and contingent) have an equal vote in department affairs and are eligible to participate in university governance (section 3.1.1.5.1).
- Seniority system for contingent faculty teaching assignments (section 5.3.5).
- Full-time faculty cannot be hired for more than one year without support from department faculty (Section 5.3.3).
- Department heads cannot be appointed for more than one year (during which a search must be conducted) without department faculty approval (section 3.1.2.3). Department heads are evaluated every five years (section 3.1.2.4).
- Evaluation cycle for faculty at rank of Professor is five year. Other faculty are evaluated annually (Section 5.4.1).
- Academic Senate addresses curriculum and issues of university-wide concern (3.3.1).

Dues

- **AAUP Union Dues**: currently 0.85% of base salary.