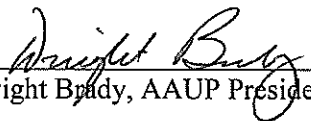


MEMORANDUM OF UNDERSTANDING BETWEEN
NORTHERN MICHIGAN UNIVERSITY
AND THE
AMERICAN ASSOCIATION of UNIVERSITY PROFESSORS (AAUP)
2021
NORTHERN MICHIGAN UNIVERSITY

Inversion Committee, Starting and Existing Assistant Professor Salaries

This Memorandum of Understanding executed between Northern Michigan University Board of Trustees (hereinafter referred to as the Board), and the Northern Michigan University Chapter of the American Association of University Professors (hereinafter referred to as the Association).

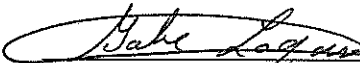
Upon initiation of this Agreement (2021-2026), the Faculty Salary Inversion Committee (9.1.2.3) will have until March 1, 2022 to convene, discuss and recommend any potential market adjustments or procedural changes for calculating initial salaries at the assistant professor rank. The timeline may be extended with mutual agreement.


Dwight Brady, AAUP President


11/12/2021
Date


Dale Kapla, Interim Provost & VP for Academic Affairs

11/12/2021
Date


Gabe Logan, AAUP Contract Officer

11/12/2021
Date


Gavin Leach, Vice President for Finance & Administration

11.12.2021
Date