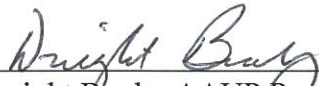


**MEMORANDUM OF UNDERSTANDING BETWEEN
NORTHERN MICHIGAN UNIVERSITY
AND THE
AMERICAN ASSOCIATION of UNIVERSITY PROFESSORS (AAUP)
2022
NORTHERN MICHIGAN UNIVERSITY**

CUPA-HR

This Memorandum of Understanding executed between Northern Michigan University Board of Trustees and the Northern Michigan University Chapter of the American Association of University Professors agree to add the following Master Agreement language.

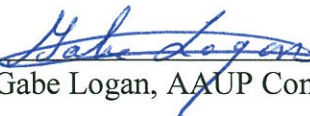
1.4.4 The Administration will provide the Association with a copy of the College and University Professional Association for Human Resources (CUPA-HR) data set used in 9.1.1.2 to calculate initial salary at time of hire. The CUPA-HR data set is specifically selected by Carnegie classification and where only Masters-Medium, Masters-Large, and Doctoral (excluding R1 and R2) institutions are included, downloaded on 15 March of each year. If 15 March falls on a non-business day then the data is to be downloaded on the first business day following 15 March. These data shall be shared with the Association within five business days after the date downloaded.



Dwight Brady, AAUP President

6/23/22

Date



Gabe Logan, AAUP Contract Officer

6.22.22


Date



Dale Kapla, Interim Provost & Vice President for
Academic Affairs

6/23/2022

Date



Gavin Leach, Vice President for Finance &
Administration

6.23.2022

Date