

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

***MA 9.1.1.2 Initial Salary at the Time of Hire for full-time faculty, with the exception of sabbatical replacements, and Procedure for One-Time Market Adjustment***

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 modify Master Agreement language as follows:

**Existing language MA 9.1.1.2**

Initial salary at the time of hire for full-time faculty, with the exception of sabbatical replacements, will be determined in the following order:

- 1) If there is another faculty member with the same CIP (classification of instructional program) code and rank currently employed in the hiring department, the current faculty member's base salary minus 1% for each year that the current faculty member has been in rank
- 2) If there is no other faculty member with the same CIP code and rank currently employed in the hiring department, the average salary for that rank and CIP code in the current CUPA salary survey if it is equal to or above the respective minimum salaries in 9.1.1.
- 3) If salary data is not available in the current CUPA survey, the most recent average for the relevant rank taken from CUPA 'All disciplines and All Institutions Combined', times the CUPA market factor of the next highest rank.
- 4) Salary minimum in 9.1.1 if these are higher than a salary determined by any of the above methods.

**Proposed language MA 9.1.1.2**

9.1.1.2 Initial salary at the time of hire for full-time faculty, with the exception of sabbatical replacements, will be determined using the CUPA-HR data set selected by Carnegie classification, where only Masters-Medium, Masters-Large, and Doctoral (excluding R1 and R2) institutions are included.

Initial salary for faculty starting July 1, 2022 – June 30, 2023, will be determined using CUPA-HR data downloaded within two business days of the signing of this MOU.

Initial salary for faculty starting July 1, 2023, or later will be determined using CUPA-HR data downloaded on March 15 of each year. If March 15 falls on a non-business day then the data is to be downloaded on the first business day following March 15. These data will apply to salaries determined for faculty starting the following fiscal year.

1. If there is another faculty member with the same Classification of Instructional Program (CIP) code and rank currently employed in the hiring department, the larger of:

- a. the current faculty member's base salary minus 1% for each year that the current faculty member has been in rank up to 6 years; or
  - b. the CUPA-based median salary plus two percent (i.e.  $\{\text{median salary}\} \times \{1.02\}$ ) from the relevant CIP and rank.
    - i. For the Assistant Professor rank, the 'Assistant Professor (including new)' salary from the tenure-track CUPA-HR data shall be used.
    - ii. For the instructor rank, the 'Instructor' salary from the non-tenure-track CUPA-HR data shall be used.
    - iii. For any other rank, the closest matching reported rank from the CUPA-HR tenure-track data set shall be used.
2. If there is no other faculty member with the same CIP code and rank currently employed in the hiring department, the CUPA-HR based salary as specified in 9.1.1.2.1.b if it is equal to or above the respective minimum salaries in 9.1.1.
  3. If salary data for the rank and CIP code of the hiring department is not available in the current CUPA-HR survey, the average for the relevant rank taken from CUPA-HR 'Across All Disciplines Selected' times the CUPA-HR salary factor of the next highest rank.
  4. Salary minimum in 9.1.1 will be used if this is higher than a salary determined by any of the above methods.

For any faculty members at any rank with the same CIP code and within the hiring department, any salary inversions shall be corrected following 9.1.2.3.


**Procedure for one-time market adjustment**

This MOU's new 9.1.1.2 will be used to determine whether a one-time market adjustment is appropriate for any full-time Assistant Professors (excluding sabbatical replacements). Any adjustments that are appropriate will be effective July 1, 2022.

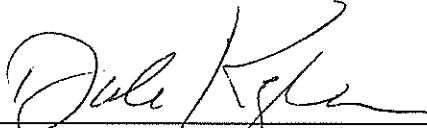
For each full-time Assistant Professor (excluding sabbatical replacements), use the following procedure to determine whether a market adjustment is appropriate:

- 1) Determine the CUPA-HR based salary using the procedure in 9.1.1.2:
- 2) Determine the 9-month base salary for each employee (as of 01 July 2022) at the Assistant Professor rank by (as per MA 9.1.1.2.1)
  - a. For 10-month appointment: 9-month salary = {10 month salary}/{1/12+1}
  - b. For 11-month appointment: 9-month salary = {11 month salary}/{2/12+1}
  - c. For 12-month appointment: 9 month salary = {12 month salary}/{3/12+1}
- 3) Subtract 1% per year of service at rank from the 9-month salary (to establish the new-hire equivalent 9-month base salary)
- 4) Compare the salary from (1) and (3) and keep the largest
- 5) If the largest salary is from the current faculty member's appointment (3) then do nothing further. Otherwise, go to the next step.
- 6) If the largest salary is from the CUPA-HR data then calculate the adjustment and new salary by
  - a. Adjustment = {\$400} × {Years at rank up to 8}
  - b. New 9-month salary = {CUPA salary} + {Adjustment}
  - c. For appointments that are greater than 9-months, multiply by the appropriate factor to determine the new 10, 11 or 12-month salary.
- 7) CHECK:  
If {(CUPA salary) + Adjustment} < {Current salary} then keep current  
If {(CUPA salary) + Adjustment} > {Current salary} then use newly calculated

Any inversions for all other employees in that CIP and department will be remedied following the formula specified in MA 9.1.2.3. When an inversion involves individuals with different professional attainment where an Assistant Professor's salary is larger than an Associate Professor's salary, the inversion will be corrected by adding an additional \$2,000 to the salary causing the inversion.

  
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Dwight Brady, AAUP President

6/23/22  
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Date

  
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Dale Kapla, Interim Provost & Vice President for Academic Affairs

6/23/2022  
\_\_\_\_\_  
Date

Gabe Logan  
Gabe Logan, AAUP Contract Officer

6.22.22  
Date

Gavin Leach  
Gavin Leach, Vice President for Finance &  
Administration

6.23.2022  
Date