

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

*Salary Inversion*

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 9.1.2.3 Salary Inversions**

It is the intent of Northern Michigan University to remedy inappropriate salary inversions resulting from promotions. The University and the Association agree to institute a Faculty Salary Inversion Review Committee, composed of three (3) members appointed by the Association and three (3) members appointed by the PVPAA to monitor salary inversions that may arise from the promotion structure in the 2021-2026 Agreement and to recommend adjustments to the PVPAA. The Review Committee shall meet and make its recommendations to the PVPAA as soon after salary increases have been implemented as practicable.

A potential salary inversion arises when the salary of a newly promoted faculty member is greater than colleagues at the same rank and in the same discipline. Not every inversion needs to be adjusted, however. If a faculty member with extraordinary attainments and accompanying above average salary is promoted and has a post-promotion salary larger than others at the new rank, then there is no prima facie reason to adjust the inverted salaries.

**Principles**

The treatment of salary inversions will be guided by the following principles:

**PRINCIPLE:** Potential salary inversions will only be considered for faculty who share the same Classification of Instructional Programs (CIP) code.

**PRINCIPLE:** Inverted salaries will only be adjusted if these salaries do not reasonably reflect professional attainment, market and years in rank.

**PRINCIPLE:** A faculty member with an above average starting salary will be exempted as the cause of a salary inversion using the following procedure:

1. Define the target salary to be the average CUPA-HR salary for new Assistant Professors or interpolated salary (such as a factor based on CUPA-HR average salary, years' experience or years in rank) as appropriate.
2. Define the appointment salary to be the salary we negotiate with the successful applicant.
3. If the appointment salary for a faculty member is greater than the target salary, by an amount agreed upon by the committee, then it is agreed this person will not be the trigger for any subsequent salary inversion.

Those identified as being exempt as a trigger for a salary inversion will be forwarded to the AAUP at time of hire and a database to track exempted faculty will be maintained.

PRINCIPLE: A faculty member who receives a merit increase according to Article 9.1.2.4 will be exempted as the cause of a salary inversion.

### **Salary Inversion Adjustments**

Salary inversions that arise from promotions, other than from those exempted faculty, shall be adjusted as follows:

Adjustment = 100% of salary difference + \$100 for each year in rank up to a maximum of five (5) years in rank.

It is understood this scheme might lead to excessive adjustments, and limits on the overall award may be necessary.

### **Proposed New language MA 9.1.2.3 Salary Inversion Adjustments**

#### 9.1.2.3 Salary Inversion

It is the intent of Northern Michigan University to remedy inappropriate salary inversions resulting from promotions or new hires. The University and the Association agree to institute a Faculty Salary Inversion Review Committee, composed of three (3) members appointed by the Association and three (3) members appointed by the PVPAA to monitor salary inversions that may arise from promotions or new hires and to recommend adjustments to the PVPAA. The Review Committee shall meet and make its recommendations to the PVPAA as soon after salary increases have been implemented as practicable.

A potential salary inversion arises when the salary of a promoted or newly hired faculty member is greater than colleagues at the same rank, in the same discipline and CIP code. Not every inversion needs to be adjusted, however. If a faculty member with extraordinary attainments and accompanying above average salary is promoted or hired and has a post-promotion or post-hire salary larger than others at the new rank, then there is no prima facie reason to adjust the inverted salaries.

#### **Principles**

The treatment of salary inversions will be guided by the following principles:

PRINCIPLE: Potential salary inversions will only be considered for faculty who share the same Classification of Instructional Programs (CIP) code.

PRINCIPLE: Inverted salaries will only be adjusted if these salaries do not reasonably reflect professional attainment, market and years in rank.

PRINCIPLE: A faculty member with an above average starting salary will be exempted as the cause of a salary inversion using the following procedure:

1. Define the target salary to be the salary as determined by 9.1.1.2 with the MOU signed on June 23, 2022.

2. Define the appointment salary to be the salary we negotiate with the successful applicant.
3. If the appointment salary for a faculty member is greater than the target salary, by an amount agreed upon by the committee, then it is agreed this person will not be the trigger for any subsequent salary inversion.

Those identified as being exempt as a trigger for a salary inversion will be forwarded to the AAUP at time of hire and a database to track exempted faculty will be maintained.

PRINCIPLE: A faculty member who receives a merit increase according to MA 9.1.2.4 will be exempted as the cause of a salary inversion.

### Salary Inversion Adjustments

Salary inversions within the same rank that arise from promotions or new hires, other than from those exempted faculty, shall be adjusted as follows:

Adjustment = 100% of salary difference + \$100 for each year in rank up to a maximum of five (5) years in rank.

Salary inversions between ranks shall be adjusted as done for within-rank inversions plus a fixed dollar amount recommended to the PVPAA by the Salary Inversion Committee to ensure a balance between the existing faculty at rank and lower-ranked faculty that caused the inversion.

It is understood this scheme might lead to excessive adjustments, and limits on the overall award may be necessary.

  
Dwight Brady, AAUP President


6/23/22  
Date

  
Dale Kapla, Interim Provost & Vice President for Academic Affairs

6/23/2022  
Date

  
Gabe Logan, AAUP Contract Officer

6.22.22  
Date

  
Gavin Leach, Vice President for Finance & Administration

6.23.2022  
Date