

## MEMORANDUM OF AGREEMENT

By executing this Memorandum of Agreement ("MOA"), the parties hereto, the United Academics of the University of New Mexico (Unit 1) (hereinafter referred to as "UA-UNM" or "the Union") and the Regents of the University of New Mexico ("UNM" or the "University"), collectively referred to as the "Parties," hereby agree to modify **Article 7: Compensation** of the Unit 1 Collective Bargaining Agreement ("CBA") currently in effect as follows:

1. The Parties, having bargained in good faith over the terms and conditions of employment as stated in **Article 7: Compensation** of the CBA, hereby agree that effective the first full pay period following July 1, 2025, bargaining unit employees other than Research Lecturers, Research Assistant Professors, Research Associate Professors, and Research Professors will receive a **four percent (4.0%)** increase, and bargaining unit employees who hold titles of Research Lecturer, Research Assistant Professor, Research Associate Professor, and Research Professor will receive a negotiated change in base salary subject to the availability of research contract funding, as more fully reflected in the attached **Article 7: Compensation** proposal. See attached proposal.

2. The attached proposal concerning **Article 7: Compensation** was proposed to the Union as the University's last, best, and final offer.

3. The Union knowingly and voluntarily agrees to the University's implementation of a salary increase for FY 2026 for Unit 1 bargaining unit members as referenced above in Paragraph 1 and as more fully reflected in the attached proposal, and further agrees to accept the University's attached proposal and enter into a Tentative Agreement on the attached proposal for incorporation into the final contract for ratification upon conclusion of full-contract negotiations that the parties entered into in December 2024.

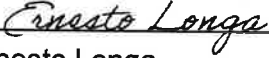
4. By entering into a Tentative Agreement to the University's last, best, and final offer regarding Article 7 attached herewith, both parties agree that all obligations they have to negotiate this Article as part of the full-contract negotiations that they have been engaged in since December 2024 will be met, and that both parties mutually waive any right they may have to further negotiate Article 7 through the life of the contract with the exception of annual wage reopener negotiations as provided more fully in the CBA.

5. The Parties acknowledge and agree that, should the parties to the CBA not reach agreement on a final contract, their agreement to this MOA and Tentative Agreement to Article 7 of the Unit 1 contract constitutes a complete waiver of their right to reopen, renegotiate, or present a different proposal regarding Article 7 at any point during the life of the contract with the exception of annual wage reopener negotiations as provided in the CBA. This waiver includes but is not limited to any subsequent or different proposals to be included in any contract packages

presented during impasse arbitration or subsequent litigation. It is the intent of the parties, by agreeing to this MOA and entering into a Tentative Agreement on Article 7, to fully and finally conclude negotiations regarding Article 7 of the Unit 1 CBA during the full contract negotiations that the parties began in December 2024.

**UNITED ACADEMICS OF THE  
UNIVERSITY OF NEW MEXICO**

**REGENTS OF THE  
UNIVERSITY OF NEW MEXICO**

  
\_\_\_\_\_  
Ernesto Longa  
President, UA-UNM

Date: July 8, 2025

  
\_\_\_\_\_  
Barbara Rodriguez  
Interim Provost

Date: July 8, 2025

T. A. 7/7/2025

UNIVERSITY OF NEW MEXICO PROPOSAL  
UA-UNM UNIT 1 | ARTICLE 7 – LBFO (Corrected)  
July 7, 2025 | 11:00 AM

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7/8/25

ARTICLE 7. COMPENSATION

- A. Only this article may be re-opened on an annual basis in order to address changes in compensation rates.
- B. Either party may re-open negotiations on this article annually. To initiate this process, a written request must be submitted by either party during the month of March each year.
- C. Annually, the parties may agree that:
1. Bargaining unit employees other than Research Lecturers, Research Assistant Professors, Research Associate Professors, and Research Professors will receive a negotiated percentage change in base salary, or will receive a negotiated minimum salary, whichever is greater. The minimum salary will be specified on a full-time basis and pro-rated for other appointment fractions and will be different for branch campuses and the Albuquerque campus, and different for 9-month and 12-month faculty appointments.
  2. Tenure/Tenure-track faculty on base plus contracts may also receive an increase in the plus component of their salary of up to this same percentage change subject to the availability of research contract funding.
  3. Bargaining unit members in the titles of Research Lecturer, Research Assistant Professor, Research Associate Professor, and Research Professor will receive a negotiated change in base salary subject to the availability of research contract funding.
  4. These research faculty may individually request from their programs, departments, or colleges for salary changes above the negotiated base percentage change if such change is supported by research funding as provided in a grant or other soft money funding source associated with the research faculty member's research. Such petitions will be considered by the Administration, and if sufficiently justified may be awarded at the discretion of the Administration.
  5. Faculty who undergo promotion in a given Fiscal Year will receive a promotion increase to their base salary. This promotion increase will change yearly at the same percentage as the negotiated base salary change in Sections C.1. and C.3. above.
- D. The Administration, in its discretion, may offer individual bargaining unit members salary adjustments as retention and equity adjustments.

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- E. A list of such retention and equity increases shall be provided to the Union annually in March of each year. The list shall include the individual's name, rank, department, previous salary, amount of increase, and effective date.
- F. In order to retain faculty, the Administration may grant salary increases to bargaining unit members as a response to a competing offer of employment or recruitment of a bargaining unit member by another employer.
- G. ~~Effective the first full pay period following July 1, 2021, bargaining unit employees other than Research Lecturers, Research Assistant Professors, Research Associate Professors, and Research Professors will receive a one and one half percent (1.5%) increase in base salary.~~
- H. ~~Tenure/Tenure track faculty on base plus contracts may also receive a one and one half percent (1.5%) increase in the salary beyond base if aligned with their base plus contract, subject to the availability of research contract funding.~~
- I. ~~Research Lecturers, Research Assistant Professors, Research Associate Professors, and Research Professors will receive a one and one half percent (1.5%) increase in base salary subject to the availability of research contract funding.~~
- J. ~~Research faculty may individually petition their programs, departments, or colleges for increases above the base 1.5% increase if such increase is supported by research funding as provided in a grant or other soft money funding source associated with the research faculty member's research. Such petitions will be considered by the Administration, and if sufficiently justified may be awarded at the discretion of the Administration.~~

G. For Fiscal Year 2026:

- a. Bargaining unit members who moved up in faculty rank in 2021 2025 will receive the following salary increases in the first full pay period following July 1, 20212025:

Assistant Professor to Associate Professor	\$4841.87	<b>\$5,035.54</b>
Associate Professor to Professor	\$9683.74	<b>\$10,071.11</b>
Professor to Distinguished Professor	\$9683.74	<b>\$10,071.11</b>
Senior Lecturer to Principal Lecturer	\$4841.87	<b>\$5,035.54</b>
Lecturer to Senior Lecturer	\$3631.41	<b>\$3,776.66</b>

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- H. Effective the first full pay period following July 1, 2021 ~~2025~~, bargaining unit employees other than Research Lecturers, Research Assistant Professors, Research Associate Professors, and Research Professors will receive a ~~one and one half percent (1.5%)~~ **four percent (4%)** increase in base salary ~~as described in Section C.1. above or a minimum salary of sixty-four thousand eight hundred and ninety-six dollars (\$64,896.00) for main campus faculty and fifty-eight thousand six hundred and fifty-six dollars (\$58,656.00) for branch campus faculty when appointed to a 9-month contract, or a minimum salary of seventy-nine thousand three hundred and seventeen dollars and sixty eight cents (\$79,317.68) two hundred and forty eight dollars (\$79,248.00) for main campus faculty and seventy-one thousand six hundred and eighty-nine dollars and 28 cents (\$71,689.28) for branch campus faculty when appointed to a 12-month contract.~~
- I. ~~Yearly increases to promotion salary increases will be indexed to the annual base salary increases negotiated that year.~~
- J. ~~The Administration will set minimum salaries for bargaining unit members by rank, as follows:~~

Job Title	Main Campus Bargaining Unit Member	Branch Campus Bargaining Unit Member
	Minimum Salary	Minimum Salary
Lecturer I	\$44,000	\$39,000
Lecturer II	\$45,000	\$40,000
Lecturer III	\$46,000	\$41,000
Senior Lecturer I	\$50,500	\$45,500
Senior Lecturer II	\$51,500	\$46,500
Senior Lecturer III	\$52,500	\$47,500
Principal Lecturer I	\$51,500	\$46,500
Principal Lecturer II	\$52,500	\$47,500
Principal Lecturer III	\$53,500	\$48,500
Assistant Professor	\$50,000	\$45,000
Associate Professor	\$58,000	\$53,000
Professor	\$70,000	\$65,000

- K. ~~The Administration, in its discretion, may offer individual bargaining unit members salary adjustments as retention and equity adjustments.~~
- L. ~~The Administration may grant salary increases to bargaining unit members as a response to a competing offer of employment or recruitment of a bargaining unit~~

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~~member by another employer in order to retain faculty.~~

- M. ~~A list of such retention and equity increases shall be provided to the Union annually in March of each year. The list shall include the individual's name, rank, department, previous salary, amount of increase, and effective date.~~
- N. ~~Only this article may be re-opened on an annual basis in order to address changes in compensation rates.~~

**I. Summer compensation agreements for bargaining unit members on 9-month contracts will be, at a minimum, indexed to the annual base salary increases reflected in Section H. above.**

**J. By January 1 of each year, the UNM Administration shall publish, on oap.unm.edu a report on progress toward the goal of improving UNM faculty salaries by rank within each department, relative to national Research-1 peers. The report shall include, for each rank within each department, an assessment of how UNM faculty salaries compare with those at comparable Research-1 universities, a detailed description of methods, and a description of actions taken to address disparities. The report shall also include, for each unit within each branch campus, an assessment of how UNM branch campus faculty salaries compare with peer institutions, a detailed description of methods, and a description of any actions that have been taken to address disparities. The current fiscal year salaries will be compared to the most recent benchmark data.**