

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (hereinafter “this Agreement”) made by and between the Regents of the University of New Mexico (“UNM” or “the University”) and United Academics of the University of New Mexico (UA-UNM), collectively referred to hereinafter as “the Parties,” indicates agreement between the Parties regarding the Mass Salary Update for UA-UNM Unit 1 bargaining unit members for Fiscal Year 2027.

The Parties hereby agree to revise the collective bargaining agreement as follows, contingent upon signature of this Agreement by both parties:

- A. Article 7 (Compensation), Sections A and G of the existing collective bargaining agreement (currently in evergreen status) shall be amended as follows for Fiscal Year 2027: Effective the first full pay period following July 1, 2026, bargaining unit employees other than Research Lecturers, Research Assistant Professors, Research Associate Professors, and Research Professors will receive the greater of a one percent (1%) increase in base salary or a minimum salary of sixty-five thousand five hundred and forty-four dollars and ninety-six cents (\$65,544.96) for main campus faculty and fifty-nine thousand two hundred and forty-two dollars and fifty-six cents (\$59,242.56) for branch campus faculty when appointed to a 9-month contract, or a minimum salary of eighty thousand one hundred ten dollars and eighty-six cents (\$80,110.86) for main campus faculty and seventy-two thousand four hundred and six dollars and seventeen cents (\$72,406.17) for branch campus faculty when appointed to a 12-month contract. The minimum salary table by rank, as reflected in Paragraph G of the existing collective bargaining agreement, shall be deleted and the minimum salaries reflected in this Paragraph A shall be applied for Fiscal Year 2027.
- B. Article 7 (Compensation), Section B of the existing collective bargaining agreement (currently in evergreen status) shall be amended as follows for Fiscal Year 2027: Tenure/Tenure-track faculty on base plus contracts may also receive a one percent (1%) increase in their salary beyond base if aligned with their base plus contract, subject to the availability of research contract funding.
- C. Article 7 (Compensation), Section C of the existing collective bargaining agreement (currently in evergreen status) shall be amended as follows for Fiscal Year 2027: Research Lecturers, Research Assistant Professors, Research Associate Professors, and Research Professors will receive a one percent (1%) increase in base salary subject to the availability of research contract funding.
- D. Article 7 (Compensation), Section D of the existing collective bargaining agreement (currently in evergreen status) shall be amended as follows for Fiscal Year 2027: Research faculty may individually petition their programs, departments, or colleges for increases above the base one percent (1%) 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.

- E. Article 7 (Compensation), Section E of the existing collective bargaining agreement (currently in evergreen status) shall be amended as follows for Fiscal Year 2027: Bargaining unit members who moved up in faculty rank in 2026 will receive the following salary increases in the first full pay period following July 1, 2026:

Assistant Professor to Associate Professor	\$5,085.90
Associate Professor to Professor	\$10,171.82
Professor to Distinguished Professor	\$10,171.82
Senior Lecturer to Principal Lecturer	\$5,085.90
Lecturer to Senior Lecturer	\$3,814.43

This Agreement incorporates all of the agreements, covenants, and understandings between the Parties hereto, and all such agreements have been merged into this Agreement. This Agreement expresses the entire agreement between the Parties. No prior agreements or understandings, verbal or otherwise, of the Parties or their agents shall be valid or enforceable unless embodied in this Agreement.

In case any one or more of the provisions contained in this Agreement is held to be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions contained herein shall not in any way be affected or impaired.

This Agreement has been entered into freely and voluntarily between the Parties, based on their own judgment, knowledge, and information without relying on any promise or understanding except as expressly provided herein.

Each party has executed this Agreement on the date indicated by their signature below.

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



Beth Ratay
President, United Academics of UNM

June 29, 2026
Date: _____

**REGENTS OF THE
UNIVERSITY OF NEW MEXICO**

Barbara Rodriguez
Provost & Executive Vice President of
Academic Affairs

Date: _____