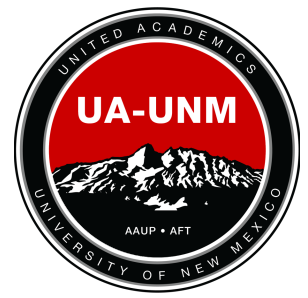


# UA-UNM First Contract Highlights



Please find the complete tentative agreement at [www.uaunm.org/ratification](http://www.uaunm.org/ratification).

## Contract Gains Secured

### Salary increase for all and minimum salaries

- All unit 1 faculty will receive a 1.5% raise to their base salary.
- All unit 2 adjunct faculty will receive a 4% raise to their base salary.
- Salary minimums have been set for Unit 1 faculty, increasing the salaries of faculty at the lowest ends of each rank and creating a building block for us to raise salaries long term.
- Promotion step increases will rise each year at the same rate as across the board raises.

### Academic Workload

- Workload is now defined by departments/divisions, specific to their disciplines.
- All faculty will now receive credit for all aspects of workload related to being a faculty member. Branch faculty have the potential to teach less than a 5/5 teaching load and actually earn credit for their scholarship and service labor.
- The imbalanced service burdens of BIPOC faculty and the historical lack of understanding and respect for definitions of “non-traditional” areas of research has been specifically acknowledged and addressed.

### Grievance and Arbitration Procedure

- A clear and enforceable grievance process ending in third-party arbitration has been defined, meaning that the final decision on issues raised will be in the hands of a neutral arbitrator rather than solely in the hands of UNM administrators.
- Many Faculty Handbook policies have been integrated into the contract, making them enforceable via the grievance process.
- The process of and information used in promotion, tenure, renewal, and other decisions are subject to the grievance procedure.
- Claims of discrimination, harassment, and bullying are subject to the grievance process.
- Strong, grievable academic freedom protections have been written into the agreement.

### Labor Management Committee

- On a quarterly basis, the union and administration will meet to discuss points that arise between contract negotiations to try to solve issues.
- Any agreements can be codified by a legally binding Memorandum of Understanding (MOU).
- Additionally, our contract contains an MOU to create a task force to examine potential biases in the promotion/tenure process and make recommendations for improvement.

# UA-UNM First Contract Highlights



## Academic Freedom & Shared Governance

- Our article protects academic freedom and expands it to adjunct faculty and for all faculty operating in the digital space.
- The Faculty Handbook and its processes and policies will stay in effect throughout the contract. In places where the union contract doesn't supersede and expand our rights, the Faculty Handbook policies stay in place.

## Leave Policies - Sabbaticals, Academic Leave for Lecturers & Research Leave

- Tenured faculty are eligible for a semester- to year-long sabbatical leave every 6 years. If faculty are unable to take their sabbatical when requested, they will be able to apply the following year and receive credit towards eligibility for your next sabbatical leave.
- All senior and principal lecturers are now eligible for one semester of leave at full pay to conduct research. If faculty are unable to take their sabbatical when requested, they will be able to apply the following year, and receive credit towards your next eligibility towards academic leave.
- All tenure-track faculty are eligible for two-course releases for Research Leave any time during their probationary period to allow for a focus on their research.

## Adjunct Faculty Appointments, Job Security, Resources, and Benefits

- Renewal letter notices have been improved, providing adjunct faculty with notice by the end of the previous semester of course appointments for the next semester.
- After three years of teaching at UNM, adjunct faculty may be given year-long appointments and a guaranteed four-course per year course assignment, if sufficient courses are available.
- Adjunct faculty will have access to office space, to their email and library privileges between semesters, and to UNM and department orientations when first hired.
- Benefits- UNM has committed to continuing the current benefit packages for Units 1 & 2.