

Date: March 25, 2022

To: Academic Affairs' Vice Presidents, Deans, Directors, and Chairs

From: James Paul Holloway, Provost/Executive Vice President

CC: Barbara Rodriguez, Senior Vice Provost for Academic Affairs
Emily Luhman, Director of the Office for Academic Personnel
Nicole Dopson, Director of Financial Operations for Academic Affairs

Re: FY23 Mass Salary Update and Out of Guidelines Requests for Faculty

Consistent with the budget planning assumptions approved by the Board of Regents, departments should process Main and Branch Campus faculty salary increases based on the following guidelines:

Salary increases for bargaining unit faculty are subject to the applicable collective bargaining unit agreement. This memo does not apply to these faculty; guidelines for bargaining unit faculty will be communicated pending the outcome of compensation negotiations.

Mass Salary Update Effective April 1, 2022

Effective April 1, 2022, faculty, including visiting faculty and faculty working retirees, hired prior to January 1, 2022 will receive a 3% base salary increase. These increases have been processed automatically by the Office for Academic Personnel and no action is required from departments.

Effective April 1, 2022, postdoctoral fellows and research scholars hired prior to January 1, 2022 are eligible for the 3% base salary increase, subject to available research contract funding. To request the 3% increase, the department should submit a [Compensation Change Form](#), documenting the availability of research contract or grant funding and submit the request to the Office for Academic Personnel (faculty@unm.edu), no later than **April 7, 2022**.

These guidelines apply to non-bargaining unit faculty only. Salary increases for bargaining unit faculty are subject to the applicable collective bargaining unit agreement. The Office for Academic Personnel will communicate the guidelines for bargaining unit faculty pending the outcome of compensation negotiations.

Mass Salary Update Effective July 1, 2022

Effective July 1, 2022, faculty, including visiting faculty and faculty working retirees, hired prior to January 1, 2022 will receive a 4% base salary increase. The 4% increase should be applied to these faculty in Salary Planner. For faculty working retirees, the 4% increase will be processed automatically by the Office for Academic Personnel and no action is required from departments.

Effective July 1, 2022 postdoctoral fellows and research scholars hired prior to January 1, 2022 are eligible for the 4% base salary increase, subject to available research contract funding. To request the 4% increase, the department should submit a Compensation Change Form, documenting the availability of research contract or grant funding and submit the request to the Office for Academic Personnel (faculty@unm.edu), no later than **June 7, 2022**.

These guidelines apply to non-bargaining unit faculty only. Salary increases for bargaining unit faculty are subject to the applicable collective bargaining unit agreement. The Office for Academic Personnel will communicate the guidelines for bargaining unit faculty pending the outcome of compensation negotiations.

Please see the [Academic Affairs Budget Guidelines](#) for guidance on budgeting salary increases.

Increases above 7.12% (3% effective 4/1/22 and 4% additional increase effective 7/1/22) will not be part of the MSU process. Please utilize the Compensation Change Form ([link](#)) and existing Academic Affairs practices for faculty compensation changes.