

**2022-2023 Faculty and Academic Staff Salary Adjustment Guidelines  
for the Union of Non-tenure Track Faculty (UNTF) Bargaining Unit**

**Union of Nontenure-track Faculty (2022-2023)**

As negotiated in the collective bargaining agreement, a 3.50 percent across-the-board merit increase, not a merit-based pool, has been approved for the UNTF effort for those in the Union of Nontenure Track Faculty (UNTF) bargaining unit on October 1, 2022.

**2022-2023 Minimum Salary Guidelines for Union of Non-tenure Track Faculty:**

The following minima will apply to the faculty in the UNTF bargaining unit.

<b>Faculty Rank</b>	<b>Academic Year</b>	<b>Annual Year</b>
Lecturer	\$45,000	\$55,000
Assistant Instructor	\$45,000	\$55,000
Instructor	\$45,000	\$55,000
Specialist	\$45,000	\$55,000
Assistant Professor	\$55,000	\$67,222
Associate Professor	\$60,000	\$73,333
Professor	\$70,000	\$85,555

**Promotional Increases**

The university provides centrally funded promotional increases to recognize the achievement of promotion of fixed-term UNTF faculty and academic staff:

Senior instructor	\$3,000
Senior academic specialist	\$3,000
Associate professor	\$3,000
Full professor	\$4,000

**Wage Adjustments**

Additional provisions of the negotiated UNTF bargaining agreement:

1. Effective October 1, 2022, in order to address the wage compression, there shall be an increase to the base wage of all employees with a 100% FTE based on their wages as of May 13, 2022 as follows:
  - a. May 13, 2022, wages between \$36,961 and \$49,999: \$3,000
  - b. May 13, 2022, wages between \$50,000 and \$54,999: \$2,500
  - c. May 13, 2022, wages between \$55,000 and \$59,999: \$2,000
  - d. May 13, 2022, wages between \$60,000 and \$69,999: \$1,500

2. To further address compression in the ranks of Assistant Professors:

At the completion of the October 2022 wage process, any employee in the rank of assistant professor who has an academic year, full-time overall employment effort (FTE) and whose salary is less than \$59,000 shall receive a one-time addition to their base salary sufficient to bring their salary to \$59,000.

3. There shall be a \$2,000 one-time increase to the FTE base salary for employees who achieve Designation B status. The increase shall be effective October 1 following the start of the initial Designation B appointment. This amount is solely attributable to teaching, irrespective of teaching percent.

Questions may be directed to:

- Office for Faculty and Academic Staff Affairs, [fasaffairs@msu.edu](mailto:fasaffairs@msu.edu)
- Office of Employee Relations, [hr.ed@hr.msu.edu](mailto:hr.ed@hr.msu.edu)

All provisions in this document are governed by the 2022-2026 MSU/UNTF Collective Bargaining Agreement.