

OFFICE OF THE PROVOST



May 17, 2022

Dear Faculty Colleagues,

The Provost's Office has engaged in a multi-layer review of faculty salaries with the intent to invest in faculty, increase faculty retention and recruitment, and acknowledge the centrality of faculty success for student success. We would like to provide some clarification about what you can expect going forward as a result of this review.

Phase I:

- a) As part of the **reappointment of eligible lecturers to the Teaching Professor track**, their salaries are being adjusted to align with the College and University Professional Association for Human Resources (CUPA-HR) benchmarks of the existing Clinical and Practice tracks. This process is underway right now. We intend for the adjusted salaries to be reflected on a superseding Notice of Appointment (NOA) that will be released in the next few weeks. In the meantime, if you are part of this group of reappointed faculty, please accept the current NOA that was released on Friday, May 6 (with your new Teaching Professor titles) to ensure that your benefits are not interrupted during the summer off-contract period!
- b) The CUPA-HR benchmarks of instructor and lecturer faculty are being raised and all instructors and lecturers should see a salary adjustment on a superseding NOA in the next weeks.
- c) The salaries for a small group of Clinical and Practice track faculty will be adjusted to ensure consistency across all NTT tracks, and further adjustments will be applied to a small group of tenured and tenure-track faculty salaries to bring all to the applicable salary benchmark.

Phase II:

Next academic year, we will review our current method of establishing faculty salary benchmarks in relation to CUPA-HR benchmarks to balance calibration with market and equity. As the President has announced, he has committed to raising faculty salaries by 10% over the next three years.

On your paycheck this week (May 20) you will see the one-time payment reflected that was announced a few weeks ago. You will receive an individualized message from HR with the specific amount of your one-time payment. Please refer to the [One-time payment webpage](#) and the [FAQ for faculty](#) or contact Astrid Klocke (astrid.klocke@nau.edu) with any additional questions you may have.

Best,

A handwritten signature in purple ink that reads 'Karen'.

Karen Pugliesi
Executive Vice President and University Provost (I)