

Dear UM Community,

Over the course of this academic year, the UFA and the Provost's Office collaborated on two initiatives for faculty: computers for non-tenure track faculty and changes to the market adjustment process.

Non-Tenure Track Faculty Computers

Beginning in FY25, UM IT will start a process to provide all current non-tenure track (NTT) faculty, with an FTE of 0.50 or higher, with a computer within the next four years. New NTT faculty starting at UM after July 1, 2024, will receive a new computer in FY26. After FY26, new NTT faculty will receive a new computer at the beginning of their second full academic year at UM. After FY28, the schedule will repeat, and NTT faculty will have their computers replaced every four years.

IT has been provided with the NTT faculty computer four-year rollout schedule. If you are eligible for a computer in FY25, IT will be contacting you in April.

Market Adjustments

Per CBA Sec. 13.250 "Market adjustments are authorized to adjust base salary to reflect market conditions for tenured and tenure-track faculty members of the bargaining unit."

Moving forward, the Provost's Office will be dividing the market adjustment funding into two distinct allocations: one for individuals showcasing marketability without a concrete offer, and another for addressing urgent requests, such as having an offer in hand or a campus interview invitation.

Funding Pool #1 | May 1 Submission Deadline

Faculty can submit requests at the end of the current academic year to take effect at the beginning of the following academic year. In this review process, priority will be given to new requests where the individual has not requested a market adjustment in the previous three years. The process for applying for a market adjustment will need to follow the market adjustment process outlined on the Provost Market Adjustment webpage.

Funding Pool #2 | Rolling Deadline for Time-Sensitive Requests

The second pool of funding will be for time-sensitive market adjustments where there is a credible threat that but for an immediate market adjustment, the faculty member will leave the University for another opportunity. These requests may be submitted outside of the application process in the spring. The faculty member requesting the market adjustment will need to follow the process outlined on the Provost Market Adjustment webpage.

-Office of the Provost