

The University of Michigan
Senate Assembly
Resolution #04152024-2

**Resolution on Salary Increase Underpayments for
Faculty on University Year Appointments**

Whereas, Faculty members from the Ann Arbor, Dearborn, and Flint campuses who are appointed on a University Year basis are appointed starting September 1 and ending April 30 or May 31 and have their University Year salary paid out over twelve months from July 1 through June 30.

Whereas, salary raises for faculty members who are appointed on a University Year basis are initiated on September 1 after the beginning of the University academic year defined as the start of the Fall term, currently the last week of August, but raises are not reflected in the pay in the previous months of July and August representing the start of the fiscal budget year.

Whereas, Faculty members who are appointed on a University Year basis have been systematically underpaid by the amount equal to their yearly salary raise multiplied by two twelfths; the amount corresponds to the salary increase not reflected in the prepaid months of July and August.

Whereas the University of Michigan recently announced that salary raises for University Year appointments will start July 1 beginning July 1, 2025, however, without compensation for past years underpayment.

Be it resolved, that the University of Michigan apply retroactive pay for all University of Michigan Faculty on University Year appointments for all affected years in accordance with applicable federal and state laws.

Approved by the Academic Affairs Advisory Committee (AAAC) on April 4, 2024

Approved, with revisions, by SACUA on April 8, 2024, for discussion by the Senate Assembly

Approved by the Senate Assembly on April 15, 2024