

MEMORANDUM OF UNDERSTANDING  
BY AND BETWEEN EASTERN MICHIGAN UNIVERSITY AND  
THE EASTERN MICHIGAN CHAPTER OF THE  
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

**Salary Equity Study**

It is understood and agreed between EMU and the EMU-AAUP that EMU will undertake a salary equity study of tenured and tenure-track Faculty. The purpose of this study is to evaluate whether salary inequities exist for tenured and tenured-track faculty that are related to gender, race, or ethnicity, and if so, to help chart a path to eliminate inequitable compensation.

During the 2022-2023 academic year, the University shall contract an external consultant with experience in equity studies within higher education. The Union shall have an opportunity to participate in the consultant selection process (e.g., reviewing proposals, viewing presentations) and provide recommendations to the University as to its preference for a consultant. The parties agree that the University has final authority to select the vendor of its choice.

The parties will defer to the expertise of the outside consultant in designing a study that incorporates industry-wide best practices for evaluating whether salary inequities exist within the tenured and tenure-track faculty. The parties agree to work with the outside consultant to explore a study that seeks to determine if racial, ethnic or gender inequities exist that cannot be explained by legitimate, non-discriminatory reasons such as, but not limited to, base salary, years in rank, years of experience, education, department/college, or retention offers. The study's parameters ultimately shall be decided by the University, with input from the Union.

The parties expressly agree that the consultant will have access to demographic, salary, and other relevant faculty information in order to complete the equity study.

The parties agree that they expect the study to be ideally completed by April 2023.

The University agrees to provide the Union a summary of the findings of the equity study. The summary will include anonymized, aggregate data as to salaries, gender, race, and ethnicity. Additionally, the University will provide anonymized, aggregated information at an institutional level related to the study's results.

Within 60 days of the delivery of the summary to the Union, the parties agree to meet and confer to discuss the study's findings and related recommendations.

Tenure-track and tenured faculty members with salary differences that are not explained by lawful criteria may receive an equity adjustment in September 2023 awarded similarly to a promotion adjustment.

Tentative Agreement

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James P. Greene  
EMU Chief Negotiator

Date

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Matthew Kirkpatrick  
AAUP Chief Negotiator

Date