Hofstra Chapter of the AAUP

Bargaining Update

June 25

2026

Agenda

Welcome
Housekeeping
Our Working Conditions Proposals
Administration Proposals
Economics Package
Questions
Action
Next Update

Housekeeping

This presentation is not about the University’s present financial narrative. Our focus is on a long-term contract.

Testing the text message platform.

Any omissions are due to planning for the time constraints in this meeting. More updates will come!

Our Proposals

A brief non-exclusive overview; economics will be discussed later in the presentation.

Proposals

Change pay frequency for adjuncts to semi-monthly.

Making promotion easier for adjuncts.

Revisions to streamline adjunct reappointments.

ISPs may be done while faculty are on research leave when overload is for independent study with research students.

Revisions to clarify Article 5 (Appointment, reappointment, and tenure).

Proposals

Improvements to the Grievance Procedure.

Extend time for pay back of under load.

More clarity/protections for classes that are run at reduced load or on ISP.

All tenure-track and tenured faculty go to 3/2 teaching load.

Clarity and streamlining of CBA.

AI, Intellectual Property, and Academic Freedom Proposal.

Administration's Proposals

Three Major Changes to How Full Timers Work

Teaching-Track Faculty

Already forecasted; the addition of teaching-focused faculty to our ranks without research or tenure expectations.

Raises at Administration's Discretion

Only guaranteed raise is a 1% (which they are calling a Cost of Living Adjustment (COLA)) annually. Any additional raise is distributed as part of a pool for your department. Your Chair allocates the raises based on a rubric proposed by administration.

Administrative Control Over Our Work

Your work is considered to belong to one of three "buckets": teaching, scholarship, and service. Chairs make final decisions on how you spend your time.

Teaching-Track Faculty

Proposal

New line of full-time teaching-focused faculty.

They would teach essentially a 4-4 load. Although under the Administration’s proposal, the teaching load could vary.

Same opportunities for rank promotion as Tenure-track faculty.

Administration said that tenured faculty who don’t want to do research could also go to 4-4 teaching load.

AAUP’s Thoughts

Protect Tenure-track lines as a percentage of FT faculty.

Establish a student to FT faculty ratio.

Ensure existing Adjunct Faculty have a fair shot if they apply for these FT positions.

Attention to Contract Length and Due Process

Raises at Administration's Discretion

Proposal

"Percentage Increases. Salary increases will be a combination of cost-of-living adjustments (COLA) and merit. **1% of the increase shall be provided to each faculty member as COLA**, while the remaining percentage shall be allocated according to merit as described in Article 8.18 of this Article." (emphasis ours)

"Each department's annual merit pool shall equal the merit percentage in Article 8.1 for all full-time faculty members in the Department.

The Chair shall distribute the entire merit pool consistent with the evaluation procedures."

Raises at Administration’s Discretion

Sample Rubrics proposed by administration

Teaching, Learning and Mentoring	
Rating	Indicators
5	Transformational teaching; major curricular innovation; outstanding student outcomes; teaching awards; mentorship leading to notable student success
4	Consistently strong evaluations; clear innovation; effective mentoring; positive peer reviews
3	Meets expectations; competent instruction; standard mentoring load
2	Inconsistent teaching quality; limited engagement or improvement
1	Documented deficiencies; failure to meet instructional responsibilities

Raises at Administration’s Discretion

Sample Rubrics proposed by administration

Research/Scholarship/Creative Activity	
Rating	Indicators
5	National/international impact; major publications/grants/creative works; field-shaping contributions
4	Strong, consistent output with recognized impact
3	Ongoing scholarly activity appropriate to rank/discipline
2	Limited productivity or unclear trajectory
1	Little or no scholarly activity

Raises at Administration's Discretion

Imagine Two Departments, Alike in Dignity...

Imagine two departments, both have 10 members, and everyone in each department makes $80,000....

This year's raise is 2.5%, like 2025.

The raise "pool" for these departments is: $20,000

In both departmentments, faculty are only guaranteed $800 raise, for COLA.

The department chair now has $12,000 to distribute according to the evaluation procedure.

In one department, where only one person did spectacularly, that individual could get an additional $2,000 while everyone else gets $1,000.

In the other department, where everyone did similarly excellent work, the raise may be more equitable and everyone gets an additional $1,200.

So what did this raise structure really achieve?

Raises at Administration's Discretion

AAUP's Thoughts

- This could change the culture of collaboration at Hofstra.
- A 1% COLA is a non-starter, especially considering how far behind we are in buying power.
- Salary increases become a zero-sum game; the larger your raise, the less money there is for other people in your department.
- Members of "high performing" departments may see lower raises.
- The evaluation rubric that was shared seems broad to the point of not being useful and is incredibly subjective.
- If the goal is to recognize and reward excellence, there are better ways to achieve that goal.

Administration Control Over Our Work

Proposal

Allocation of work will be determined by Chairs in consultation with the faculty member - but ultimately the decision rests with the Administration.

Could mean that tenured faculty teach 4-4.

Can change every semester/every year.

The administration has made clear that they want this change in order to address faculty who they believe are not pulling their weight.

Then discretionary raises will be allocated based on how faculty perform according to the workload assigned to them.

No meaningful recourse for faculty who think the allocation is unfair or unreasonable.

Administration Control Over Our Work

Proposal (cont.)

Defining Service workloads:

"An example framework would assign workload effort in percentages for each responsibility:

DPC membership – 4%
DPC Chair – 6%
Manuscript review – 0.5% per review (with a cap)
External peer review – 2% per review (with a cap)
University Senator – 4%
Senate President – 10%
AAUP Officer – 10%

Service activities include participation in departmental governance, curriculum review/development, advising, accreditation/compliance, admissions events, committee service at the department, school and/or university levels, and/or service to the profession or community. Examples of service to the profession include membership on committees or boards; review of manuscripts, books, grant applications; editorial assignments, etc.

Chairs are to assign service such that all faculty have the opportunity to meet their service workload percentage." (emphasis ours)

Administration Control Over Our Work

So, does it work?

We know of one school in the area that has a similar workload control policy:

Joe spoke to their AAUP President yesterday, who shared that in their upcoming negotiations, the member priorities are:

1. Get rid of the workload policy.
2. Increase salaries.
3. Preserve benefits.

Faculty spent tremendous time year to year recalibrating their workloads, time they feel was wasted and could have been spent on more productive pursuits.

Administration Control Over Our Work

AAUP's Thoughts

This is administration's attempt to control our work. It is a micromanagement and surveillance system.

It creates a huge amount of additional work for faculty and chairs.

Constant monitoring of our time gets in the way of true productivity.

It changes the dynamic of the relationships in departments among faculty and between chairs and faculty.

Next Steps/Where we are

We are researching each proposal and expressing our concerns about how they would work to administration.

These discussions continue.

Questions?

About Administration’s or Our Proposals

Principles Underpinning our Economic Package

Recall our Financial Analyst's observation: the University is doing well financially.

Cost to Faculty of the Raises Given Up in 2020

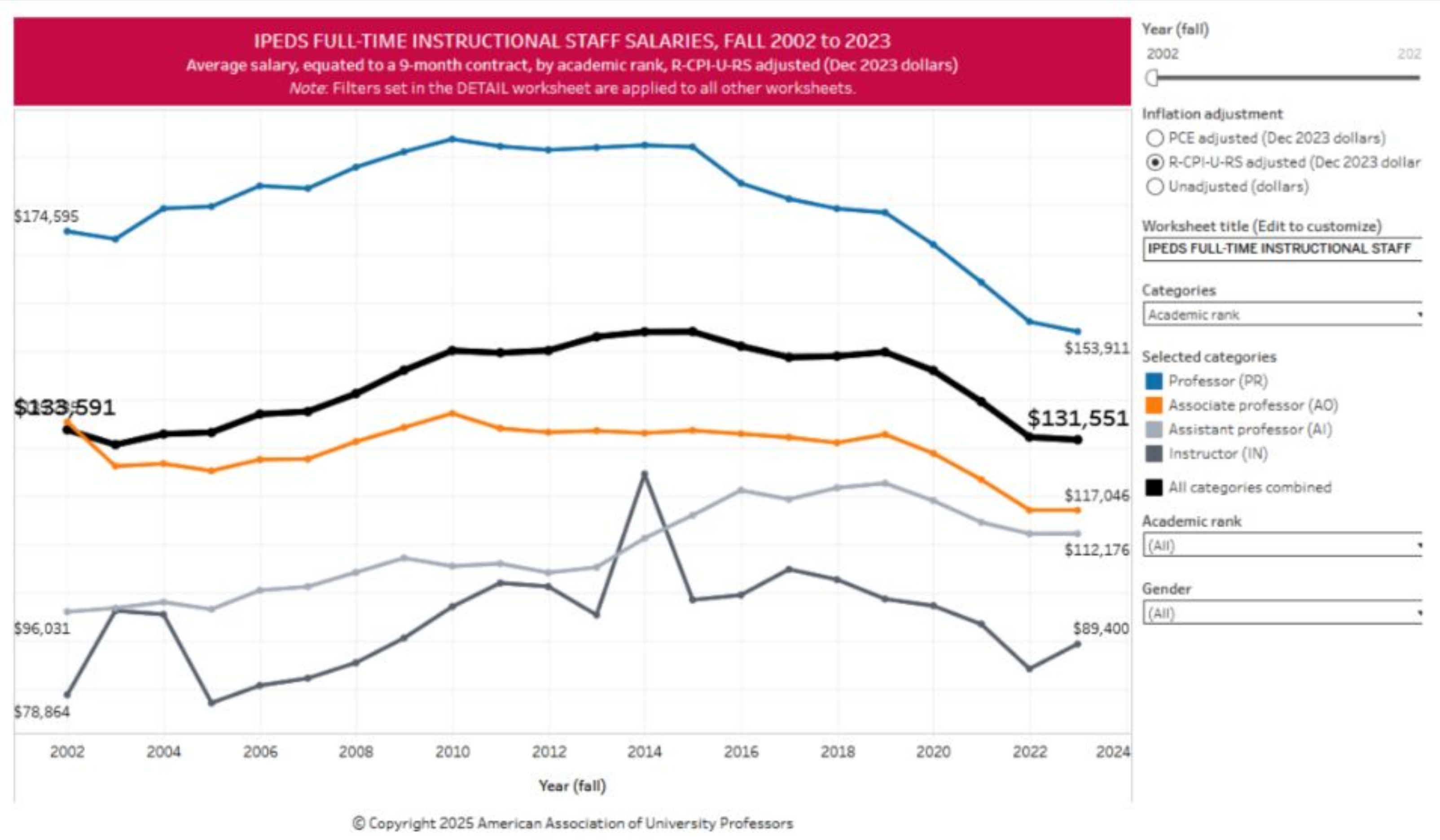
	2019	2020	2021	2022	2023	2024	2025	Total compensation			
With 2020 Raise	$86,571.50	$89,168.65	$91,843.70	$94,599.02	$96,963.99	$99,388.09	$101,872.79	$660,407.74			
										Difference	**%**
Without 2020 Raise	$86,571.50	$86,571.50	$89,168.65	$91,843.70	$94,139.80	$96,493.29	$98,905.62	$643,694.06		**$16,713.68**	**2.53%**
Difference		$2,597.15	$2,675.06	$2,755.31	$2,824.19	$2,894.80	$2,967.17			**Total Lost Pay if invested in S&P 500 Mutual Fund**	
	S&P 500 Return*	18.40%	28.71%	-18.11%	26.29%	25.02%	17.88%			**28,499.54**	
		3,075.02	7,400.93	8,316.94	14,070.14	21,209.57	28,499.54				

Thanks to Jack Castonguay for his help on this exercise.

In 2021, the University made an $83m contribution to the Endowment

Endowment 990 form	2019	2020	2021	2022	2023	2024
Beginning of year balance	612,295,580	634,500,609	682,366,337	894,326,321	749,761,574	797,726,112
Contributions	24,427,698	6,304,649	83,019,727	9,788,099	14,323,143	54,680,345
Net investment earnings, gains, and losses	27,308,919	73,985,715	163,958,813	(116,577,073)	78,069,749	118,112,848
Grants or scholarships	15,850,042	17,671,122	19,566,548	21,057,867	24,691,768	25,124,186
Other expenditures for facilities and program	8,635,709	9,397,529	9,713,591	10,105,298	13,030,634	13,434,882
Administrative expenses	5,045,837	5,355,985	5,738,417	6,612,608	6,705,952	6,641,718
End of year balance	634,500,609	682,366,337	894,326,321	749,761,574	797,726,112	925,318,519

Buying Power has Fallen



We are owed consideration for putting the University on very sound financial footing through our sacrifice during Covid.

We have the lowest-paid adjuncts in the area.

Contractual Minimums as of 9/1/25 Per Student Credit Hour

	Instructor	Assistant Professor	Associate Professor	Full Professor
Hofstra	$1,458.00	$1,585.00	$1,711.00	$1,839.00
Fordham*	$2,199.50	$2,328.75	$2,587.50	
St. John’s	$1,750.00	$1,850.00	$1,950.00	$2,150.00
Adelphi**	$1,866		$2,057	
CUNY	$2,008.33	$2,190.67	$2,373.33	$2,464.67

* Fordham’s minimum pay rate is based on years of longevity, not rank.
** Adelphi only has two ranks: Regular Adjunct and Senior Adjunct.

Most Adjunct Faculty at Hofstra make within 20% of the minimum rates

	Number of Faculty	Contractual Minimums as of 9/1/2025	20% of the Minimum	% of Faculty within 20% of the Minimum
PT_INST	219	$1,458	$1,750	83%
PT_ASST	303	$1,585	$1,902	80.8%
PT_ASSC	126	$1,711	$2,053	54.8%
PT_PROF	54	$1,839	$2,207	31.5%

Our adjunct rates need to not only be competitive, but fair and dignified.

Health Care

Administration is looking to reduce the level of benefits and we expect them to try to shift more costs to the faculty.

Administration has proposed that we give up our right to bargain over the level of our benefits.

The Overall Scope of our Economics Proposal

Fair raises every year.

Increases to the minimums by rank.

Increases to promotional increases

Raise to adjunct rates.

Add longevity steps for senior adjuncts.

% matching for adjunct retirement contributions

ISP rates adjusted by rank for adjuncts who teach 50% or more of their credits through ISPs

The Overall Scope of our Economics Proposal

Maintain and improve exit incentives.

Increase research and travel support and make such financial support guaranteed.

Improve tuition remission and exchange.

Improved compensation for Undergraduate and Graduate Directors

Maintain and improve medical and dental benefits

Questions?

About the Compensation Approach.

Action

What you can do to support the Negotiating Team

Sign up for text messages from AAUP

Change the email you get our messages from away from hofstra.edu to a personal account. Make sure our messages don't go to your clutter folder.

Change your Zoom background to the AAUP background.

Rapid Response Team.

Next Bargaining Update:

Monday, July 13, Noon, on Zoom

THANK YOU!