Hofstra Chapter of the AAUP

Bargaining Update

July 13

2026

Agenda

- Welcome
- Administration Proposals
    - Discretionary Raises
    - Administrative Control Over Workload
    - Teaching-Track
    - Health Care & Retirement Benefit Cuts
- Our Proposals
- Questions/Discussion
- Action
- Next Update

Welcome

Administration's Major 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.

Discretionary Raises

(Admin Merit Pay)

1% 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 Workload (Admin Workload Proposal)

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.

Admin's Position

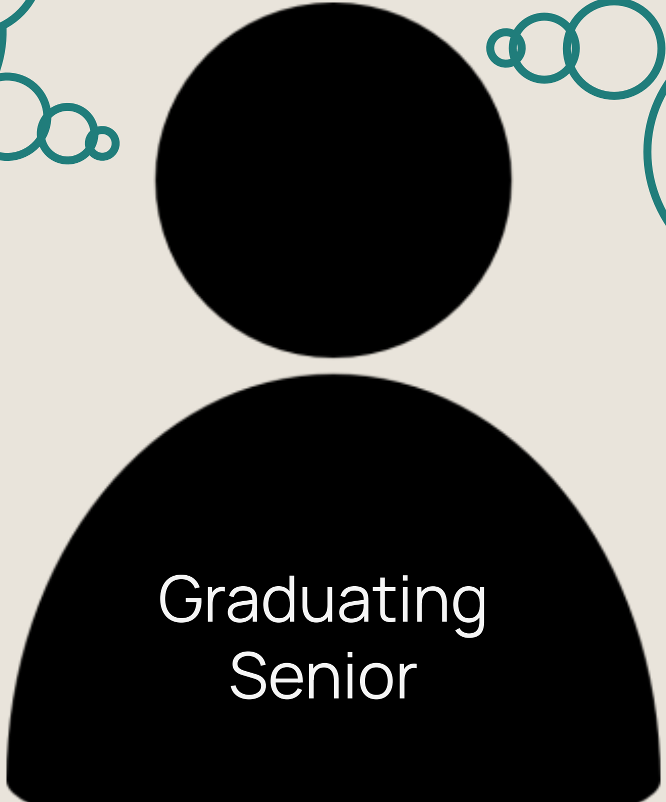
Administration most recently justified these proposals as follows:

1. we need to reduce expenses to achieve balanced budgets; and
2. we need to make Hofstra more attractive to potential students. This means executing on the strategic plan, which was designed to serve as a roadmap to achieve these goals.

But how?

Stony Brook University

St. John's University



Which school has a better faculty workload policy? or has discretionary-based raises for faculty? Which one has the most non-research faculty??

Not the case that our peer institutions all have policies like the ones the Administration is proposing here. Those that do have serious concerns. We will be discussing that more.

These proposals do not address:

Low wages that force faculty to take overloads to make ends meet.

Inadequate building infrastructure.

Funding for research and conference travel that highlights Hofstra's commitment to excellence.

Academic freedom to pursue new, exciting ideas and research.

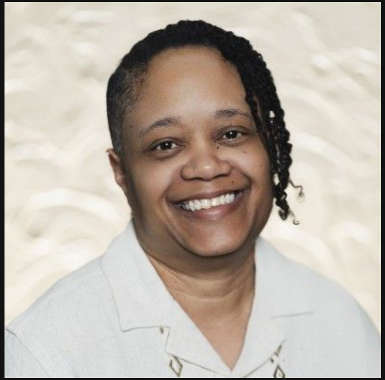
Excessive time spent on administrative tasks at the expense of time spent with students.

Hofstra is doing well and we believe the University has the faculty to thank.

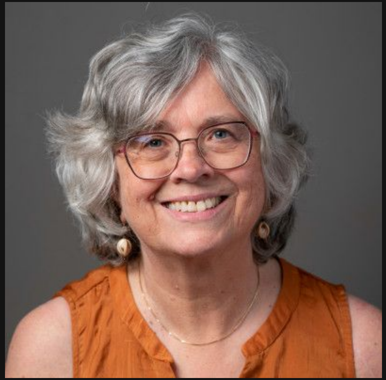
There is no justification to fundamentally change the way faculty are expected to work and be evaluated. Won't help student experience or save money or support faculty research.

Special Guests

Administration made a list of schools that use Discretionary Pay systems, so we reached out to faculty at one of those schools to ask them about their experiences with it.



Naomi R. Williams



Adrienne Eaton

Faculty at Rutgers University, members of the Rutgers AAUP Bargaining Team

Administration says, We say

Administration	Union Proposal
“The AAUP has also made a merit pay proposal, although with a certain dollar pool rather than a percentage of pay. Both parties see the value of a merit pay system.”	Increase promotional raises, and “Establish a Merit Adjustment Pool that shall distribute $200,000 every other year of the Agreement, beginning in the second year, as follows: A faculty committee will be formed and will develop the appropriate rubrics and assessment mechanism.” **There are ways to reward extraordinary contributions without making a competitive, zero-sum structure.**

Administration says, We say

Administration	Union Proposal
Overload **Benchmark Cap:** A faculty member may teach a maximum of one additional course (~10% effort) with Chair approval. A second overload course in the same academic year requires Chair, Dean and Provost approval. Total teaching effort shall not exceed seventy percent (70%) of annual workload for research-active faculty except under documented extraordinary institutional need and with Provost approval. Overload must be voluntary and shall be compensated per Article 8. Overload shall not substitute for unmet research or service expectations. Repeated overload beyond two consecutive years triggers Dean review for subsequent approvals.	**Overload is an important component of being able to live and/or work on Long Island for many faculty. We need to preserve overload or pay a decent enough wage where it is not needed.** **This is another cut to compensation for many faculty.**

Administration says, We say

Administration	Union Response
Time on Campus (In Workload Proposal) “As a general principle, faculty members will be on campus as required to complete their workload, including at least three days per week.”	**We are responsible adults doing their job. This sort of micromanagement is unnecessary.** **How will this be tracked?** **Does this mean chairs need to be on campus 5 days a week?**

Administration says, We say

Administration	Union Proposal
Teaching-Track Faculty "Full-time teaching-track faculty will comprise no more than twenty-five percent (25%) of full-time faculty lines." "When a teaching-track faculty position is posted, current adjuncts with at least five (5) years of seniority who apply for and are qualified for the position shall be included on the semi-finalist list, except that the University shall not be required to include more than two adjuncts on any particular semi-finalist list (selected in its discretion)." "An adjunct hired for a teaching-track faculty position will retain their rank where Hofstra is hiring at that rank. Hofstra will give good-faith consideration to elevating the rank of the teaching-faculty position where the best candidate is an adjunct at a higher rank."	Full-time student to faculty ratio of at least 21:1. 90% of full-time faculty lines shall be tenured or tenure-track. (This ratio has no bearing on adjuncts) Teaching load for tenured and tenure-track faculty will go to 3/2. Priority order for courses lies with tenured and tenured-track faculty. Fair process for adjunct conversion into these positions.

Administration’s Health Care and Retirement Benefits Proposals

Health Care - Medical

For Anthem EPO: Implement in-network Ind/Fam deductible of $750/$1,000 and 20% co-insurance

There is currently no in-network deductible and no coinsurance.

For Anthem POS: Implement in-network Ind/Fam deductible to $750/$1,500, 20% co-insurance

There is currently no in-network deductible and no coinsurance.

Increase employee cost share to 30% for EPO (Single and Family) and PPO/POS Single, and 32% for PPO/POS Family.

Current employee cost share for EPO and PPO/POS Single is 25%
Current employee cost share for PPO/POS Family is 27%

Health Care - Prescription

Increase prescription copayments as follows, to include specialty drug tier:

Retail: $15, $50, $75, $100

Presently: $10, $30, $50,

Mail: $37.5, $125, $187.50

Presently: $25, $75, $125

Implement advanced prescription management program to mitigate prescription drug costs.

Long Term Disability

Remove the pension contribution being made by the LTD carrier when an employee is off payroll and receiving Long Term Disability benefits.

Life Insurance

Adjust life insurance to a one-time salary up to a maximum of $200K.

Current benefit is $200K, and not tied to salary.

Pension Contributions

Remove grandfathered pension contribution schedule which applies to all faculty hired on or before December 31, 2011.

What would this look like?

These number are per year

Scenario 1

Faculty with 30 years of employment, at 15.5% retirement contribution (not yet 70) salary $140,000, Anthem EPO family coverage.

Added annual premium costs from 25% to 30%= $2,468

Coinsurance of 20% up to out-of-pocket maximum of $6,000=$5,000 (assuming $1000 family co-pays currently.)

Pension contribution loss from 15.5% to 10% = $7,700

Total: at least $15,168 in lost compensation with Admin proposal, plus added Rx co-pay costs

Scenario 2

Post-2012 faculty earning $115,000 at 10% retirement contribution, Individual Anthem EPO

Added annual premium cost from 20% to 30% = $1,054

20% coinsurance to out-of-pocket max of $3,000 (assuming $500 in co-pays currently) $2500

Retirement—no impact

Total at least $3,554 in lost compensation, plus added Rx co-pay costs

What would this look like?

These number are per year

Scenario 3

20-year faculty POS Anthem family coverage

Added annual premium costs from 25% to 32%=$5,833

20% coinsurance to out-of-pocket, out-of-network max of family $10,000= $5,000 (assuming $5000 current co-pay, deductible, and out of network costs)

Retirement contribution loss= $8,250

Total: At least $19,083 in lost compensation plus added Rx co-pay costs

Note: we used 2026 premiums and out of pocket maximums but those may go up.

Our Proposals

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

AI, EdTech, & Intellectual Property

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'RAPID EXPERIMENTATION'

A University Is Scraping Course Materials for Its New AI Platform. It Didn’t Ask the Faculty.

By Emmy Martin

April 30, 2026

That university is Arizona State.

https://www.chronicle.com/article/a-university-is-scraping-course-materials-for-its-new-ai-platform-it-didnt-ask-the-faculty

AI, EdTech, & Intellectual Property

Establish a Technology Management Committee to examine the use and procurement of any technology for education purposes.

Provided instructors are meeting accessibility and pedagogical needs, a faculty member shall not be required to use ed-technology and their use of such technology shall be voluntary.

If data is to be collected by ed-technology or used following its collection, the University shall provide written notice to faculty members stating the types of data to be collected and the specific uses of such data.

Data shall not be collected or used by ed-technology without the consent of faculty, which shall be done through opt-in protocols.

AI, EdTech, & Intellectual Property (cont...)

Data collected by ed-technology **shall not be used to evaluate faculty performance**.

Ed-technology **shall not be used by the University to make employment-related decisions regarding faculty**, including, but not limited to, decisions regarding performance, promotion, tenure, job security and other terms and conditions of employment.

Ed-technology s**hall not be used by the University to reduce the need for full-time or part-time faculty.** There shall be no reductions in force or the elimination of full-time or part-time faculty positions as a result of the use of ed-technology.

All courses, whether traditional courses or DL, shall be taught by human instructors.

Third party vendors shall not have any ownership of course materials in a learning management system (LMS). The intellectual property of faculty shall not be incorporated into AI data streams, such as AI training datasets, or other ed-tech data streams, without the consent of the creator.

Economics Proposal Highlights - Full-time faculty

a) <u>Percentage Increases</u>:

   i. On September 1 of each year, all full-time faculty members shall receive a 6.5% increase to their base salary.

b) <u>Lump Sum Payments</u>:

   i. On September 1 of each year, all full-time faculty members shall receive a $1,000 lump sum payment.

   ii. Lump sum payments may be directed to faculty HRA accounts at the Union's discretion.

c) <u>Make up for raises and promotional increases lost in 2020</u>:

   i. On September 1, 2026, each current full-time faculty member who was employed before September 1, 2020 shall receive a 3% increase to their base salary. This increase shall be applied prior to the percentage increase identified in 1(a)(i).

   ii. On September 1, 2026, each current full-time faculty member who was promoted and/or awarded a professor plus incentive effective September 1, 2020 but had the applicable increase delayed to 2021, shall receive a $4,000 lump sum payment if they had delayed a $4,000 increase and a $6,000 lump sum payment if they had delayed a $6,000 increase. These lump sums shall not be applied to base.

Economics Proposal Highlights - Full-time faculty

a) Merit Proposal:

   i. Increase all promotional increases: Promotion to Associate shall result in a $6,000 increase; Promotion to Full Professor shall result in a $10,000 increase; Professor Plus Incentive shall result in a $10,000 increase.

   ii. Establish a Merit Adjustment Pool that shall distribute $200,000 every other year of the Agreement, beginning in the second year, as follows: A faculty committee will be formed and will develop the appropriate rubrics and assessment mechanism. Faculty are eligible each year the money is available for distribution and will be awarded for extraordinary merit in teaching, research, or service. Merit payments are added to base.

Economics Proposal Highlights - Adjunct Compensation

a) Percentage Increases:

   i. On September 1 of each year, all part-time faculty members shall receive a 6.5% increase to their adjunct rate.

b) Minimum Rates:

   i. Effective September 1, 2026, the adjunct minimum rates shall be as set forth in the table below. Thereafter, the adjunct minimum rates will increase by 9.5% on September 1 of each year.

c) For adjuncts who teach more than 50% of their credits in ISP in any semester, the below minimum rates based on rank shall apply. The ISP rates will increase by the percentage increase set forth in 2(a).

d) Make up for raises lost in 2020:

   i. On September 1, 2026, each current part-time faculty member who was employed before September 1, 2020 shall receive a 3% increase to their current adjunct rate. This increase shall be applied prior to the percentage increase identified in 2(a)(i).

d) Longevity increases:

   i. Provide additional promotional increase of 7% upon completion of 30th semester and, after 40 semesters, 7% increases every ten (10) semesters (or equivalent as defined in Article 24.10).

Economics Proposal Highlights - Research Support

a) Where required by accreditation, continuing education, or recertification requirements, Hofstra shall pay full costs of licensure, continuing education, and certification.

b) Compensation for conferences: Full-time faculty members who are on the program at a conference shall receive reimbursement for their expenses, up to $4,500 per year, which amount shall increase 5% per year of this Agreement. 2.2 adjuncts who are on the program at a conference shall receive reimbursement for their expenses, up to $1,500 per year, which amount shall increase by 5% per year of this Agreement.

c) Distance Learning Stipend: Maintain current stipend structure and provide for second round of stipends seven (7) years after last DL stipend received, provided that the faculty member takes a professional development course in Distance Learning and develops an additional DL course shell.

Economics Proposal Highlights - Retirement

a) Exit incentive: Additional option as previously proposed.
   i. Provided a faculty member meets one of the eligibility criteria in 7.23(a), they would have the additional following option in terms of exit incentives: For a period of 5 years, the faculty member would have an entitlement to teach one course per year at 1/6 of their base salary. Thereafter, the individual could teach on a regular adjunct contract pursuant to the seniority system, etc. set forth in the CBA.

b) Establish a match of up to 3% for all 2.2. adjuncts in retirement plan. No vesting period.

Economics Proposal Highlights - Benefits

a) Reduce faculty split to 20% over the life of the Agreement for all plans except for POS. For POS, faculty split shall be reduced to 22% over the life of the Agreement.

b) Maintain level of benefits on all plans with the following modifications:
   i. Include “wards” under definition of dependents.

c) Add mechanism to ensure that faculty do not pay more than their % split and a mechanism to audit expenses.

d) Establish a Sec. 125 plan for retiree supplemental health insurance, at the rate of $2,000 per retiree per year, which amount shall increase 4% per year.

e) Remove “Cadillac Tax” provision (7.3).

f) Adjunct healthcare: Increase adjunct pool in 7.9(b) to $60,000 annually.

g) Dental insurance: Increase annual payment to $850.

h) Disability/Maternity/Parental Leave:
   i. Allow for the 5 weeks of parental leave provided for in 7.12(d) for non-birthing parent to be converted into three (3) credits of released time.
   ii. Review and clarify language regarding benefits.

Questions?

About Administration's or Our Proposals

Remember...

1. We have to be united and act collectively in order to achieve a fair contract. We don't want to suggest that this work will get done across the table alone.

2. Once something is added to the CBA, it is very difficult to remove. There are no “trial runs” of any of these ideas.

Solidarity and Action

with Mary Anne

Survey

Closes at 1:45 pm

A Tutorial on adding the Union Zoom background and logo to your Zoom account.

Joe will be in his office in Mason 309 tomorrow from 11:00 am until about 4:00 if you want to stop by and chat.

Next Bargaining Update:

Friday, July 24, Noon, on Zoom

THANK YOU!