

**Hofstra
Chapter of the
AAUP**

Bargaining Update

August 7

2026

Agenda

Welcome

Bargaining Update

Progress

Clarification

Motion to Approve Job Actions

Questions/Discussion

Vote

Next Update

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Welcome

Bargaining Update

**Thanks to you,
we have seen
(some)
progress.**

What have we collectively done?

Petition

In the span of one week *in the summer* we collected over 200 signatures to show the administration that we stand united in our fight for a fair contract.

Survey

We brought your responses to our survey into the bargaining room and you could feel the mood shift when administration was faced with data about how unpopular their proposals are.

Chairs' Letter

The chairs have written a strong letter to administration, signed by nearly every chair that articulates the challenges posed by administration's proposals, and the possible impacts they will have on the culture of Hofstra.

Administration is still asking for economic concessions while also looking for dramatic changes to culture, oversight, and management of our work. This is unacceptable.

We are increasing pressure and demonstrating that we are not satisfied with the present proposals.

**A brief reflection on last
week's session by bargaining
guest George Nicholas and
Phil Dalton.**

What's next...

Next Bargaining session is August 14th.

We hope to have some members offer testimonials about their work to administration—to drive home some of our concerns about the proposals and make clear how undercompensated we are.

We are pushing to get movement on changes to Article 5 (Appointment, Promotion, and Tenure) and 24 (Adjuncts). Admin has had these proposals since June 9th (for Article 5) and July 7th (Article 24) and they have not responded to them.

Some movement on EdTech/AI/Intellectual Privacy proposal including a data deletion timeline (many years). This would relate to things like Kaltura videos and Blackboard/Canvas course files and keeps your data from just sitting around on university servers indefinitely.

Clarification

**Where do our financial data
for the university come
from?**

IRS Form 990

This one is 77 pages, but we have them dating back to 2019 (we could go further too).

If this interests you, let Joe know and he'll send you copies.

FOR PUBLIC DISCLOSURE

Form **990** **Return of Organization Exempt From Income Tax**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

A. For the 2024 calendar year, or tax year beginning 09/01/2024 **and ending** 08/31/2025

B. Check if applicable:

☐ Church

☐ Multiple churches

☐ Home church

☐ Religious association

☐ Religious association

☐ Religious association

C. Name of organization: HOFSTRA UNIVERSITY

D. Employer identification number: 11-1630904

E. Telephone number: (516) 463-6820

F. Name and address of principal officer: SUSAN POSER
128 HOFSTRA UNIV PHILLIPS HALL 100
HEMPSTEAD, NY 11549

G. Gross receipts: 852,276,414

H. Is this a group return for subsidiaries? Yes ☐ No ☒

I. Tax-exempt status: ☒ 501(c)(3) ☐ 501(c)(1) ☐ 501(c)(29) ☐ 501(c)(28) ☐ 501(c)(27) ☐ 501(c)(26) ☐ 501(c)(25) ☐ 501(c)(24) ☐ 501(c)(23) ☐ 501(c)(22) ☐ 501(c)(21) ☐ 501(c)(20) ☐ 501(c)(19) ☐ 501(c)(18) ☐ 501(c)(17) ☐ 501(c)(16) ☐ 501(c)(15) ☐ 501(c)(14) ☐ 501(c)(13) ☐ 501(c)(12) ☐ 501(c)(11) ☐ 501(c)(10) ☐ 501(c)(9) ☐ 501(c)(8) ☐ 501(c)(7) ☐ 501(c)(6) ☐ 501(c)(5) ☐ 501(c)(4) ☐ 501(c)(3)

J. Website: WWW.HOFSTRA.EDU

K. Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other

L. Year of formation: 1935

M. State of legal domicile: NY

Part I Summary

1. Briefly describe the organization's mission or most significant activities: INSTITUTION OF HIGHER LEARNING

2. Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3. Number of voting members of the governing body (Part VI, line 1a): 3

4. Number of independent voting members of the governing body (Part VI, line 1b): 4

5. Total number of individuals employed in calendar year 2024 (Part V, line 2a): 5,843

6. Total number of volunteers (estimate if necessary): 1,500

7a. Total unrelated business revenue from Part VIII, column (C), line 12: 582,887

7b. Net unrelated business taxable income from Form 990-T, Part I, line 11: 202,483

Revenue

8. Contributions and grants (Part VIII, line 1h): 58,464,520

9. Program service revenue (Part VIII, line 2g): 588,960,326

10. Investment income (Part VIII, column (A), lines 3, 4, and 7d): 58,506,850

11. Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11a): -267,913

12. Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12): 705,753,783

13. Grants and similar amounts paid (Part IX, column (A), lines 1-3): 235,520,565

14. Benefits paid to or for members (Part IX, column (A), line 4): NONE

15. Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10): 300,970,654

16. Professional fundraising fees (Part IX, column (A), line 11a): 420,000

17. Total fundraising expenses (Part IX, column (D), line 2f): 6,874,218

18. Total expenses (Part IX, column (D), lines 11b-11f, 11g-11j, 11k-11l, 11m-11n, 11o-11p, 11q-11r, 11s-11t, 11u-11v, 11w-11x, 11y-11z, 12a-12b, 12c-12d, 12e-12f, 12g-12h, 12i-12j, 12k-12l, 12m-12n, 12o-12p, 12q-12r, 12s-12t, 12u-12v, 12w-12x, 12y-12z, 13a-13b, 13c-13d, 13e-13f, 13g-13h, 13i-13j, 13k-13l, 13m-13n, 13o-13p, 13q-13r, 13s-13t, 13u-13v, 13w-13x, 13y-13z, 14a-14b, 14c-14d, 14e-14f, 14g-14h, 14i-14j, 14k-14l, 14m-14n, 14o-14p, 14q-14r, 14s-14t, 14u-14v, 14w-14x, 14y-14z, 15a-15b, 15c-15d, 15e-15f, 15g-15h, 15i-15j, 15k-15l, 15m-15n, 15o-15p, 15q-15r, 15s-15t, 15u-15v, 15w-15x, 15y-15z, 16a-16b, 16c-16d, 16e-16f, 16g-16h, 16i-16j, 16k-16l, 16m-16n, 16o-16p, 16q-16r, 16s-16t, 16u-16v, 16w-16x, 16y-16z, 17a-17b, 17c-17d, 17e-17f, 17g-17h, 17i-17j, 17k-17l, 17m-17n, 17o-17p, 17q-17r, 17s-17t, 17u-17v, 17w-17x, 17y-17z, 18a-18b, 18c-18d, 18e-18f, 18g-18h, 18i-18j, 18k-18l, 18m-18n, 18o-18p, 18q-18r, 18s-18t, 18u-18v, 18w-18x, 18y-18z, 19a-19b, 19c-19d, 19e-19f, 19g-19h, 19i-19j, 19k-19l, 19m-19n, 19o-19p, 19q-19r, 19s-19t, 19u-19v, 19w-19x, 19y-19z, 20a-20b, 20c-20d, 20e-20f, 20g-20h, 20i-20j, 20k-20l, 20m-20n, 20o-20p, 20q-20r, 20s-20t, 20u-20v, 20w-20x, 20y-20z, 21a-21b, 21c-21d, 21e-21f, 21g-21h, 21i-21j, 21k-21l, 21m-21n, 21o-21p, 21q-21r, 21s-21t, 21u-21v, 21w-21x, 21y-21z, 22a-22b, 22c-22d, 22e-22f, 22g-22h, 22i-22j, 22k-22l, 22m-22n, 22o-22p, 22q-22r, 22s-22t, 22u-22v, 22w-22x, 22y-22z, 23a-23b, 23c-23d, 23e-23f, 23g-23h, 23i-23j, 23k-23l, 23m-23n, 23o-23p, 23q-23r, 23s-23t, 23u-23v, 23w-23x, 23y-23z, 24a-24b, 24c-24d, 24e-24f, 24g-24h, 24i-24j, 24k-24l, 24m-24n, 24o-24p, 24q-24r, 24s-24t, 24u-24v, 24w-24x, 24y-24z, 25a-25b, 25c-25d, 25e-25f, 25g-25h, 25i-25j, 25k-25l, 25m-25n, 25o-25p, 25q-25r, 25s-25t, 25u-25v, 25w-25x, 25y-25z, 26a-26b, 26c-26d, 26e-26f, 26g-26h, 26i-26j, 26k-26l, 26m-26n, 26o-26p, 26q-26r, 26s-26t, 26u-26v, 26w-26x, 26y-26z, 27a-27b, 27c-27d, 27e-27f, 27g-27h, 27i-27j, 27k-27l, 27m-27n, 27o-27p, 27q-27r, 27s-27t, 27u-27v, 27w-27x, 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36m-36n, 36o-36p, 36q-36r, 36s-36t, 36u-36v, 36w-36x, 36y-36z, 37a-37b, 37c-37d, 37e-37f, 37g-37h, 37i-37j, 37k-37l, 37m-37n, 37o-37p, 37q-37r, 37s-37t, 37u-37v, 37w-37x, 37y-37z, 38a-38b, 38c-38d, 38e-38f, 38g-38h, 38i-38j, 38k-38l, 38m-38n, 38o-38p, 38q-38r, 38s-38t, 38u-38v, 38w-38x, 38y-38z, 39a-39b, 39c-39d, 39e-39f, 39g-39h, 39i-39j, 39k-39l, 39m-39n, 39o-39p, 39q-39r, 39s-39t, 39u-39v, 39w-39x, 39y-39z, 40a-40b, 40c-40d, 40e-40f, 40g-40h, 40i-40j, 40k-40l, 40m-40n, 40o-40p, 40q-40r, 40s-40t, 40u-40v, 40w-40x, 40y-40z, 41a-41b, 41c-41d, 41e-41f, 41g-41h, 41i-41j, 41k-41l, 41m-41n, 41o-41p, 41q-41r, 41s-41t, 41u-41v, 41w-41x, 41y-41z, 42a-42b, 42c-42d, 42e-42f, 42g-42h, 42i-42j, 42k-42l, 42m-42n, 42o-42p, 42q-42r, 42s-42t, 42u-42v, 42w-42x, 42y-42z, 43a-43b, 43c-43d, 43e-43f, 43g-43h, 43i-43j, 43k-43l, 43m-43n, 43o-43p, 43q-43r, 43s-43t, 43u-43v, 43w-43x, 43y-43z, 44a-44b, 44c-44d, 44e-44f, 44g-44h, 44i-44j, 44k-44l, 44m-44n, 44o-44p, 44q-44r, 44s-44t, 44u-44v, 44w-44x, 44y-44z, 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70q-70r, 70s-70t, 70u-70v, 70w-70x, 70y-70z, 71a-71b, 71c-71d, 71e-71f, 71g-71h, 71i-71j, 71k-71l, 71m-71n, 71o-71p, 71q-71r, 71s-71t, 71u-71v, 71w-71x, 71y-71z, 72a-72b, 72c-72d, 72e-72f, 72g-72h, 72i-72j, 72k-72l, 72m-72n, 72o-72p, 72q-72r, 72s-72t, 72u-72v, 72w-72x, 72y-72z, 73a-73b, 73c-73d, 73e-73f, 73g-73h, 73i-73j, 73k-73l, 73m-73n, 73o-73p, 73q-73r, 73s-73t, 73u-73v, 73w-73x, 73y-73z, 74a-74b, 74c-74d, 74e-74f, 74g-74h, 74i-74j, 74k-74l, 74m-74n, 74o-74p, 74q-74r, 74s-74t, 74u-74v, 74w-74x, 74y-74z, 75a-75b, 75c-75d, 75e-75f, 75g-75h, 75i-75j, 75k-75l, 75m-75n, 75o-75p, 75q-75r, 75s-75t, 75u-75v, 75w-75x, 75y-75z, 76a-76b, 76c-76d, 76e-76f, 76g-76h, 76i-76j, 76k-76l, 76m-76n, 76o-76p, 76q-76r, 76s-76t, 76u-76v, 76w-76x, 76y-76z, 77a-77b, 77c-77d, 77e-77f, 77g-77h, 77i-77j, 77k-77l, 77m-77n, 77o-77p, 77q-77r, 77s-77t, 77u-77v, 77w-77x, 77y-77z, 78a-78b, 78c-78d, 78e-78f, 78g-78h, 78i-78j, 78k-78l, 78m-78n, 78o-78p, 78q-78r, 78s-78t, 78u-78v, 78w-78x, 78y-78z, 79a-79b, 79c-79d, 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96g-96h, 96i-96j, 96k-96l, 96m-96n, 96o-96p, 96q-96r, 96s-96t, 96u-96v, 96w-96x, 96y-96z, 97a-97b, 97c-97d, 97e-97f, 97g-97h, 97i-97j, 97k-97l, 97m-97n, 97o-97p, 97q-97r, 97s-97t, 97u-97v, 97w-97x, 97y-97z, 98a-98b, 98c-98d, 98e-98f, 98g-98h, 98i-98j, 98k-98l, 98m-98n, 98o-98p, 98q-98r, 98s-98t, 98u-98v, 98w-98x, 98y-98z, 99a-99b, 99c-99d, 99e-99f, 99g-99h, 99i-99j, 99k-99l, 99m-99n, 99o-99p, 99q-99r, 99s-99t, 99u-99v, 99w-99x, 99y-99z, 100a-100b, 100c-100d, 100e-100f, 100g-100h, 100i-100j, 100k-100l, 100m-100

		Prior Year	Current Year
Revenue	8 Contributions and grants (Part VIII, line 1h)	58,464,520.	34,976,874.
	9 Program service revenue (Part VIII, line 2g)	588,960,326.	624,883,233.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d).	58,596,850.	73,996,581.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e).	-267,913.	-275,441.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	705,753,783.	733,581,247.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	215,520,565.	235,697,567.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	NONE	NONE
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10).	300,970,654.	313,274,432.
	16 a Professional fundraising fees (Part IX, column (A), line 11e)	420,000.	420,000.
	b Total fundraising expenses (Part IX, column (D), line 25) 6,874,218.		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	125,238,018.	130,581,372.
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	642,149,237.	679,973,371.
	19 Revenue less expenses. Subtract line 18 from line 12	63,604,546.	53,607,876.
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	1,597,308,183.	1,663,381,335.
	21 Total liabilities (Part X, line 26)	391,264,494.	377,854,680.
	22 Net assets or fund balances. Subtract line 21 from line 20.	1,206,043,689.	1,285,526,655.



FY27 Enrollment Projected Impact (\$450m budget)

New Undergraduate	16% shortfall	\$7.9M impact
New Transfers	21% shortfall	\$2.4M impact
Graduate	3% shortfall	\$2.0M impact
Continuing	2% shortfall	\$5.0M impact
Housing	9% shortfall	\$3.5M impact
<u>Total impact = \$20.8M</u>		



HOFSTRA UNIVERSITY
Board of Trustees

This is from Admin's June 25th Town Hall.

On May 20th, President Poser identified the enrollment shortfall as resulting in a \$16.5 million drop in revenue.

Enrollment Picture

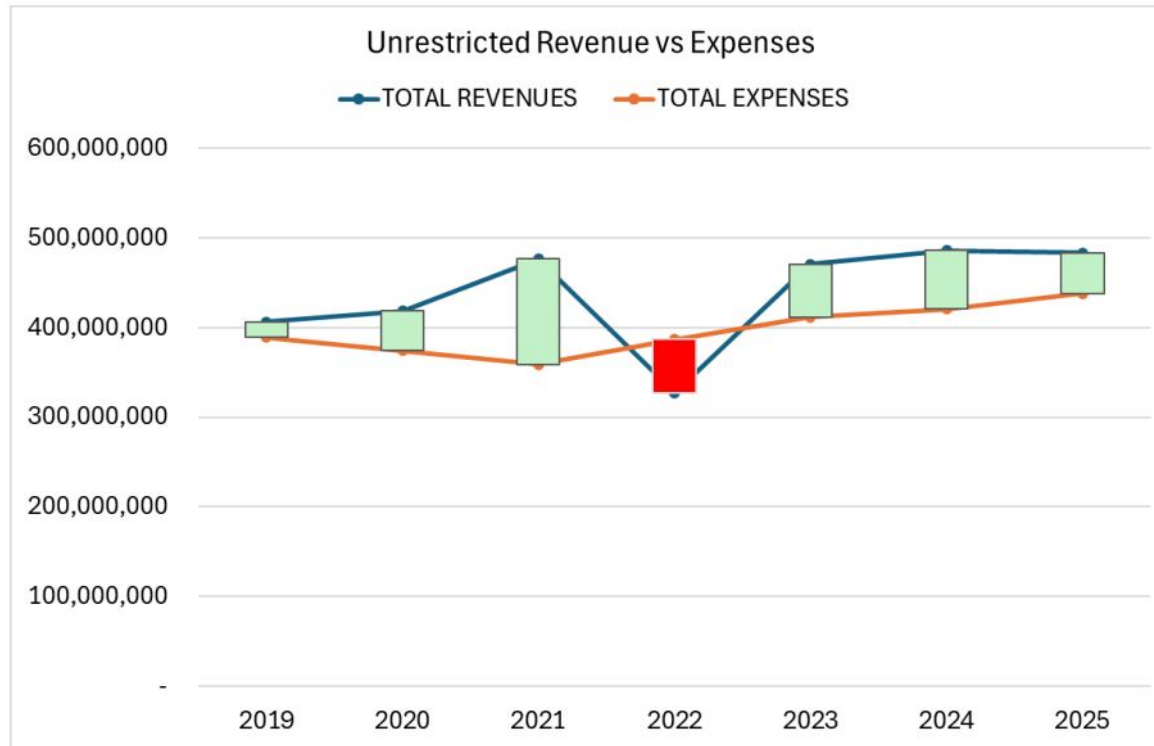
At May 20th Town Hall, enrollment was down by 300. (From what benchmark? We don't know)

At the July 23rd Town Hall: We were 260 Students down from goal, lowest enrollment in 30 years.

The enrollment numbers went up between May and July, but so did the revenue shortfall. How?

On July 31st, that number was **1,272**

As of this morning: first year FTE had moved to **1,294** (admin expects it to go higher)



Revenues – Expenses =
Change in Net Position

- Ideally the unrestricted revenue is higher than the expenses in most years
- The green and red boxes represent the annual change in unrestricted net assets
- In FY25 the green box is \$45.5 million
- FY21 and FY22 are anomalies at most institutions due to highly unusual market returns

aaup

We just want to be fairly compensated for all that we contribute to the university.

While a drop in enrollment is not great, it is absolutely manageable considering prior revenues less expenses.

Authorization for Job Actions

Possible Job Actions

- a) Informational Picketing
- b) Demonstrations/Rallies
- c) Strike

Vote:

I hereby authorize the Bargaining Committee to call for job actions, including but not limited to a strike, as it deems necessary and appropriate to secure a fair contract.

Yes, a strike is possible - but there is a lot of work to do before that.

We will not call for a strike without holding another meeting with membership to ratify a date and details about the strike.

We are working with AAUP National to set up Strike Schools. We will have a next week or early the following week for union leaders, including Unit Reps and the Contract Action Team (CAT). If you want to join the CAT please let Peter Howard know. (hofstraaaup.memdirector@gmail.com)

So why vote today?

We believe a successful vote today sends a clear message to administration to reconsider and revise their proposals.

It also sends a message to the Board of Trustees, who meet next week, that we are serious about escalating actions and we hope it encourages them to move administration to more reasonable negotiating.

The purpose of today's meeting is not to talk about the mechanics and details of a strike. If and when that times comes, we will have another membership meeting and various other opportunities to discuss all of the details and questions people may have.

Due to the bylaws, not voting is considered a “no.”

We will administer this vote using a Zoom poll. Since we need to take the total number of “yeses” and divide it by the number of attendees, we will not have the result immediately.

Only active members may vote.

This is a secret ballot; we will not know how people voted.

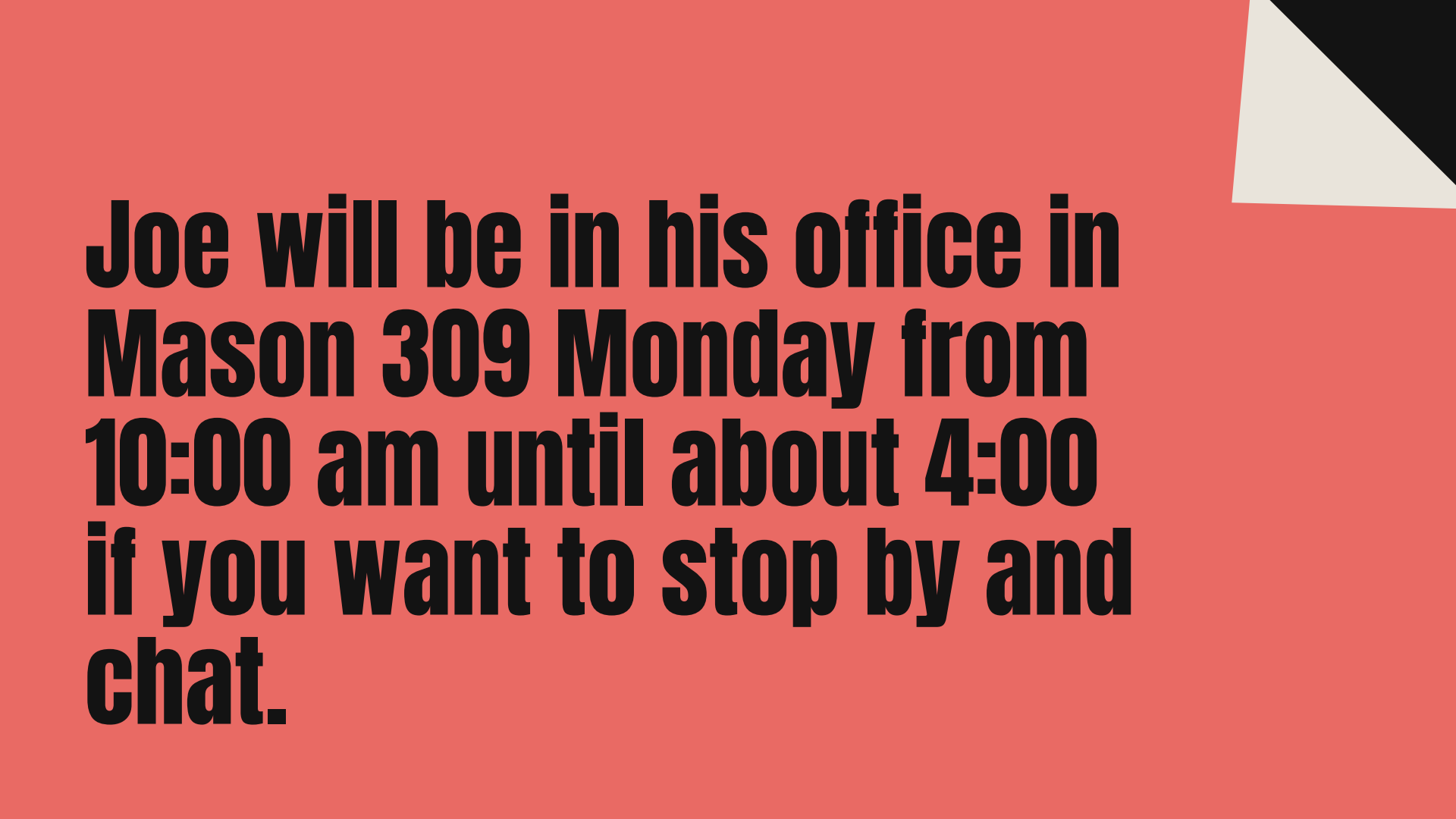


Questions?

About the vote or anything else we have
discussed today?

A decorative graphic in the top right corner consisting of a white triangle pointing towards the top right, with a black triangle pointing towards the top left, creating a layered effect.

Let's Vote



**Joe will be in his office in
Mason 309 Monday from
10:00 am until about 4:00
if you want to stop by and
chat.**



Next Bargaining Update:

**Monday, August 17,
Noon, on Zoom**

**THANK
YOU!**