

**Hofstra
Chapter of the
AAUP**

Bargaining Update

August 17

2026

Agenda

Welcome

- Support from our Friends

Bargaining Update

Hofstra Labor History

Budget Discussion

Job Actions

- Preparing for Fall 2026

Strike Pledge Card

Questions/Discussion

Next Update

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Welcome - President's Remarks

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Support from our Friends

New York City Higher Education Labor Movement

The New York City Higher Education Labor Movement looks at the events taking place at Hofstra with genuine concern. For over 50 years Hofstra's faculty and administration have worked together to solve issues of governance, pay, benefits, and working conditions while maintaining a collegial and constructive relationship that allowed Hofstra to become a respected private institution with a record-breaking number of collective bargaining agreements signed. We are writing to urge you to bargain this year in that same spirit.

The university administration is claiming a budget crisis that seems to disproportionately burden the faculty. While compensation for high-level administrators has risen over 23% since 2019, faculty forewent a contractually bargained raise to help alleviate the impact the COVID-19 pandemic had on the university in 2020. While the university endowment has almost doubled its size in the last five years, faculty are asked to increase their healthcare contributions substantially, give up a portion of the employer's contribution to their pensions, and accept pay cuts with raises that fall under the inflation rate. Hofstra faculty, represented by the AAUP chapter, are the ones making the university work; these proposals and the heavy-handed tactics the administration is using to demand concessions from them and dramatically alter their work culture, is just another example of the line of attacks workers and students are facing from administrations and governments alike.

New York City Higher Education Labor Movement (cont.)

The undersignatory unions insist that Hofstra University administrators bargain in good faith, with serious proposals to improve working conditions for faculty, and the educational and research experience for the university community as a whole.

Signed by:

ACT-UAW Local 7902, New York University, The New School

NYU AAUP, New York University

Fordham AAUP

NJIT PSA/AAUP, New Jersey Institute of Technology

SJU-AAUP, St. John's University

Adelphi AAUP

Professional Staff Congress/CUNY, City University of New York

Columbia University AAUP

Rutgers AAUP-AFT

SVA, Faculty United UAW, School of Visual Arts

Manhattan and Old Westbury chapters of the NYIT-AAUP, New York Institute of Technology

NYU Contract Faculty United-UAW

Bargaining Update

**THANKS to you,
we continue to
see (some)
progress.**

Sample of contract changes secured (pending final agreement)

Numerous improvements to Article 5 – Reappointment, Promotion, etc.

Numerous improvements to Article 24 – Overhaul of adjunct appointment,
review

and promotion to streamline, simplify, and protect.

Allow for overload when on research leave if related to independent study for
research.

Clarify time frame for grievance procedure.

Extend time to pay back underload to 3 years.

Modifications to parental leave for non-birthing parent.

Various economic improvements.

Overview of open Union proposals

Improve and clarify language for Special appointments.

Comprehensive Graduate Director proposal – improve and clarify.

Ed Tech Proposal.

Process for classes offered on reduced load/per capita.

Change pay frequency for adjuncts to bi-weekly.

Extend due process protections under FPS 43.

Numerous economic items.

Administration's Big Three and Economics:

“Merit” Pay;

“Workload;”

Teaching-Lines;

Economic concessions.

Administration has backed off their ask of increasing our share of the health care premiums.

They continue to seek concessions such as coinsurance and deductibles.

With a \$1,000 deductible, their goal is “behavioral economics;” if we have to pay more out of pocket, we become cognizant of healthcare costs and would therefore look for more cost-effective health care overall.

Administration has responded to changes to articles 5 (Appointment, Promotion, and Tenure) and 24 (Adjuncts).

These articles involved substantial improvements, cleanup and clarification. In the case of Article 24, we have won some language that should make promotion accessible to more adjuncts while also streamlining a process for reappointments.

**A brief reflection on last
week's session by bargaining
guest Patricia Navarra and
Jack Castonguay.**

What's next...

Next Bargaining session is August 21st.

We are in the thick of economics bargaining now. While the Administration is walking back some of their concessionary proposals, they are still looking for a contract that will leave many of us behind economically. We are continuing to push back on that and need your help.

We will continue to try to find creative ways to address their major concerns while reiterating that several of their proposals are deeply unpopular with our members.

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Hofstra Labor History

Reflections on the 1988 Strike



Robert Guttman

Know our history.

Berliner, Herman A.; Daniel, Peter C.; Firestone, Bernard J.; Gellman, Estelle S.; Ploran, Elizabeth J.; and Schmelkin, Liora P. (2024) "The 50 Year History of Collective Bargaining at Hofstra University," *Journal of Collective Bargaining in the Academy*: Vol. 15, Article 4. DOI: <https://doi.org/10.58188/1941-8043.1915>

We will send this article out in our post-meeting email.

50 Year History of Collective Bargaining at Hofstra University

Herman A. Berliner¹, Peter C. Daniel², Bernard J. Firestone³,
Estelle S. Gellman⁴, Elisabeth J. Ploran⁵, Liora P. Schmelkin⁶

The year 2023 is the 50th anniversary of collective bargaining at Hofstra University and the 50th anniversary of the National Center for Collective Bargaining in Higher Education Conference. In honor of these anniversaries, the six of us have come together to provide the first comprehensive telling of the history of Hofstra's collective bargaining experience to date. We hope to broaden the understanding of the process of collective bargaining through not only addressing some of the major issues that were negotiated but the recollections of the process by participants in that process.

Who we are is listed in the footnotes, but collectively we have more than 200 years of service at Hofstra. Two of us were here at the time collective bargaining was proposed for Hofstra, and both voted for it. The reasons are spelled out in this article. One of the two went on to head the American Association of University Professors (AAUP) negotiating team multiple times and the other headed the University administration team multiple times. One of us was the provost, one of us was the senior vice provost, two of us were deans, two of us were Hofstra AAUP chapter presidents, three of us served on the administration negotiating team and three of us served on the union negotiating team, and four of us were or are department chairs. Of the 13 negotiations to date, one or more of us formally participated in 10 of the negotiations. We have all been very much involved in the life of Hofstra University and we are all consensus builders focused on the well-being of the faculty and the entire University. Not everyone that we have worked with can be described as a consensus builder and that certainly makes the effort more challenging for both the union and the administration.

The history of the 50 years at Hofstra allows us to talk about social and economic change, the changing aspirations of the University, and the interplay of personalities that led to many good moments and a few that were very painful. We will start with an overview of the history of collective bargaining at Hofstra and follow with a more detailed examination of some of the

WE STAND WITH OUR UNION SIBLINGS AT



HOFSTRA HAS THE RESOURCES.

FACULTY SHOULD NOT BE FORCED TO PAY FOR A MANUFACTURED CRISIS.

Since 2019:

- Senior administrator compensation rose more than 23%.
- Hofstra's endowment nearly doubled.
- Faculty gave up a negotiated raise during COVID.

Now, management wants faculty to pay more for healthcare, lose part of Hofstra's pension contribution, and accept raises below inflation.

HOFSTRA: BARGAIN IN GOOD FAITH. INVEST IN FACULTY. INVEST IN TEACHING.



rutgersaaup • Follow

Hofstra University



rutgersaaup We stand with our Hofstra AAUP union siblings. Faculty make Hofstra work. We signed Hofstra AAUP's letter calling on President Susan Poser and the Hofstra administration to bargain in good faith and offer serious proposals that improve working conditions and strengthen education and research across the university.

Faculty gave up a negotiated raise during COVID. Now, as Hofstra's endowment has nearly doubled and senior administrator compensation has risen 23%, management is demanding concessions.

We ask our union siblings to share this message and stand with Hofstra faculty.

Read the full letter at the link in our bio

[#HofstraAAUP](#) [#UnionStrong](#) [#HigherEdLabor](#) [#AAUP](#)

22m



6 likes

22 minutes ago



Add a comment...

Post

Budget Discussion

How much of the budget are we?

In Academic Year 2024-2025, Full-time faculty were:

Wages: \$134,130,000.00

Benefits: \$37,380,000.00

Total: \$171,510,000.00

Hofstra's Academic year 2024-25 Approved Budget:

Total: \$442,777,000.00

Total Wages and Benefits: \$320,168,000.00

Full-time faculty wages and benefits are:

39% of the total budget; and,

54% of all Wages and Benefits.

Yes, we are a big expense, but we also drive revenue

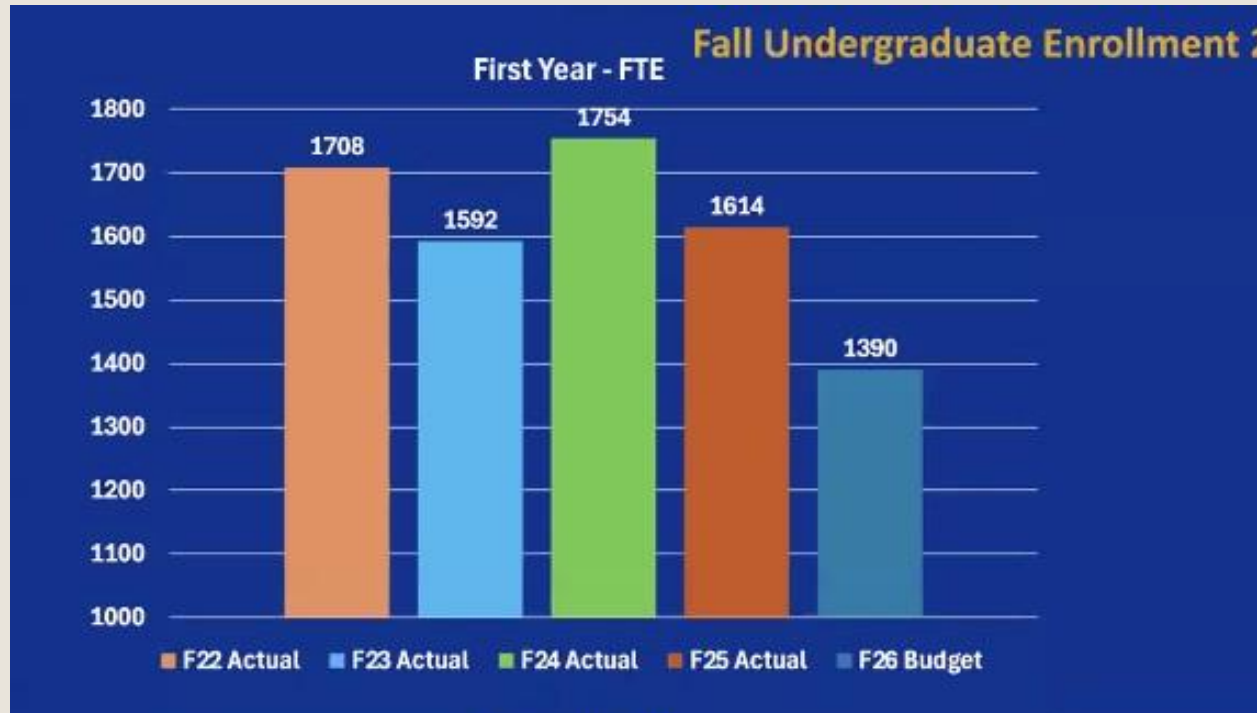
Complaining about faculty wages at a university is like complaining about the foam budget at the Muppet workshop.

These are both the quintessential elements of what sells our “product.”



Enrollments

Administration is again selective in sharing data.

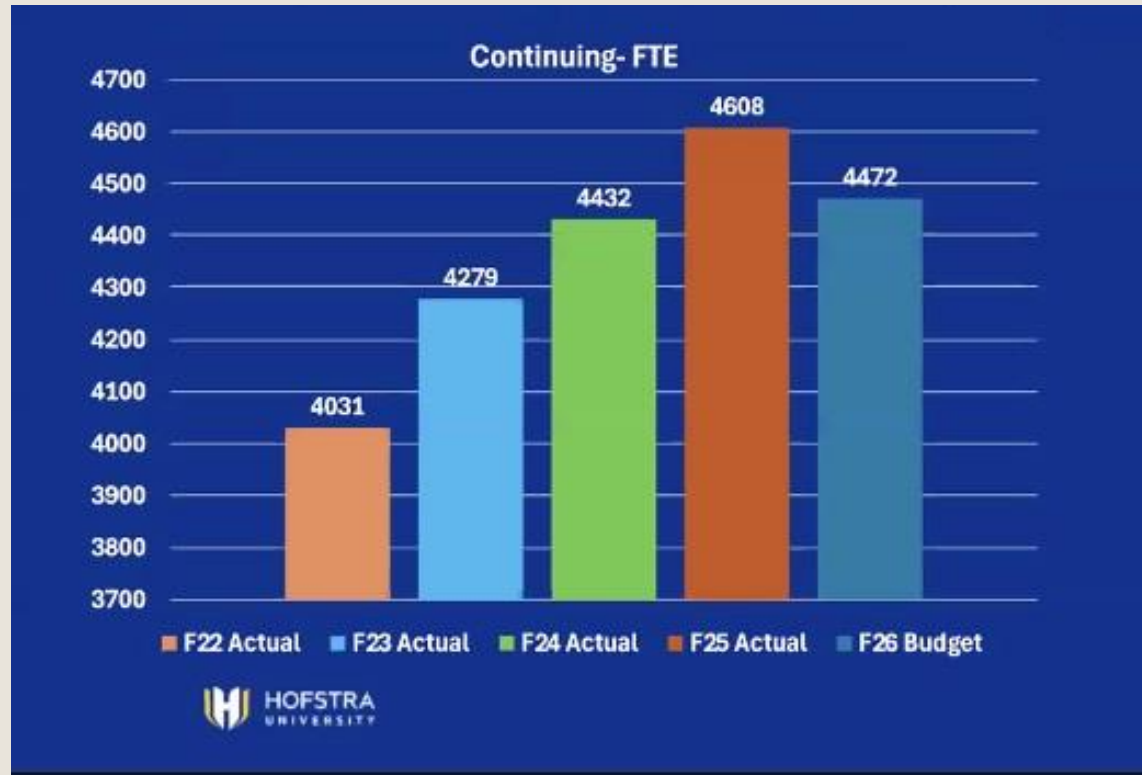


They started the X axis at high enrollment numbers

We have had lower enrollments before...

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Applications	28617	26808	27620	24425	24062	24886	23557	22890	25021	21771
Admitted	17,806	17,143	17,456	16,728	16,630	16,826	16,346	16,157	17,035	15,821
Enrolled	1,647	1,638	1,555	1,523	1,390	1,659	1,710	1,593	1,754	1,615
Admit rate	62.2%	63.9%	63.2%	68.5%	69.1%	67.6%	69.4%	70.6%	68.1%	72.7%
Yield Rate	9.2%	9.6%	8.9%	9.1%	8.4%	9.9%	10.5%	9.9%	10.3%	10.2%

Should more be made about the sustained level of continuing student?



We are glad the President stated that the present situation is not a “crisis.”

The way the past 3 months have passed, and the reductions in Local 153, special faculty, and austerity discussion more broadly certainly put all of us in “crisis mode.”

The Administration is trying to create a culture of crisis and fear so that we accept what they are trying to force through in terms of major changes to our work and economic concessions.

Job Actions

Pre-semester Actions

Early Arrival orientation Groups: Sunday, August 23rd, 3-9pm

New Student Orientation: Wed, August 26, 5:00-6:30pm

All Continuing Undergraduate Students Move In on Sat, August 29: 9am – 9pm

Please put in the Chat the dates you can commit to these actions.

Details are forthcoming...

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Preparing for Fall 2026

Classes go on as they usually do on August 31.

We hope we can get the contract resolved by September 1, so in that spirit, we are planning a fully intact semester.

Strike Preparation and Organizing

Strike School - There was a Strike School organizing meeting with Union leadership last week. We are working with AAUP national to organize similarly schools for general membership. We should have more for you this week.

Strike Pledge Cards - Please fill out a strike pledge card so we know which colleagues we need to reach out to so we can ensure a successful strike action (if we need it).

As we said last week, we will call another meeting and vote before we call a strike but signing the pledge card helps us identify who is committed to this fight and helps keep pressure on the administration.

Strike Pledge Card

Fill one out for yourself; send it to your colleagues!

Sign up a Pledge Card here:

<https://forms.gle/CHj6pMfmFruarWan8>

Social Media

Please Follow!

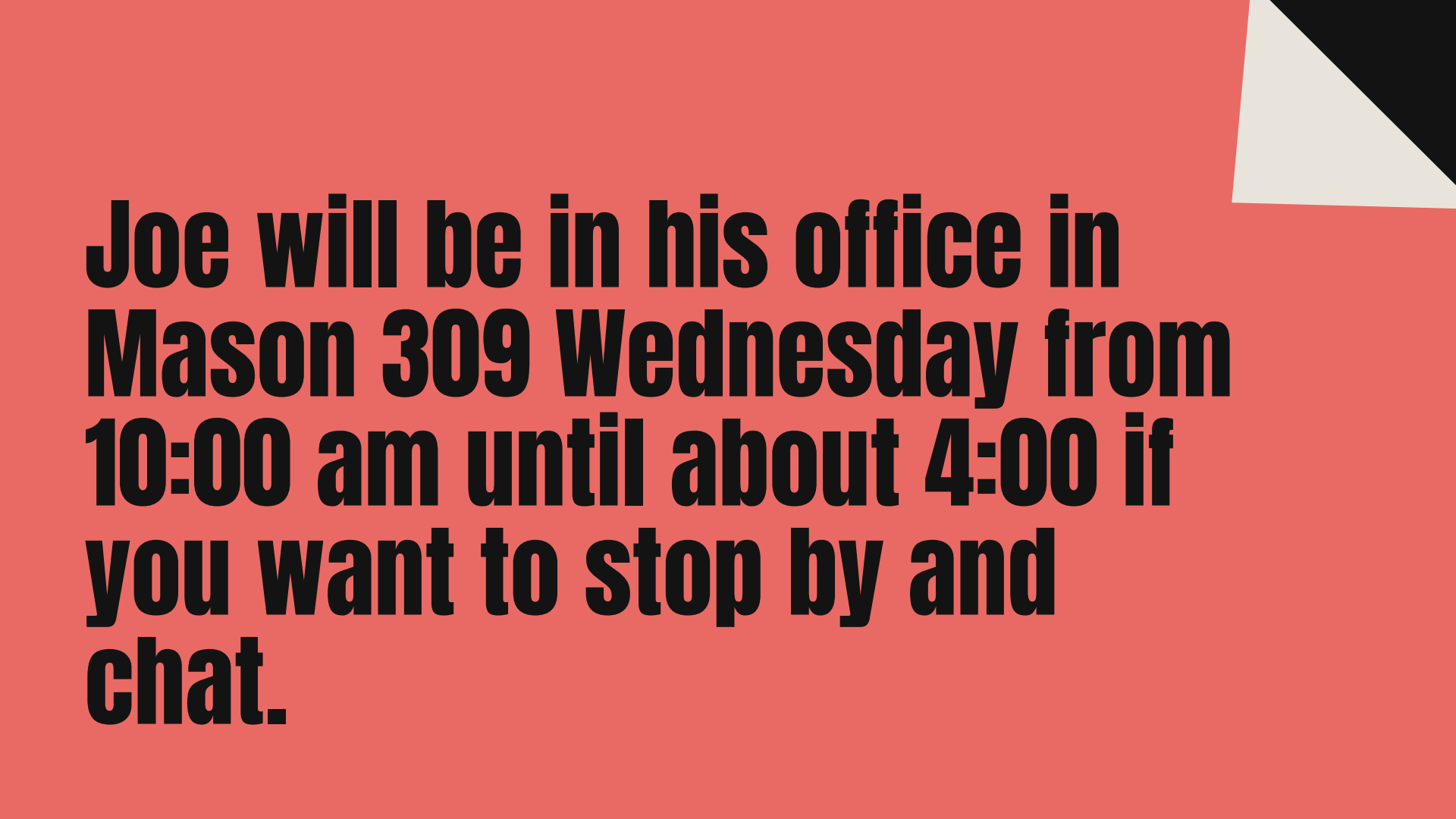
<https://www.instagram.com/aauphofstra/>

@aauphofstra

Hashtag: #HofFacAAUP

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Questions?



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



Next Bargaining Update:

**Monday, August 31,
7:00pm, on Zoom**

**THANK
YOU!**