WHAT FACULTY UNIONS WIN

Wages

Three examples from faculty union contracts at R1 universities.

Rutgers University / Rutgers AAUP-AFT

01

$5,035 added to base pay

FY2023 flat increase, followed by 3.5% across-the-board raises in FY2024 and FY2026.

Payroll dates apply; excludes legacy BHSNJ; FY2025 merit is separate.

2022-2026 CBA | Art. 8.A, Part One, I-IV | pp. 24-25

UMass Amherst / MSP, MTA/NEA

02

$500,000 for salary equity

The first 2025 base-pay equity pool is at least $500,000, followed by annual pools of at least $300,000.

Individual award decisions are discretionary and not grievable.

2024-2027 CBA | Sec. 26.9 | pp. 125

SIU Carbondale / Faculty Association, IEA/NEA

03

$1,050 / $1,800 a month

Base-pay promotion increments: $1,050 from assistant to associate with tenure; $1,800 from associate to full.

A 12% prior-rank median formula applies instead if higher.

2024-2028 CBA | Sec. 14.06 | pp. 63

JOIN CFA

Build our collective voice at UIUC.

cfaillinois.org/join-cfa

Peer examples; UIUC outcomes depend on bargaining.

Sources checked October 29-30, 2026