WHAT FACULTY UNIONS WIN

Academic Freedom

Three examples from faculty union contracts at R1 universities.

University of Oregon / United Academics, AAUP/AFT

01

Freedom to research, publish and teach

The contract protects research and creative work, publication of results, and teaching inside and outside the classroom.

Professional standards and academic responsibilities still apply.

2025-2027 CBA | Art. 5, Secs. 1-3 | pp. 7-8

University of Delaware / AAUP-UD

02

Protection for institutional criticism

Academic freedom expressly covers speaking about university policies, even outside formal governance bodies.

Stated competence, professional ethics and conduct limits apply.

2023-2026 CBA | Sec. 2.2 | pp. 3

University of Hawaii / UHPA

03

A process to defend academic freedom

Faculty can seek review by an academic-freedom advisory committee and retain a contract grievance route.

The panel advises; its recommendation is not a binding ruling.

2025-2029 CBA | Art. IX, B-C | pp. 17-18

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Peer examples; UIUC outcomes depend on bargaining.

Sources checked October 29-30, 2026