WHAT FACULTY UNIONS WIN

Governance / Senate

Three examples from faculty union contracts at R1 universities.

University of Delaware / AAUP-UD

01

A faculty vote on department leaders

Chair and director appointments and reappointments require a formal faculty advisory vote, communicated to the dean and provost.

This is an advisory vote, not a faculty veto over appointment.

2023-2026 CBA | Sec. 5.9 | pp. 7-8

University of Oregon / United Academics, AAUP/AFT

02

A guaranteed role in unit policies

All unit faculty can participate in policy development and revision, with equitable tenure-track and career faculty participation.

The provost retains final authority; written procedures apply.

2025-2027 CBA | Art. 4, Secs. 1-4 | pp. 4-5

Kent State University / AAUP-KSU, tenure-track unit

03

Senate and committee roles in writing

The CBA specifies elected Faculty Senate and faculty advisory committee roles in department, college and university academic affairs.

Advisory roles preserve final governing authority.

2019-2022 CBA (historical) | Art. VI, Secs. 3-6 | pp. 10-16

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Peer examples; UIUC outcomes depend on bargaining.

Sources checked October 29-30, 2026