CAMPUS FACULTY ASSOCIATION | PUBLIC EXCERPT

The Union Difference: Faculty Pay at UIUC and UIC since UICUF's First Contract

Contract timeline, campus salary trends and pay by academic title

THE CENTRAL COMPARISON

- Before inflation, median salary rose 56.1% at UIC and 38.7% at UIUC from FY2012 to FY2025.
- After inflation, the changes were +11.3% at UIC and -1.1% at UIUC.
- The campus series covers professor, associate professor and assistant professor titles.

Timeline

UICUF contract milestones

Campus

Median salaries in 2025 dollars

By title

Average salary by academic title

UIC United Faculty was certified June 28, 2012.
These comparisons describe pay patterns and do not estimate the effect of unionization.

Prepared by: Andrew Bowman, Lead Staff Organizer, Campus Faculty Association

UIC UNITED FACULTY

UICUF contracts put specific pay gains in writing

Short excerpts from the tenure-track agreements, with agreement and article references.

June 28, 2012 — **UICUF's tenure-track unit is certified**

"the University recognizes UIC United Faculty ... as the exclusive bargaining representative"

2012-15 CBA, Article II, p. 1. The bargaining relationship is formally established.

August 16, 2012 — **The first tenure-track contract takes effect**

"each bargaining unit member will receive no less than a 1% adjustment"

2012-15 CBA, Article VI.A.1, pp. 5-6. The agreement also created an equity/compression pool.

August 16, 2015 — **A dedicated pay-equity pool continues**

"allocated 1% of the tenure system faculty salary base ... to address compression/equity/market/retention"

2015-18 CBA, Article VI.A.1, pp. 5-6. The dedicated pool applied in each contract year.

August 16, 2018 — **Equity pools double and salary floors begin**

"an amount equal to 2% of the tenure system faculty salary base ... to address compression and equity issues"

2018-22 CBA, Article VI.A.1, pp. 3-4. Salary floors were $65k, $71.5k, and $78.65k.

August 16, 2022 — **An across-the-board equity increase is written in**

"a $2,500 base salary increase, adjusted for FTE, to all bargaining unit members"

2022-26 CBA, Article VI.A.1, pp. 5-7. Year 1 also specified 3.5% merit and higher salary floors.

Quoted excerpts are shortened only where "..." appears. Salary floors are 9-month rates; the agreements treat Library faculty floors as 12-month rates.

CAMPUS-WIDE COMPARISON

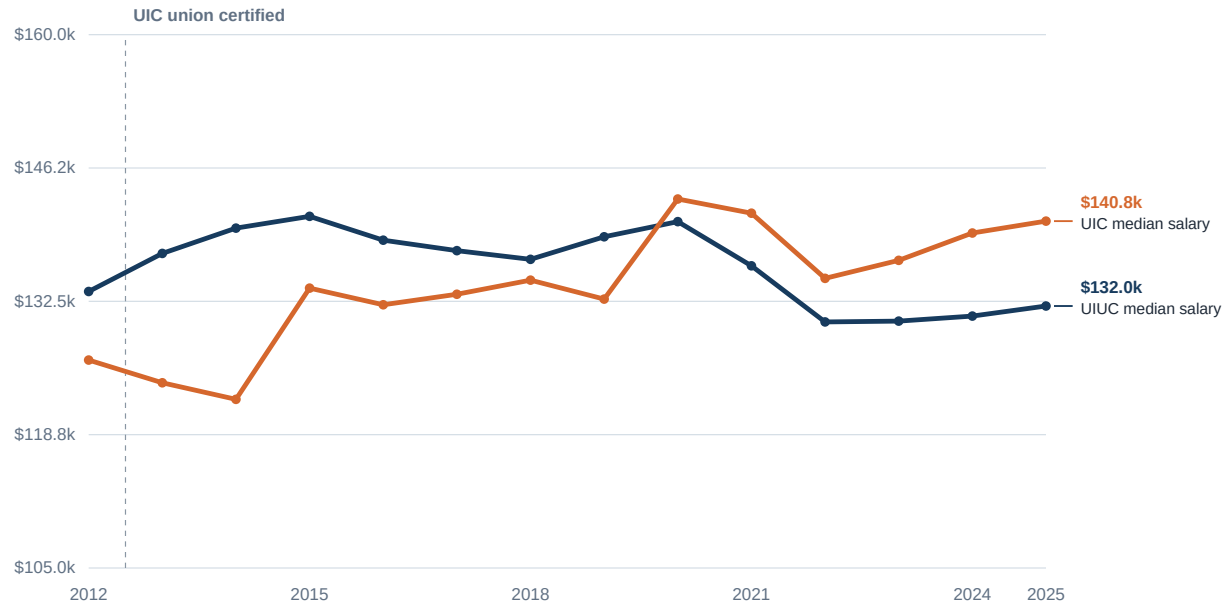
Campus faculty pay since UICUF's first contract

Median base salary for three professor titles in 2025 dollars, FY2012-FY2025.

-1.1%
UIUC median salary change

+11.3%
UIC median salary change

-$8.8k
UIUC minus UIC in FY2025



What the comparison shows

- UIUC median salary changed from $133,515 to $132,017, -1.1%.
- UIC median salary changed from $126,444 to $140,772, +11.3%.
- In FY2025, UIC's median was about $8,754 higher, based on unrounded values.

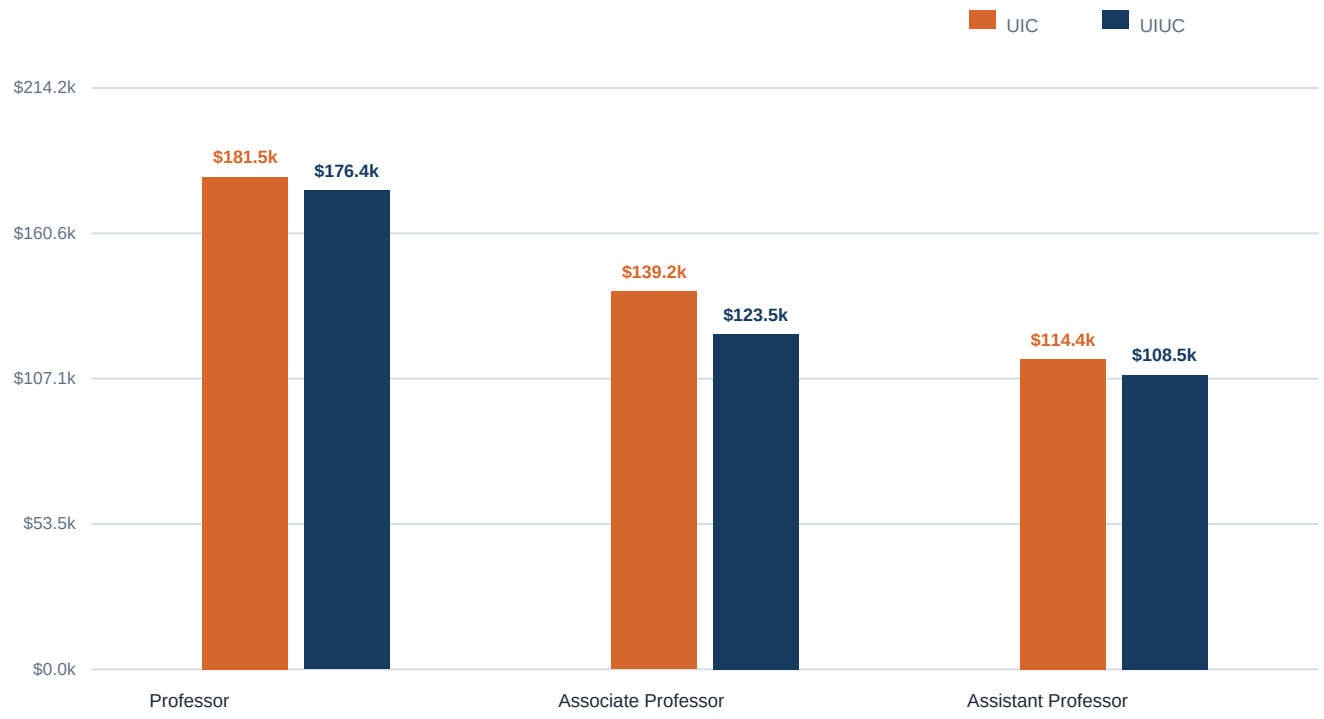
Method Notes

IBHE records for professor, associate professor and assistant professor titles are adjusted to 2025 dollars using CPI-U.
IBHE does not identify tenure status, department or FTE. These trends describe pay and do not establish causation.

SALARY BY TITLE

Faculty pay by academic title

AY2024-25 equated 9-month average salary by academic rank.



Population: full-time instructional staff in the three academic ranks shown.

Source: IPEDS Salary, AY2024-25.