

THE UNI UNITED FACULTY-AAUP

2025-27 CONTRACT

Initial PROPOSAL

Presented to the State of Iowa Board of Regents

January 31, 2025



UNI United Faculty reserves the right to make new proposals in response to BOR offers.

Introduction

United Faculty, which represents over 500 faculty members on UNI's campus, calls for substantial salary increases for UNI faculty as salaries have not kept pace with inflation, and as UNI faculty compensation has lost ground compared to its set of [10 peer institutions](#), and compared to all 165 public Division IIA (master's-level) universities in the U.S.

United Faculty, established in 1976, is the chief negotiating agent for the University of Northern Iowa's faculty, and is affiliated with the American Association of University Professors (AAUP) and American Federation of Teachers (AFT).

ARTICLE ONE BASE WAGES

Section 1.0 2025-2026 Salaries

Effective with the 2025-2026 appointment year, the minimum salary guideline for each classification in the bargaining unit will be increased by four and ninety-five hundredths percent (4.95%).

Section 1.1 2026-2027 Salaries

Effective with the 2026-2027 appointment year, the minimum salary guideline for each classification in the bargaining unit will be increased by four and ninety-five hundredths percent (4.95%).

Section 1.2 Temporary (Adjunct) Salaries

Temporary (Adjunct) faculty shall be paid at a rate of no less than one thousand nine hundred and thirty-nine dollars (\$1,939) per credit hour for the 2025-2026 appointment year and two thousand thirty-five dollars (\$2,035) per credit hour for the 2026-2027 appointment year.

Article One Rationale

- UNI trails its peer institutions in average salary in every academic rank (instructor, assistant professor, associate professor, and professor) and all ranks combined.
- UNI faculty salaries at all ranks combined are only 87.3% of their peer institutions' average.
- Compared to all [165 public Division IIA \(master's-level\) universities](#) in the U.S., across all ranks, UNI faculty earn only 89.2% of their national peers.
- More competitive base salaries will help UNI be able to attract and retain excellent faculty.

ARTICLE TWO

SALARY INCREASES FOR NON-TEMPORARY FACULTY

Section 2.0 2025-2026 Salary Increases for Non-Temporary Faculty

Effective July 1, 2025, UNI shall establish a salary increase fund equal to four and ninety-five hundredths percent (4.95%) of the total amount of the appointment year salaries of all non-temporary faculty who were employed on April 30, 2025. During the 2025-2026 appointment year, this salary increase fund shall be distributed to eligible non-temporary faculty based on the following allocation: forty percent (40%) as an across-the-board increase (which shall be based on the individual faculty member's 2024-2025 appointment year salary), twenty percent (20%) as an incremental increase (which shall be based on the average 2024-2025 appointment year salary of all non-temporary faculty), and forty percent (40%) as an individual adjustment for merit and promotions.

Section 2.1 2026-2027 Salary Increases for Non-Temporary Faculty

Effective July 1, 2026, UNI shall establish a salary increase fund equal to four and ninety-five hundredths percent (4.95%) of the total amount of the appointment year salaries of all non-temporary faculty who were employed on April 30, 2026. During the 2026-2027 appointment year, this salary increase fund shall be distributed to eligible non-temporary faculty based on the following allocation: forty percent (40%) as an across-the-board increase (which shall be based on the individual faculty member's 2025-2026 appointment year salary), twenty percent (20%) as an incremental increase (which shall be based on the average 2025-2026 appointment year salary of all non-temporary faculty), and forty percent (40%) as an individual adjustment for merit and promotions.

Article Two Rationale

- UNI faculty salaries have not only fallen behind their peers, but also have not even kept pace with inflation. Over the past 10 years, UNI faculty salaries have fallen dramatically behind the cost of living.
- UNI's compounded shortfall from 2014 to 2024 is 9.89% -- the rate at which UNI faculty salaries have not kept up with inflation (reflected in historic CPI-U Consumer Price Index for the Midwest Region, as reported by the [U.S. Bureau of Labor Statistics](#)).
- UNI faculty literally have seen the real value of their salaries decline nearly 10% over the past decade.
- There are already harms to UNI due to the low salaries. The [UNI Campus Climate Survey](#) (2023) found that 63 percent (n = 188) of faculty responded they had seriously considered leaving UNI. Of that group, 55 percent (n = 104) of faculty respondents who seriously considered leaving did so because of low salary/pay rate.
- Low pay is the No. 1 issue for the high percentage of faculty who are seriously considering leaving UNI.

ARTICLE THREE PROMOTION SALARIES

Section 3.0 Promotion Amounts

Subdivision 3.0a Tenured Faculty

For the 2025-2026 and 2026-2027 appointment years, every Tenured or Probationary Faculty Member promoted in rank shall receive at least three thousand six hundred dollars (\$3,500) to Assistant Professor; four thousand five hundred dollars (\$4,500) to Associate Professor; and five thousand five hundred dollars (\$5,500) to Professor; in addition to a percentage increase, incremental increase, and individual adjustment. Promotional increases are in addition to any across-the-board increases, incremental increases, and merit increases.

Subdivision 3.0b Term and Renewable Term Faculty

For the 2025-2026 and 2026-2027 appointment years, every Term or Renewable Term Faculty Member promoted in rank shall receive at least three thousand two hundred fifty dollars (\$3,250) to Associate Professor of Instruction, Associate Professor of Practice, or Clinical Associate Professor; four thousand two hundred fifty dollars (\$4,250) to Professor

of Instruction, Professor of Practice, or Clinical Professor; in addition to a percentage increase, incremental increase, and individual adjustment. Promotional increases are in addition to any across-the-board increases, incremental increases, and merit increases.

Subdivision 3.3c Adjunct Faculty

For the 2025-2026 and 2026-2027 appointment years, every Adjunct Faculty Member with a 50% or more appointment promoted in rank shall receive at least \$200 additional per credit hour above the rate provided in this collective bargaining agreement to Associate Adjunct Instructor, and at least \$400 additional per credit hour above the rate provided in this collective bargaining agreement to Senior Adjunct Instructor.

Article Three Rationale

- Promotional raises for faculty at UNI are part of the same problem of lagging salaries.
- The current promotional salary increases for UNI tenure-track faculty have not changed since 2014!