



UUP Fights and Wins for Academics!

Our historic 2026-2031 Agreement with New York State makes new advances for Academic employees while maintaining critical protections.

- Nationally significant labor protections against Artificial Intelligence ensure that only humans teach classes at our campuses.
- Assurance that so-called student “evaluations of teaching” must not be the sole or primary basis for determining teaching effectiveness. This is a particularly important win for pre-tenure faculty and for contingent faculty who lack the protections of permanency.
- Maintenance of our contractual academic freedom protections, which are among the strongest in the country.
- Job Security and Professional Advancement for Full-Time Contingent Faculty:
 - Full-Time Contingent Faculty (excluding Clinical Faculty at the HSCs) will now be granted 4-year term appointments after 10 years of consecutive service.
 - Full-Time Lecturer Rank Sequence: We have created two new state titles—Senior Lecturer and Advanced Senior Lecturer. Campuses will establish guidelines and procedures for promotion into these titles, including guaranteed salary increases. Full-Time Lecturers can apply for promotion to Senior Lecturer after 6 years, and to Advanced Senior Lecturer after 9 years.
- Compensation increases that allow UUP members to build sustainable academic careers:
 - Across-the-board salary increases of 4.5% (2026), 4% (2027), 3.5% (2028), 3% (2029), and 3% (2030).
 - Increases to the per-course minimum salaries for part-time academics (based on 3 credits):
 - 2026: \$5500 (Comps/Techs)/\$6000 (University Centers).
 - Escalates by \$250 each year to reach 2030: \$6500 (Comps/Techs)/\$7000 (University Centers).
 - Discretionary Salary Increases in all years, with an across-the-board, on-base distribution in 2027.
 - New on-base 17-year Retention Award of \$750 and significant expansions of the existing 7-year (\$1750) and 12-year (\$1500) Awards. We also established a new Part-Time Retention Award at 7 years (\$500 annual lump sum) and 12 years (additional \$500 annual lump sum).
 - A new Higher Education Stipend of \$600/year for full-time employees (pro-rated for part-time employees) with a Master’s Degree or higher.
 - Significant increases in professional development funding for IDAs, CLEFR, CLRP-R, and Drescher Leaves.