

NATIONAL CENTER
for the **Study of Collective Bargaining in Higher**
Education and the Professions

2024

**Directory of Bargaining Agents and
Contracts in Institutions of Higher
Education**

William A. Herbert
Jacob Apkarian
Joseph van der Naald

September 2024

HUNTER
The City University of New York

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The National Center for the Study of Collective Bargaining in Higher Education and the Professions (National Center) is an interdisciplinary labor-management research center at Hunter College, City University of New York (CUNY). Our research and programming focus on unionization, collective bargaining, labor relations, and labor history.

The National Center was established on August 1, 1972, pursuant to a resolution of the New York City Board of Higher Education. The concept and framework for the National Center was first proposed by Professor Donald Wollett at a 1970 national conference on collective negotiations in higher education organized by CUNY.¹

Since its creation, the National Center has functioned as a clearinghouse and forum for those who study and are engaged in collective bargaining and labor relations. It is composed of labor and management professionals, practitioners, and scholars who study contemporary and historical labor-management issues, best practices in collective bargaining, legal and legislative developments, and public support for higher education. The National Center's Board of Advisors includes administrators, union representatives, scholars, and attorneys from colleges and universities.

Throughout its history, the National Center has organized and sponsored national and regional conferences, workshops, and trainings on the substance and procedures of collective bargaining, labor relations, and related topics in higher education and the professions. National Center researchers publish monographs, academic research articles, and book chapters, and present research at professional conferences. In addition, the National Center publishes the peer-reviewed *Journal of Collective Bargaining in the Academy*, in conjunction with Eastern Illinois University.

A cornerstone of the National Center's research agenda is the collection and reporting on data about unionization, collective bargaining

relationships, bargaining agents, and contracts in higher education. The data and analyses have been published by the National Center in periodic directories since the 1970s. In 2020, a supplemental directory was published that included data and hyperlinks to contracts for new collective bargaining relationships created between 2013 and 2019. Hyperlinks to prior National Center directories dating back to 1976 are available on our [website](#).

Since 1973, the National Center has published a newsletter that also provides data and analysis regarding unionization and collective bargaining relationships in higher education. For the past decade, the National Center's [monthly electronic newsletter](#) has reported on representation petition filings, agency and court decisions, representation outcomes, and other developments relating to unionization and collective bargaining.

To help ensure that the National Center will be able to continue to offer research publications and future programming, we strongly encourage contributions from institutions, unions, law firms, scholars, and journals that access and use this 2024 Directory.

Inquiries regarding National Center publications, conferences, and services should be addressed to the National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, City University of New York, 695 Park Avenue, East 68th Street Campus, East Building 1440, New York, NY 10065.

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¹ Herbert, William. A. 2023. "In the Beginning, Long Time Ago: A Brief History of the National Center's Origin and Evolution." *Journal of Collective Bargaining in the Academy* 14: 4–7. <https://thekeep.eiu.edu/jcba/vol14/iss1/>.

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Authors:

William A. Herbert is Executive Director of the National Center for the Study of Collective Bargaining in Higher Education and the Professions and a Faculty Associate at the Roosevelt House Public Policy Institute at Hunter College.

Jacob Apkarian is an Associate Professor of Sociology at York College, City University of New York, and a National Center Research Fellow.

Joseph van der Naald is a PhD candidate in the program in sociology at the Graduate School and University Center, City University of New York and a National Center Research Fellow.

National Center Research Team:

William A. Herbert

Jacob Apkarian

Joseph van der Naald

Anu Biswas

Melanie Kruvelis

Erin Ward

Karen Stubaus

Michelle Savarese

Gregory Johnson

Nancy Hanks

Dawn Wells

Nicholas Wogan

Anna Xia

Sarah Mathai

Imani Cenac

Michael Cardenas

Daniel Iskhakov

Francisco Torres

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Andre' Poplar

Vice Chancellor for Human Resources, Oakland Community College

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Executive Director of Labor and Employee Relations and Special Counsel, University of Illinois System

Julie Schmid

Special Assistant for Higher Education to AFT President

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Former Executive Director of Systemwide Labor Relations, University of California.

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Liesl K. Zwicklbauer

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Professor of Higher Education, University of Arizona and Co-editor of the Journal of Collective Bargaining in the Academy

Theodore H. Curry

Former Associate Provost and Associate Vice President for Academic Human Resources, Michigan State University.

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The CUNY Board of Trustees, Chancellor Félix V. Matos Rodríguez, and his predecessors deserve our sincerest gratitude for their consistent support for the National Center's research and programming over the past half-century.

Former Hunter College President Jennifer J. Raab was a great champion of the National Center's mission and activities. We thank President Raab for her steadfast support. It was during her tenure, and with the agreement of former Vice Chancellor for Academic Affairs Louise Mirrer, that the National Center was transferred from Baruch College to Hunter College, where it has flourished since 2002.

We need to express our appreciation to Hunter College Interim President Ann Kirschner, and Hunter College Interim Provost Manoj Pardasani and his predecessors, for their support as the National Center moved to its new offices on Hunter College's main campus from the college's Brookdale campus in 2023. We look forward to working with Hunter College President Nancy Cantor beginning in the 2024-25 academic year.

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Introduction to the 2024 Directory

The 2024 Directory of Bargaining Agents and Contracts in Institutions of Higher Education (2024 Directory) is a continuation of a central National Center research function: collecting and reporting on data about collective bargaining relationships and contracts in higher education. For five decades, National Center directories have aggregated and analyzed data about collective bargaining units and agents in higher education, with a primary focus on union representation of faculty.

The 2024 Directory builds on and expands the scope of data presented in prior directories. It contains the results of over two years of data collection using electronic and hard copy survey instruments, followed by repeated emails and telephone calls from research team members to institutions and union representatives that were supplemented by data from other reliable sources.

The directory includes data for 902 collective bargaining units in higher education through January 1, 2024 involving tenured and tenure eligible faculty, non-tenure track faculty, department chairs, administrators, postdoctoral scholars, and academic researchers and graduate and undergraduate student employees at public and private non-profit institutions.

A significant feature of the 2024 Directory are hyperlinks to 813 electronic versions of recent contracts for collective bargaining relationships identified in the directory.² This covers 90% of the bargaining relationships identified in the directory. The unavailability of some contracts reflects the refusal of certain parties to provide contracts, or

the lack of a first contract for newer certified or recognized bargaining units.

The 2024 Directory is the first publicly available comprehensive collection of collective bargaining agreements in higher education. The contracts transcend institutional types and sectors, geography, and the national union affiliations of bargaining agents.

To assist with and expedite publication of future directories, the National Center has included in the 2024 Directory an [update portal](#) for parties to submit current first or successor contracts along with proposed edits and updates to data in the tables. We strongly encourage parties to utilize this tool to assist in making updated data and contracts available to the higher education community and other researchers.

The inclusion of bargaining unit data with hyperlinks to contracts is a continuation of our approach in the 2020 Supplementary Directory of New Bargaining Agents and Contracts in Institutions of Higher Education, 2013-2019 (2020 Supplementary Directory).³ The 2020 Supplementary Directory presented and analyzed data about new bargaining units involving faculty, department chairs, administrators, postdoctoral scholars, and graduate student employees in the seven-year period prior to the COVID-19 pandemic along with hyperlinks to applicable contracts. The data utilized in the 2020 Supplementary Directory came from documentary sources. The research methodology for that directory was responsive to the documented difficulties in receiving survey responses from institutions and unions for the 2006 and 2012 Directories.⁴

2 The hyperlinked collective bargaining agreements in the 2024 Directory were collected starting in July 2021. As a result, some may no longer be the current contracts.

3 Herbert, William A., Jacob Apkarian, and Joseph van der Naald. 2020. *Supplementary Directory of New Bargaining Agents and Contracts in Institutions of Higher Education, 2013-2019*. National Center for the Study of Collective Bargaining in Higher Education and the Professions. <https://www.hunter.cuny.edu/ncscbhep/assets/files/SupplementalDirectory-2020-FINAL.pdf>.

4 Herbert, In the Beginning, 18-19; Moriarity, Joan. and Michelle Savarese, *2006 Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education*, National Center for the Study of Collective Bargaining in Institutions of Higher Education. <https://www.hunter.cuny.edu/ncscbhep/assets/files/2006%20Directory%20of%20Faculty%20Contracts%20and%20Bargaining%20Agents%20in%20Institutions%20of%20Higher%20Education.pdf>.; Berry, Joe and Michelle Savarese. 2012. *Directory of U.S. Faculty Contracts and Bargaining Agents in Institutions of Higher Education*. National Center for the Study of Collective Bargaining in Higher Education and the Professions. <https://www.hunter.cuny.edu/ncscbhep/assets/files/NCSCBHEP%202012%20Directory%208-15-12%20RC2.pdf>.

Following publication of the 2020 Supplementary Directory, the National Center decided to return to the use of a survey instrument. In 2021, the National Center launched an electronic survey, which was sent to hundreds of administrators, labor and state union affiliate contacts, and distributed by other electronic means. Later that year, the National Center assembled a research team which began to directly contact institutions and labor representatives by telephone and email.

Throughout the research, the National Center continued to collect data on newly certified or recognized bargaining units of faculty, postdoctoral scholars, and graduate and undergraduate

student employees. The data was collected from documentary sources such as certifications issued by the National Labor Relations Board (NLRB) and similar state labor relations agencies and were reported in the National Center's monthly electronic newsletter.⁵

In September 2023, the National Center published a study analyzing the data relating to unionization and strike data in higher education for the period of January 1, 2022-June 30, 2023.⁶ At present, research team members are working on a National Center publication that will include anti-discrimination provisions taken from various contracts that are linked in this directory.

5 Copies of the National Center's monthly electronic newsletters since 2014 are available here: <https://www.hunter.cuny.edu/ncscbhep/ncscbhep/national-center-e-note>.

6 See, Herbert, William, A., Jacob Apkarian, and Joseph van der Naald. 2023. "Union Organizing and Strikes in Higher Education: The 2022-2023 Upsurge in Historical Context" in *The State of the Unions: A Profile of Organized Labor in New York City, New York State, and the United States*. CUNY School of Labor and Urban Studies. <https://slu.cuny.edu/wp-content/uploads/2023/08/Union-Density-2023.pdf>

Accessibility Statement

The National Center is committed to ensuring digital accessibility for people with disabilities. We are continually making efforts to improve the user experience for everyone and applying the relevant accessibility standards.

The collective bargaining agreements linked in the 2024 Directory dataset tables were created by higher education institutions and unions. We received the agreements directly from the institutions and unions or they were downloaded from their websites. The National Center has taken steps to partially remediate the agreements linked in the dataset tables to ensure that each pdf

document can be read by a screen reader and has been autotagged using Adobe Acrobat Pro.

Upon request, the National Center will provide a fully remediated version of an agreement linked in the tables. Such requests can be made via email to Administrator Michelle Savarese, msavares@hunter.cuny.edu, or by regular mail to the National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, City University of New York, 695 Park Avenue, East 68th Street Campus, East Building 1440, New York, NY 10065.

Portal for Updating Collective Bargaining Data

We strongly encourage institutions and labor organizations to submit new first or successor collective bargaining agreements along with any suggested edits to the data reported in the 2024 Directory. This will ensure that up to date information will become available in future directories to other institutions, labor organizations,

practitioners, and scholars. Copies of current contracts, suggested edits, and substantive updates can be submitted to the National Center through the [Directory Update Portal](#).

Journal of Collective Bargaining in the Academy



We encourage scholars and practitioners to submit manuscripts to the National Center's [Journal of Collective Bargaining in the Academy](#).

The Journal is an open access, peer-reviewed, online periodical that advances research and scholarly thought related to academic collective bargaining and to make relevant and pragmatic peer-reviewed research readily accessible to practitioners and to scholars in the field. It welcomes submissions from a wide community of

practitioners including, but not limited to college and university faculty, graduate students, administrators, union leaders, and others with an interest in collective bargaining in the academy. Please see the [Aims & Scope](#) page for more information.

It is supported in part by a generous contribution from [TIAA](#) and is hosted by the institutional repository of [Eastern Illinois University](#) (EIU), [The Keep](#) (a service of EIU's [Booth Library](#)).

Glossary of Terms and Symbols

The following is a glossary of terms and symbols used in the 2024 Directory:

Bargaining Agent: A bargaining agent is a union certified by a government agency or recognized by an institution of higher education as the exclusive representative of all employees in a bargaining unit for purposes of collective bargaining.

Bargaining Agent Affiliation: Bargaining agents are frequently affiliated with national and state unions, while others are independent. Some national unions have state affiliates, while others have locals or councils. Table A1 is a list of national and state affiliations, along with acronyms, for the bargaining agents identified in the tables, charts, and figures.

Bargaining Unit: A group of workers represented for purposes of collective bargaining with an institution of higher education. Bargaining unit composition is determined by the NLRB, a public sector labor relations agency, or through an agreement between a union and an employer.

Bargaining Unit Composition: Bargaining unit composition in higher education can vary widely from institution to institution and is subject to modification. Faculty can be in a single bargaining unit or divided into separate bargaining units at the same institution. Faculty can also be part of a combined unit with other job titles including chairs, postdoctoral scholars, librarians, and/or graduate student employees. In the same manner, non-instructional titles can be represented in combined units with faculty or in separate bargaining units. Table A2 includes separate bargaining units of faculty and combined units of faculty, department chairs, graduate student employees, and other professional job titles.

To help avoid confusion, we have used abbreviated categories and symbols to describe and identify unit compositions in the directory:

- **Faculty:** Employees whose duties include academic instruction, academic research, and/or service, or other duties in support of an institution's educational mission. Some

units may include librarians with faculty status or non-faculty professional titles.

- **Full-Time Tenured and Tenure Track (FT TTT):** Faculty employed on a full-time basis who have tenure or are tenure eligible.
- **Full-Time Non-Tenured or Non-Tenure Track (FT NTT):** Faculty employed on a full-time basis who do not have tenure or the prospect of tenure.
- **Part-Time Tenured and Tenure Track (PT TTT):** Faculty employed on a part-time basis who have tenure or the prospect of tenure.
- **Part-Time Non-Tenured or Non-Tenure Track (PT NTT):** Faculty employed on a part-time basis who do not have tenure or the prospect of tenure.
- **Librarian:** Academic librarians and archivists with faculty status, with or without tenure or the prospect of tenure.
- **Department Chairs (CHR):** Faculty in an academic department with supervisory responsibilities over departmental operations, faculty, and support staff. Bargaining units composed solely of department chairs are included in Table A2.
- **Administrators:** Bargaining units with administrator titles that might have academic instructional and research responsibilities and/or are directly involved in instruction or research design. Table A3 identifies separate bargaining units with administrators.
- **Postdoctoral Scholars and Academic Researchers:** Scholars and researchers with non-tenure track titles such as postdoctoral fellows, postdoctoral research scientists, postdoctoral research scholars, or academic researchers in a separate unit or a combined one with faculty. Table A4 identifies separate bargaining units of postdoctoral scholars and academic researchers.
- **Graduate Student Employees (GSE):** Graduate student employees with academic titles such as teaching assistants, research assistants, and graduate assistants or who

perform non-academic work for an institution. Table A5 identifies separate units of graduate student employees and combined units with undergraduate student employees.

- **Undergraduate Student Employees (USE):** Undergraduate student employees performing academic duties or those working in dormitories, dining halls, or performing non-academic work in other campus work locations. Table A6 identifies undergraduate-only student employee bargaining units.

Bargaining Unit Size: The total number of employees in a bargaining unit as distinct from the number of employees who are union members. Bargaining unit sizes are approximate and can change from year to year and semester by semester, particularly for non-tenure track faculty and student employee bargaining units.

Certification or Recognition: A union can be certified by the NLRB following a representation election or certified by a state labor relations agency following an election or a card check. An institution of higher education can also voluntarily recognize a bargaining agent following an election or a card check conducted by a neutral third party.

Collective Bargaining Agreement (CBA): A contract between an institution of higher education and a union on behalf of a bargaining unit for a specific period. Contracts can be extended or modified through negotiated memoranda of agreements between the parties. Hyperlinks to available recent contracts for collective bargaining units identified in the directory are included in Tables A2-A6.

Current Agent Recognized: The year in which the current bargaining agent was elected or otherwise recognized as the representative of the bargaining unit.

Current CBA Expires: The month and year the recent collective bargaining agreement expires.

Initial Agent Recognized: The year the first bargaining agent was certified by an administrative agency or recognized by the employer as the exclusive representative of a bargaining unit. This may differ from the year that the current agent was elected because the bargaining agent could have changed since the initial agent was certified or recognized. In Tables A2-A6, initial agent recognition dates are provided if the initial agent was certified or recognized in a different year from the current agent.

Initial CBA Ratified: The year the bargaining unit and/or the institution first ratified a collective bargaining agreement.

Institution: The name of the employing college, university, or system with a certified or recognized collective bargaining agent representing a unit of faculty, department chairs, administrators, non-instructional professionals, postdoctoral scholars, graduate, and undergraduate student employees.

Union: An alternative term for the certified or recognized bargaining agent that represents a defined collective bargaining unit. It can have a national and/or state affiliation or be independent.

Scope of the Data

The 2024 Directory data details collective bargaining relationships involving tenured, tenure eligible, and non-tenure track faculty, department chairs and administrators, postdoctoral scholars, and academic researchers and graduate and undergraduate student employees in higher education. The unit of observation is an individual collective bargaining unit. This study includes all academic bargaining units and separate non-academic student employee bargaining units at public and non-profit private Title IV degree-granting institutions of higher education in existence at the start of calendar year 2024.⁷

The directory includes data for 902 collective bargaining units in higher education including 775 faculty and chair-only bargaining units, 19 administrator units,⁸ 10 exclusively postdoctoral scholar units, two exclusively academic researcher units, 81 GSE units, and 19 exclusively USE units.⁹

For each collective bargaining unit in Tables A2-A6 we present the following data: bargaining agent name and affiliations, including any applicable national and state affiliation or local or council number, the composition of the unit, the size of the unit, the institution that employs the unit members, the state in which it is located, whether the employing institution is a two-year or four-year institution, the year that the current agent for the unit was recognized, the year the initial collective bargaining agreement for the unit was ratified, the year that the current collective bargaining agreement expires, and a link to the most recent collective bargaining agreement.

Bargaining unit composition varies from institution to institution. The composition of bargaining units can differ based on faculty status (TTT or NTT or FT or PT). Faculty units can include other professional titles such as department chairs, postdoctoral scholars, librarians, coaches, or graduate student employees. Bargaining units at universities may or may not include faculty working at professional schools. At some institutions, non-faculty professional titles may be in separate bargaining units. Student employee bargaining units can include graduate student employees only, undergraduate student employees only, or a combination of both.

The wide variations in unit composition reflect different legal standards applicable under federal and state collective bargaining laws as well as the preferences of unions, institutions, and the employees. Due to the challenges faced in collecting and managing a dataset this large and complex, the 2024 Directory does not delineate all the other professional titles that might be included in a combined unit of faculty and other employees. In many instances, the most direct information concerning a specific unit composition can be found in a contract's recognition clause or the certification issued by the NLRB or a similar public sector labor agency.

The size of a bargaining unit presented in the dataset reflects the total number of employees in that unit. Unit size should not be confused with union membership size, which in the post-*Janus* era might be smaller.¹⁰ In reporting on the size of combined bargaining units, we were unable to

7 Since January 1, 2024, the following institutions listed in the 2024 Directory have closed, merged, or announced plans to do so: Goddard College, Wells College, College of Saint Rose, Marymount Manhattan College, University of the Arts, and Eastern Gateway Community College. In addition, the certifications of SEIU to represent NTT bargaining units at eight Florida higher education institutions listed in the 2024 Directory were revoked by that state's labor relations agency: Valencia College, Hillsborough Community College, the University of South Florida, St. Petersburg College, Lake-Sumter State College, Seminole State College, Miami-Dade College, and Broward College.

8 Three administrator units in the 2024 Directory include an unspecified number of chairs at Essex County College, Schenectady County Community College, and Suffolk County Community College.

9 The 2024 Directory does not include data about bargaining units limited to non-academic professional staff, separate bargaining units of librarians without faculty status, interns and residents, classified and administrative staff, buildings and grounds employees, and campus security personnel.

10 In *Janus v. American Federation of State, County, and Municipal Employees, Council 31*, 138 S. Ct. 2448 (2018), the Supreme Court ruled that mandatory fees charged to represented public sector employees who are not union members violated the First Amendment.

disaggregate the number of employees by title due to incomplete survey data.¹¹

For each unit, we provide the name of the employing college or university. This is not necessarily the same name of the employer listed in the contract, particularly in states with community college districts. For example, the dataset references John A. Logan College instead of the Board of Trustees of Community College District No. 530, Counties of Williamson, Jackson, Franklin, Randolph and Perry. This approach is consistent with the methodologies of prior National Center Directories and the National Center for Education Statistics' Integrated Postsecondary Data System (IPEDS).¹²

We include the year the current agent representing the unit was recognized,¹³ as well as the year their first contract was ratified.¹⁴ Finally, we collected the month and year that the most recent available collective bargaining agreement expires. In Tables A2-A6, we provide hyperlinks to contracts for 813 collective bargaining units.

Prior directories have listed the campuses subject to a collective bargaining relationship. We have chosen not to do so in the 2024 Directory given the ambiguity surrounding how IPEDS and institutions themselves define what constitutes a campus. If a bargaining unit includes represented employees on only a single campus in a university system, we made this fact clear in the name of the institution. For example, if a union represents academic workers on the University of Massachusetts-Amherst campus only, we list the

name of the campus rather than the University of Massachusetts system.

Table A1 is a listing of national and state affiliates of collective bargaining agents in higher education along with acronyms used in the 2024 dataset.

Table A2 presents data for all faculty bargaining units at private non-profit and public higher education institutions that include FT TTT, PT TTT, FT NTT, PT NTT, and/or department chairs. We utilize ^ to identify which units are at private sector non-profit institutions, ‡ for units with other professional titles, and * for units where the bargaining unit size was derived from sources other than survey responses.

Table A3 includes data for separate bargaining units of administrators in higher education.

Table A4 lists and presents data for all separate postdoctoral scholar collective bargaining units, and two new academic researcher units. It does not include data about combined units with postdoctoral scholars, faculty, and/or other professional titles.

Table A5 presents data for all GSE collective bargaining units in higher education including some that include USEs.

Table A6 presents data for all academic and non-academic USE bargaining units in higher education. It does not include data about units with USEs and other academic or non-academic titles.

11 Disaggregation was not feasible because less than 25% of the survey responses included a numerical breakdown by title for the bargaining unit. As a result, it is likely that there is an undercounting of the total number of chairs, coaches, postdoctoral scholars, academic researchers, and librarians with faculty status in bargaining units.

12 See, <https://nces.ed.gov/ipeds>.

13 The dataset includes the recognition year for 97% of all bargaining units, 98% of all faculty units, and 100% for separate postdoctoral scholar and student employee units.

14 The dataset includes ratification years for 84% of all bargaining units, 90% of all faculty units, 61% of student employee units, and 82% of postdoctoral scholar units. Missing ratification years are largely explained by newer units having yet to reach a first contract, especially for postdoctoral scholar and student employee units.

Research Methodology

The following is a description of the research methodology used for the 2024 Directory.

I. Academic Bargaining Unit Survey

The National Center conducted an academic collective bargaining survey using Qualtrics, which was distributed to a list of 520 higher education administrator contacts, 608 union contacts, 42 state union affiliate contacts, and 37 graduate student employee union contacts. Additionally, the survey was distributed monthly to close to 4,000 contacts nationwide through the National Center's electronic newsletter and via social media.

The list of contacts utilized was constructed by combining and updating contact information in our database for institutions and unions listed in the 2020 Supplemental Directory and 2012 Directory. From this list, the National Center built an index of contact information for each union and institution. The survey was open, and data was collected from July 7, 2021, until December 31, 2023.

The initial survey asked respondents to provide information about a variety of details associated with their collective bargaining units. We chose to limit the number of required inquiries in the hope of enhancing the response rate. The survey mandated completion of certain core information: the institution's name and state; the bargaining agent's name and its national affiliate; bargaining unit composition; bargaining unit size; number of campuses covered by the contract; and an electronic copy of the current contract.

Additional survey questions sought voluntary responses such as a breakdown of the number FT TTT faculty, PT TTT faculty, FT NTT faculty, and PT NTT faculty in each bargaining unit as well as the number and titles of non-faculty in the unit; bargaining agent's state affiliate; the month and year the bargaining agent was certified or recognized; the year the first contract was ratified or approved; the month the current contract would expire; and information concerning negotiated

labor-management agreements relating to issues stemming from the COVID-19 pandemic.

Due to the meager initial electronic survey response rate (13.7%), a research team was assembled, made up of CUNY faculty, doctoral and graduate students, Hunter College undergraduates and staff to directly contact administrators and labor representatives by telephone and email. Research team members were assigned spreadsheets by state with contact information for administrators and labor representatives for each collective bargaining unit missing a survey response. Multiple calls and emails were often necessary to receive relevant data for a specific bargaining unit. When necessary, a Word document version of the survey was distributed, and research team members also accepted abbreviated survey responses over the telephone.

Team members also reached out to higher education organizations, national administrator and attorney organizations, and national, state, and local union representatives for assistance in obtaining survey responses. Certain institutions and unions refused to provide requested data or copies of their contracts.

Due to the challenges faced in collecting the data, the research team turned to alternative data sources discussed below.

In the end, the overall survey response rate was 95.5% for all higher education collective bargaining relationships. Union representatives were responsible for 63% of the responses and administrators for 37%. By far the fewest questions answered by union representatives and administrators were with respect to pandemic related agreements.

II. Supplemental Data Sources

When a response did not include the current unit size, we relied on the 2020 Supplemental Directory, the 2012 Directory, available data from the NLRB or analogous state labor agencies, other public filings, and publicly available data

provided by higher education institutions¹⁵ In rare situations, IPEDS was used to derive a unit's size when we were unable to gather this information by other means.

Most survey responses did not include the date of recognition or the date of ratification of the first contract. For that missing information we relied on data from the 2020 Supplemental Directory and the 2012 Directory, certifications issued by the NLRB and state labor agencies, recognition agreements, union websites or other public filings.¹⁶ Missing contracts or the most recent agreements were obtained by downloading them from institutional or union websites or through responses to National Center freedom of information requests.

Where available, we used collective bargaining agreements to determine or confirm a unit's bargaining agent name and state affiliation.

IPEDS data was used to derive whether a university or college was a four-year or two-year institution and whether it was a public or a private non-profit institution.

III. Cleaning and Coding the Data

Following completion of the data collection, the research team cleaned and coded the data, and took steps to ensure that the linked contracts were accessible.

Research team members double-checked survey responses concerning institution name, bargaining agent name, affiliations, and unit composition against the terms of the collective bargaining agreements received. In cases where conflicting or ambiguous information was received concerning unit size, we averaged conflicting submissions or adopted the midpoint of a range given by different respondents.

15 For example, we relied on published CUNY payroll data from Fall 2022, rather than survey responses for the CUNY system wide faculty bargaining unit. This allowed us to separate the number of faculty from the number of represented graduate assistants in the bargaining unit as well as break down numbers of each employee type by two-year or four-year institution.

16 Both Fordham Law School and the Fordham Law School Bargaining Committee declined multiple requests for information concerning their collective bargaining relationship. As a result, we relied on data provided by the law school in its ABA Standard 509 Information Report and data included in the LM2 form filed by Fordham Faculty Bargaining Committee with the United States Department of Labor to determine the size of the faculty bargaining unit at that law school.

Summary of 2024 Findings

In this section, we summarize our findings concerning the current scope of collective bargaining representation in higher education.¹⁷ The findings are divided into five sections that analyze union representation¹⁸ patterns among faculty, administrators, postdoctoral scholars and academic researchers, graduate student and undergraduate student employees respectively.

I. Faculty Representation in Higher Education

By the beginning of 2024, faculty union representation in the United States was 27%, with a total of 402,217¹⁹ unionized faculty (see Figure 1) at over 600 institutions across 30 states and the District of Columbia.²⁰ Nationwide, there are currently 775 faculty bargaining units at public sector and private sector institutions of higher education.²¹

Key Findings

The rate of faculty union representation stands at 27%, as of January 1, 2024, with a total of 402,217 unionized faculty.

- CA, NY, and NJ have the highest number of unionized faculty.
- The total number of unionized faculty grew by 7.5% since 2012.
- Represented faculty in the private sector grew by 56%, relative to a 4% growth in the public sector, since 2012.

Representation of non-faculty titles grew substantially since 2012.

- In January 2024, there were 10 bargaining units of exclusively postdoctoral scholars with a total of 11,471 employees and two academic research units with a total of 6,132 employees.
- GSE union representation was 38% in January 2024 with over 150,000 employees in 81 units. GSE representation increased by 133% since 2012 with 60% of the growth of in the private sector.
- There were 19 exclusively USE units with 3,515 represented employees at the beginning of January 2024.

17 In analyzing the scope of union representation of faculty and graduate assistants, we relied on IPEDS data to estimate the total number of faculty and graduate assistants nationwide. Given that the 2024 Directory data includes represented faculty at medical schools, we included medical schools when estimating total faculty and graduate assistants nationwide which is a departure from the 2012 Directory methodology.

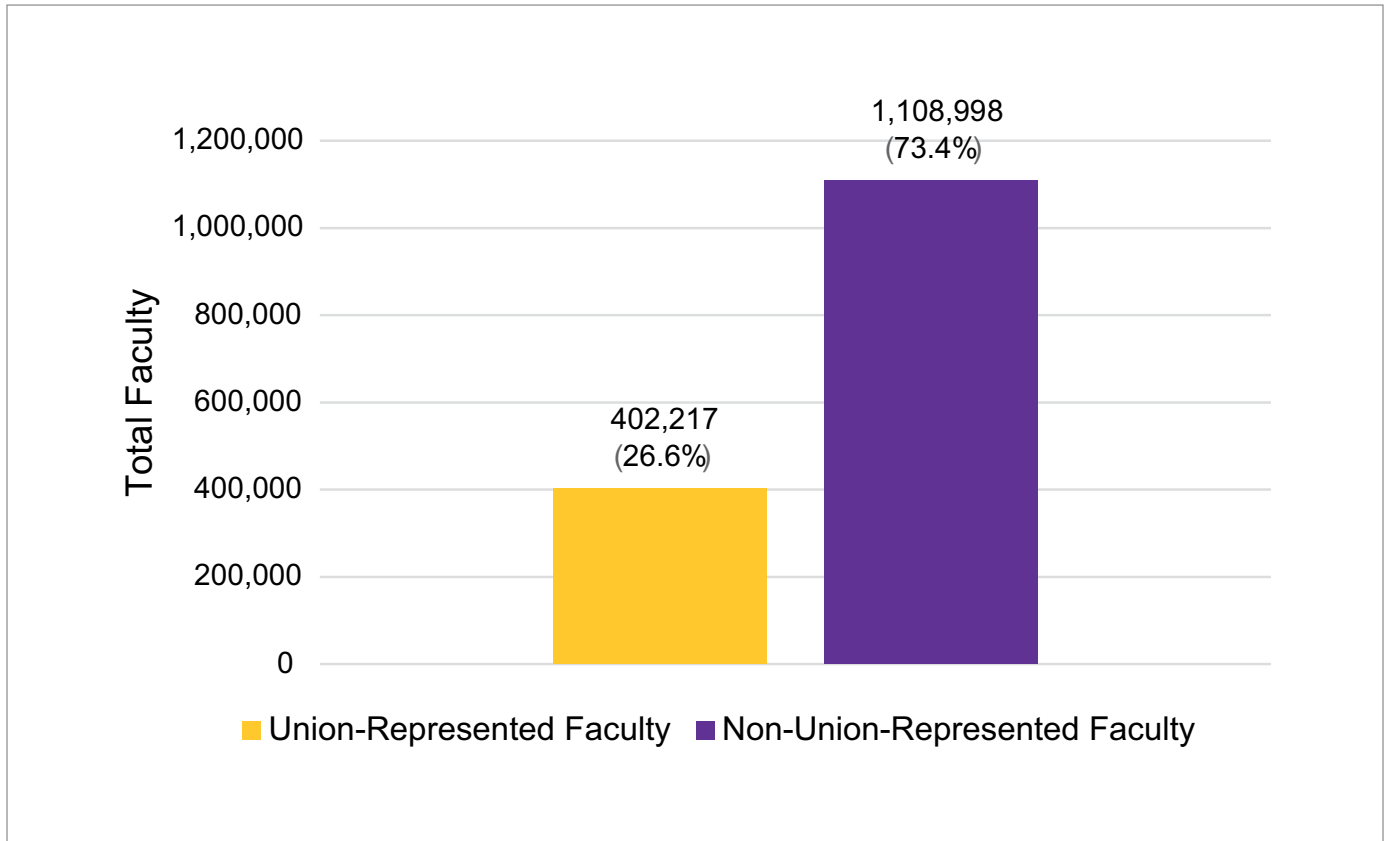
18 In the Summary of 2024 Findings, the terms 'represented' by a union and 'unionized' are used interchangeably to describe employees in a bargaining unit represented by a union for purposes of collective bargaining.

19 The represented faculty data analyzed in the 2024 Summary of Findings includes 24 instructional faculty in three bargaining units with professional and non-professional staff at the CUNY Research Foundation, which were identified in a communication from the former CUNY Research Foundation's Human Resources Senior Director.

20 Data concerning the standalone coaches' unit represented by APSCUF at the Pennsylvania State System of Higher Education are not reflected in the Summary of 2024 Findings or included in Table A2 because the coaches do not have faculty status. In 2000, APSCUF was originally recognized to represent the coaches' unit of approximately 340 employees. The most recent available [contract](#) for that unit expired in 2023.

21 The 2024 Directory includes data for a NTT bargaining unit at the University of Southern California International Academy represented by SEIU Local 721 according to a February 11, 2016 certification by the NLRB. See, *University of Southern California*, NLRB Case No. 31-RC-164871. Although there is no evidence that a first contract was reached for this unit, inquiries to the university and the union about the status of the unit were fruitless.

Figure 1. Union-Represented and Non-Represented Faculty



A. Faculty Representation by State

Figure 2 presents the scope of faculty union representation by state. As of January 1, 2024, the states with the largest number of unionized faculty are California (93,705), New York (87,848), New Jersey (25,549), Florida (23,812),²² and Illinois (20,944). The five states with the fewest unionized faculty are North Carolina (327), Nevada (722), Montana (1,546), Delaware (1,565), and Alaska (1,736).

There are faculty bargaining units at public institutions across 29 states and the District of Columbia

whereas faculty bargaining units at private institutions are found in 19 states along with the District of Columbia.²³

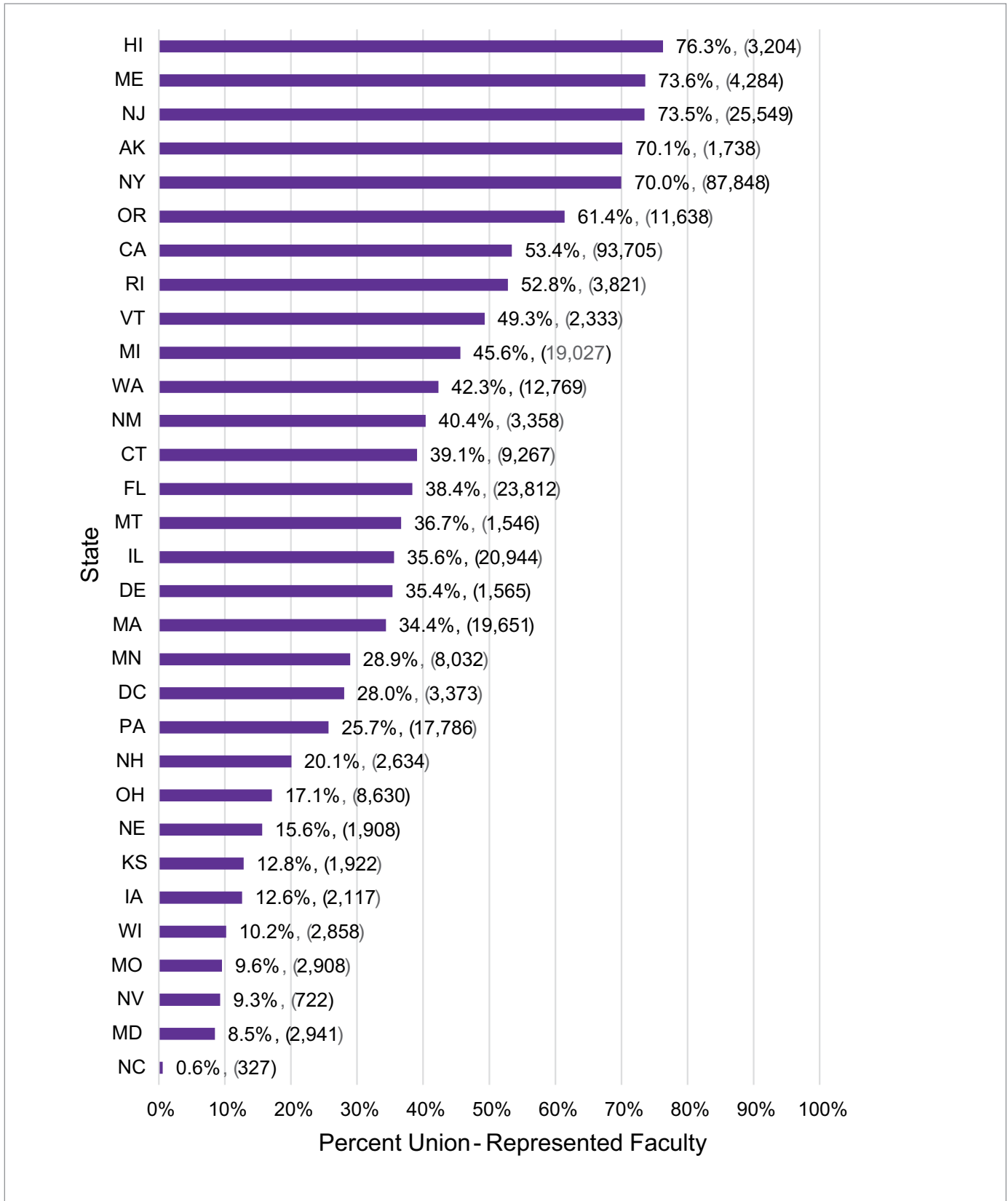
States with the highest percentage of represented faculty are Hawaii (76.3%), Maine (73.6%), New Jersey (73.5%), Alaska (70.1%), and New York (70.0%). In those same five states, the union representation rate of faculty is substantially higher than the overall representation rate of workers. Two of the states, Hawaii and New York, also possess the highest state-level rates of union membership in 2024.²⁴

22 Since January 1, 2024, the number of represented faculty in Florida has declined by approximately 9,211 as a result of the certification revocations of SEIU to represent eight faculty units in Florida. See, footnote 7.

23 In June 2024, faculty representation at private universities expanded to Louisiana when SEIU was certified to represent a NTT unit at Tulane University. See, *The Administrators of the Tulane Educational Fund*, NLRB Case No. 15-RC-339381.

24 Compare, for example, the overall rate of union representation in Hawaii (25.6%), New York (22.5%), Maine (10.8%), New Jersey (17.3%), and Alaska (15.2%), See, U.S. Bureau of Labor Statistics. 2024. “News Release: Table 5, Union affiliation of employed wage and salary workers by state.” <https://www.bls.gov/news.release/union2.t05.htm>.

Figure 2. Faculty Union Representation by State²⁵



²⁵ In presenting data by state in Figures 2 and 3, the represented faculty at Antioch College are included under the State of Washington, although the unit was expanded in 2021 to include campuses in New Hampshire, Ohio, and California.

Figure 3. Choropleth Map Displaying Number of Faculty Units by State

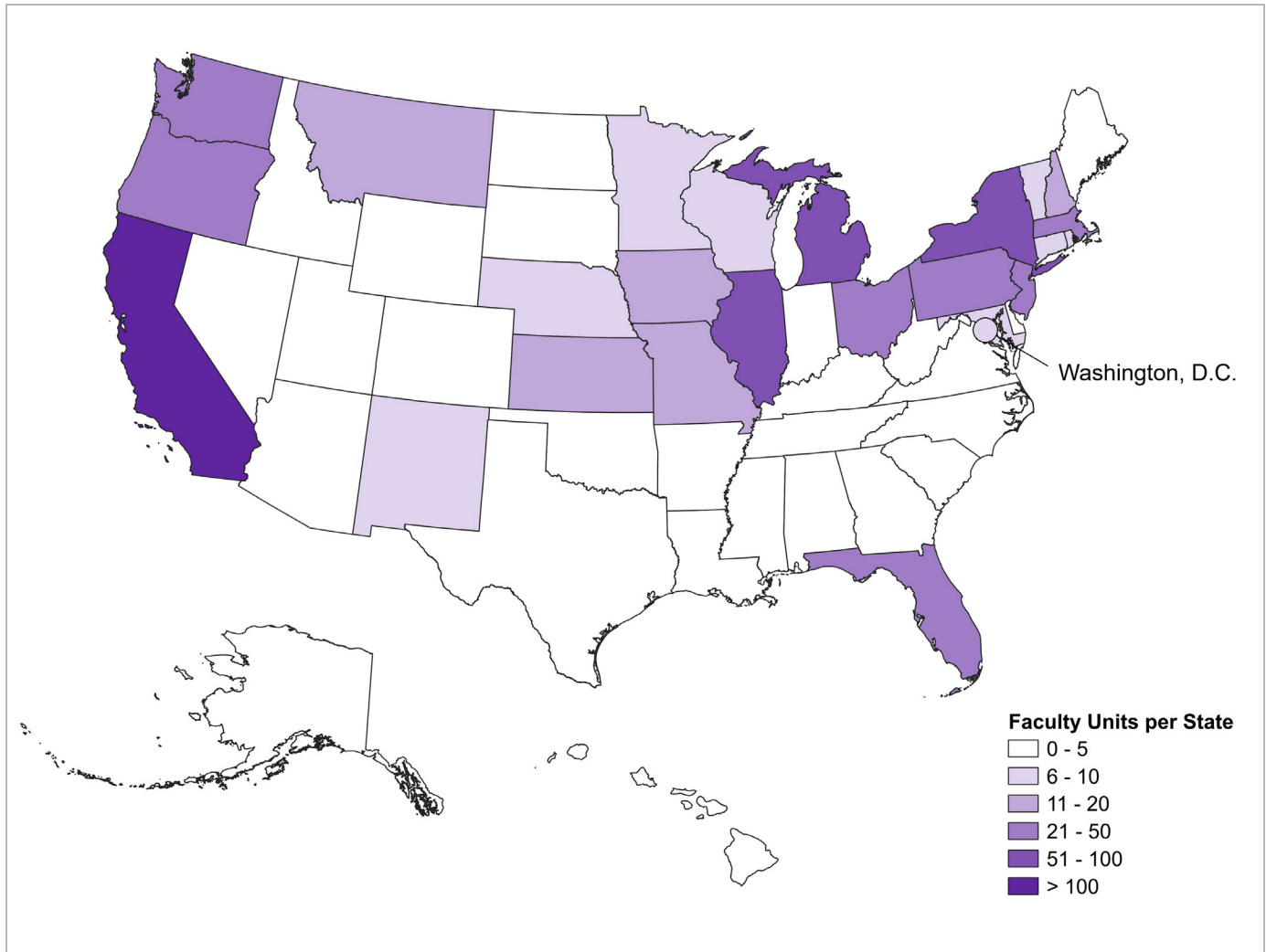


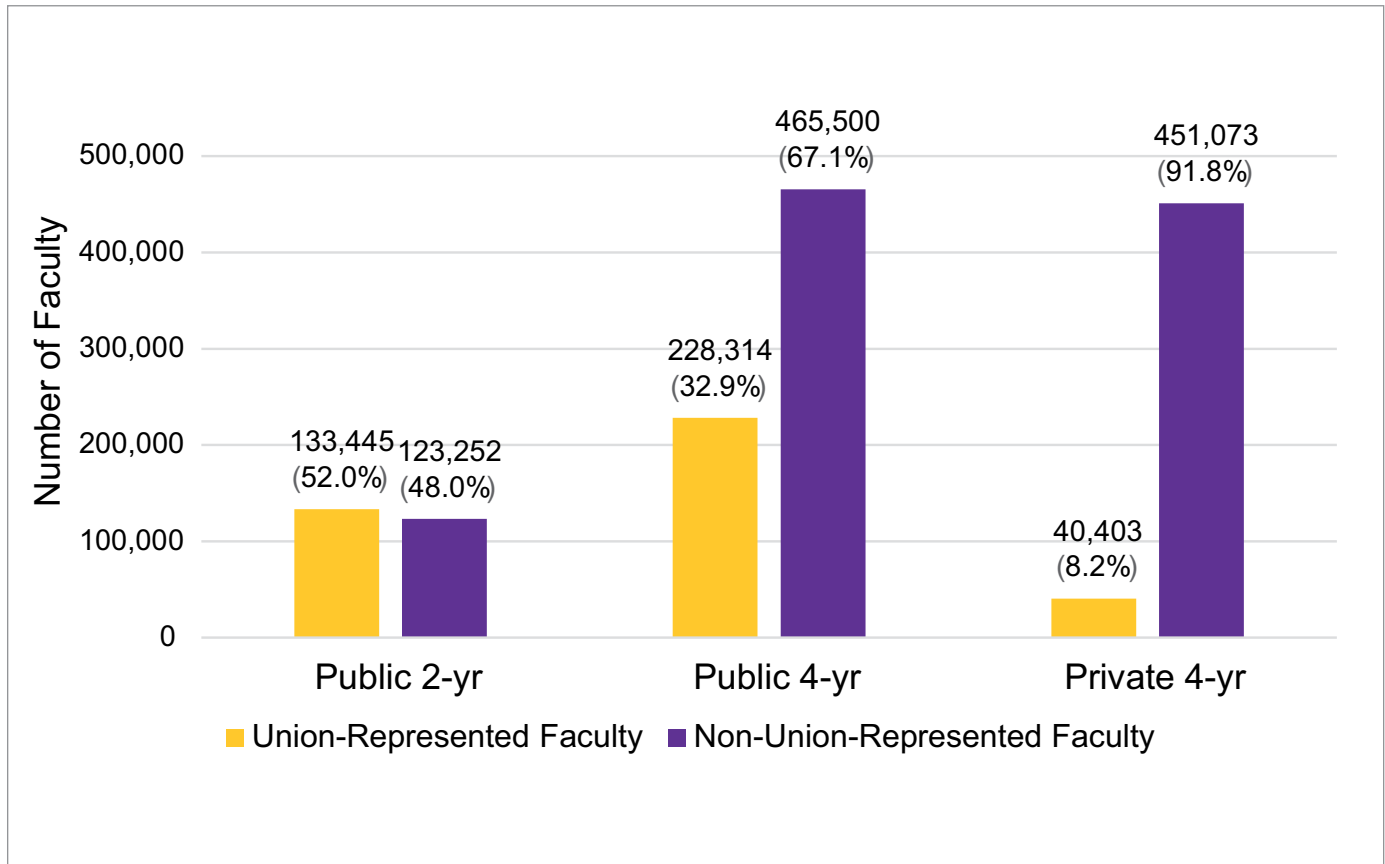
Figure 3 is a map of the United States displaying the number of faculty units by individual state. Darker colored states have a greater number of faculty units. A majority of states have at least one faculty collective bargaining unit, with California (120), Illinois (93), New York (92), and Michigan (56) all having greater than 50 units. The geographic distribution of faculty bargaining units today is similar to the distribution

of newly unionized units documented in the 2020 Supplemental Directory.²⁶ Like the rates of faculty union representation, faculty bargaining units tend to be most heavily concentrated in coastal states and throughout the upper Midwest. Florida stands out among Southern states in the number of faculty bargaining units, which is comparable to states such as Oregon and Pennsylvania.²⁷

²⁶ Herbert, Apkarian, van der Naald, *Supplementary Directory*, 14.

²⁷ However, the number of faculty units in Florida dropped by eight since January 1, 2024 because of the revocation of certifications of SEIU to represent those units. See, footnote 7.

Figure 4. Faculty Union Representation by Institution Type



B. Faculty Representation by Institution Type and Unit Composition

By the beginning of 2024, there were a total number of 361,759 unionized faculty at public colleges and universities and 40,458 at private non-profit institutions.

Figure 4 breaks down the number of union-represented faculty by sector and level. Union representation at public two-year institutions remains the highest at 52%, followed by 4-year

public institutions at 33%, and four-year private non-profit institutions at 8%. The distribution of faculty representation, with the highest concentrations among public institutions, is attributable to the continuing impact of the Supreme Court’s 1980 *NLRB v. Yeshiva University* decision,²⁸ which limited the right of faculty to unionize and engage in collective bargaining under the National Labor Relations Act (NLRA). Figure 4 does not include data on two-year private non-profit institutions as there are very few of these types of institutions in higher education.²⁹

28 444 U.S. 672 (1980). The current data support the conclusion that the NLRB’s 2014 decision in *Pacific Lutheran University*, 361 NLRB 1404 (2014), which modified the standards for determining whether faculty are exempted from coverage under the *Yeshiva* doctrine, has not resulted in an increase in the number of exclusively TTT faculty bargaining units at private institutions.

29 There are only 2,492 total faculty at two-year private non-profit institutions nationwide according to IPEDS and only a single newly formed bargaining unit at the Academy of the Dramatic Arts in New York City with approximately 55 faculty. See, *Academy of the Dramatic Arts*, NLRB Case No. 02-RC-300215.

Tables 1 and 2 display the distribution of faculty units by unit composition and institution type. Table 1 demonstrates that two-thirds of all faculty units at private four-year institutions are exclusively NTT units and over 90% of faculty units in the private sector contain NTT faculty.

The breakdown of faculty unit composition at public sector institutions is significantly different from the private sector. One third of faculty bargaining units at public two-year institutions and just over a quarter of units at public four-year institutions are exclusively NTT.³⁰ This finding reflects the distinct legal standards for bargaining unit composition between state collective bargaining laws and the NLRA.³¹

Table 1. TTT-NTT Faculty Units by Institution Type³²

Unit Type	Public 2-year	Public 4-year	Private 4-year	Total
TTT	94 (24.9%)	45 (18.3%)	10 (6.8%)	149 (19.4%)
NTT	124 (32.8%)	67 (27.2%)	99 (67.8%)	290 (37.7%)
TTT/NTT	160 (42.3%)	134 (54.5%)	37 (25.3%)	331 (43.0%)
Total	378 (100.0%)	246 (100.0%)	146 (100.0%)	770 (100.0%)

Moreover, Table 2 shows that a higher proportion of PT faculty units are in the private sector (41.8%) relative to the public sector. The higher concentration of PT faculty in private non-profit institutions is attributable to the fact that the vast majority of these positions are NTT, and that the NTT faculty are not generally subject to exclusion from representation under the *Yeshiva* doctrine because, typically, they are not part of shared governance.

At private four-year colleges and universities, 68% of the units include PT faculty compared to only 51% at public two-year institutions and 58% at public four-year institutions. The percentage of part-time only units is twice as high at private four-year schools (42%) compared to public two-year schools (20%), and three times higher than at public four-year schools (13%). Almost half of faculty units at public two-year schools are full-time only units.³³

Table 2. FT-PT Faculty Units by Institution Type³⁴

Unit Type	Public 2-year	Public 4-year	Private 4-year	Total
FT	186 (49.2%)	104 (42.3%)	47 (32.2%)	337 (43.8%)
PT	77 (20.4%)	33 (13.4%)	61 (41.8%)	171 (22.2%)
FT/PT	115 (30.4%)	109 (44.3%)	38 (26.0%)	262 (34.0%)
Total	378 (100.0%)	246 (100.0%)	146 (100.0%)	770 (100.0%)

C. Law School and Medical School Faculty Representation

A subject frequently overlooked in the scholarship is the scope of faculty representation at law schools and medical schools. While the 2012 Directory identified only one standalone law school faculty bargaining unit, the 2024 Directory includes data for six distinct law school faculty units, four at public sector institutions and two in the private sector with a combined total of 219 represented law faculty. Distinct faculty bargaining units exist at the following law schools: Temple University-Beasley School of Law, University of New Hampshire-Franklin Pierce School of Law, Cleveland State

30 The differences are statistically significant; p < 0.01.

31 See, Herbert, William A., and Joseph van der Naald. 2024. “So Many Roads, So Much at Stake: The Composition of Faculty Bargaining Units” in Fure-Slocum, E. and Claire Goldstene, *Contingent Faculty and the Remaking of Higher Education: A Labor History*, 179–80. The Working Class in American History. University of Illinois Press.

32 This table does not include five units that include faculty. Three of those units are at the CUNY Research Foundation which contain some NTT faculty at both two-year and four-year colleges. One of the units is a broader system wide unit at CUNY that contains TTT and NTT faculty at both two-year and four-year colleges. The fifth unit is a NTT faculty unit at American Academy of Dramatic Arts which is a two-year private institution.

33 All of these findings are statistically significant; p < 0.01.

34 This table excludes the same five faculty containing units as Table 1. See footnote 32.

University-Cleveland-Marshall School of Law, University of Toledo College of Law, University of San Francisco School of Law, and Fordham University Law School.³⁵

In addition, the 2024 Directory includes university-wide bargaining units with represented law school faculty at institutions such as the CUNY School of Law, University of Buffalo School of Law, Rutgers Law School, the University of Cincinnati College of Law, Wayne State University Law School, the William S. Richardson School of Law at the University of Hawai'i at Mānoa, and the University of Pittsburgh School of Law. The combined total number of represented law faculty at those university-wide bargaining units is approximately 947.³⁶

The 2024 Directory also includes data about union represented faculty at certain medical schools in university-wide or standalone bargaining units at the CUNY School of Medicine, SUNY Downstate Health Sciences University, SUNY Upstate Medical University, the University of Buffalo Jacobs School of Medicine and Biomedical Sciences, the University of Connecticut Health Center, Wayne State University School of Medicine, Rutgers New Jersey Medical School, Rutgers Robert Wood Johnson Medical School, and Cooper Medical School of Rowan University.³⁷

D. Faculty Representation by National Affiliation

Historically, a majority of organized faculty have been represented by three national unions: the American Federation of Teachers (AFT), the National Education Association (NEA), and American Association of University Professors (AAUP).³⁸ These organizations continue to represent the vast majority of unionized faculty. In June 2022, AAUP became an AFT affiliate and in certain states there are joint AFT/NEA state affiliations. The three national organizations, separately and jointly, cover 83% of the represented faculty and are national affiliates for 80% of all faculty units.³⁹ Over the past decade, however, SEIU substantially expanded its faculty representational role, particularly among NTT faculty, and represented, as of January 1, 2024, 61 faculty bargaining units at private non-profit institutions and at 23 public institutions.

Table 3 displays the number of union-represented faculty by national affiliate and institution type and Table 4 displays the number of faculty units by national affiliate and institution type.

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- 35 In April 2024, the UAW was certified to represent a new bargaining unit at Harvard Law School that includes FT and PT NTT clinical faculty. See, *President and Fellows of Harvard College* NLRB Case No. 01-RC-337044. <https://apps.nlr.gov/link/document.aspx/09031d4583cea69f>. It has been estimated that there are approximately 12,000 NTT faculty teaching courses at ABA-approved law schools during an academic year. See, Funk, Marcus T. Andrew S. Boutros and Eugene Volokh. 2023. "The Hidden Life of Law School Adjuncts: Teaching Temps, Indispensable Instructors, Underappreciated Cash Cows, or Something Else?" *Texas Law Review* Online 102 <https://texaslawreview.org/wp-content/uploads/2023/11/Hidden-Life-of-Law-School-Adjuncts.pdf>.
- 36 While survey responses for the university-wide bargaining units did not disaggregate the number of represented law school faculty, data from mandatory ABA Standard 509 Information Reports provide an approximate number of faculty at those law schools: CUNY School of Law (65 FT and 28 NFT faculty), University of Buffalo School of Law (56 FT and 62 NFT faculty), Rutgers Law School (122 FT and 103 NFT faculty), the University of Cincinnati College of Law (42 FT and 70 NFT faculty), Wayne State University Law School (47 FT and 68 NFT), William S. Richardson School of Law (44 FT and 64 NFT faculty) and the University of Pittsburgh School of Law (47 FT and 129 NFT). These figures do not include law librarians because their faculty status at each law school is unclear.
- 37 On March 29, 2024, AFT was certified to represent a new unit of FT and PT NTT clinical instructors at Western Michigan University Homer Stryker M.D. School of Medicine. See, *Western Michigan University Homer Stryker M.D. School of Medicine*, NLRB Case No. 07-RC-335379. <https://apps.nlr.gov/link/document.aspx/09031d4583cd2012>. TTT faculty at private sector medical schools are likely subject to the *Yeshiva* doctrine. In 2016, a representation petition seeking to represent TTT faculty at Tufts University School of Medicine was dismissed by an NLRB Regional Director on that basis. See, *Trustees of Tufts College*, NLRB Case No. 01-RC-166588. <https://apps.nlr.gov/link/document.aspx/09031d4582077a0d>
- 38 See, Cain, Timothy Reese. 2022. "The History and Study of Faculty Unions and Collective Bargaining in the United States" in Julius, Daniel J., *Collective Bargaining in Higher Education: Best Practices for Promoting Collaboration, Equity, and Measurable Outcomes*, 3-29. Routledge.
- 39 Both percentages include the CFA unit at CSU which is jointly affiliated with SEIU and AAUP.

Table 3. Represented Faculty by National Affiliate and Institution Type⁴⁰

National Affiliation	Public 2-year	Public 4-year	Private 4-year	Total
AFT/NEA	16,365	73,304	2,972	92,641
AFT	49,638	34,602	5,723	89,963
NEA	46,657	22,595	1,631	70,883
AFT/AAUP	1,398	46,435	6,463	54,296
SEIU	5,508	9,417	15,570	30,495
SEIU/AAUP	0	27,309	0	27,309
UAW	0	475	5,060	5,535
USW	0	3,355	491	3,846
CWA	1,321	0	820	2,141
AFSCME	300	450	600	1,350
IBEW	274	0	0	274
AFGE	0	188	0	188
AFM	0	0	97	97
Independent	11,984	10,184	976	23,144
Total	133,445	228,314	40,403	402,162

⁴⁰ Table 3 excludes one AFT/NEA-affiliated unit that covers 55 faculty at the American Academy of Dramatic Arts, which is a two-year private institution.

Table 4. Faculty Units by National Affiliate and Institution Type⁴¹

National Affiliation	Public 2-year	Public 4-year	Private 4-year	Total
NEA	177	53	8	238
AFT	115	51	26	192
AFT/AAUP	7	71	21	99
AFT/NEA	30	42	13	85
SEIU	7	15	61	83
UAW	0	1	6	7
CWA	3	0	2	5
AFSCME	1	1	1	3
USW	0	1	2	3
AFGE	0	2	0	2
AFM	0	0	1	1
IBEW	1	0	0	1
SEIU/AAUP	0	1	0	1
Independent	37	8	5	50
Total	378	246	146	770

E. Department Chairs

A perennial issue in higher education collective bargaining is whether department chairs are entitled to unionize, and if so, whether they should be included in a faculty bargaining unit, in a separate bargaining unit, or in a combined unit with non-instructional faculty or administrators.⁴²

Often these issues are determined by the applicable collective bargaining law and the specific duties and responsibilities of the department chairs at a particular institution. Under the NLRA, department chairs at private non-profit institutions

are excluded from coverage because they are managers and supervisors. While department chairs are more commonly afforded collective bargaining rights in the public sector, in select cases chairs have been excluded from the right to union representation. For example, in 2015 department chairs in a long-existing faculty bargaining unit at Temple University were ordered excluded from the unit on the grounds that their job duties were now managerial.⁴³

Table A2 includes six separate department chair units and one program director unit,⁴⁴ including three chair units at four-year institutions that were

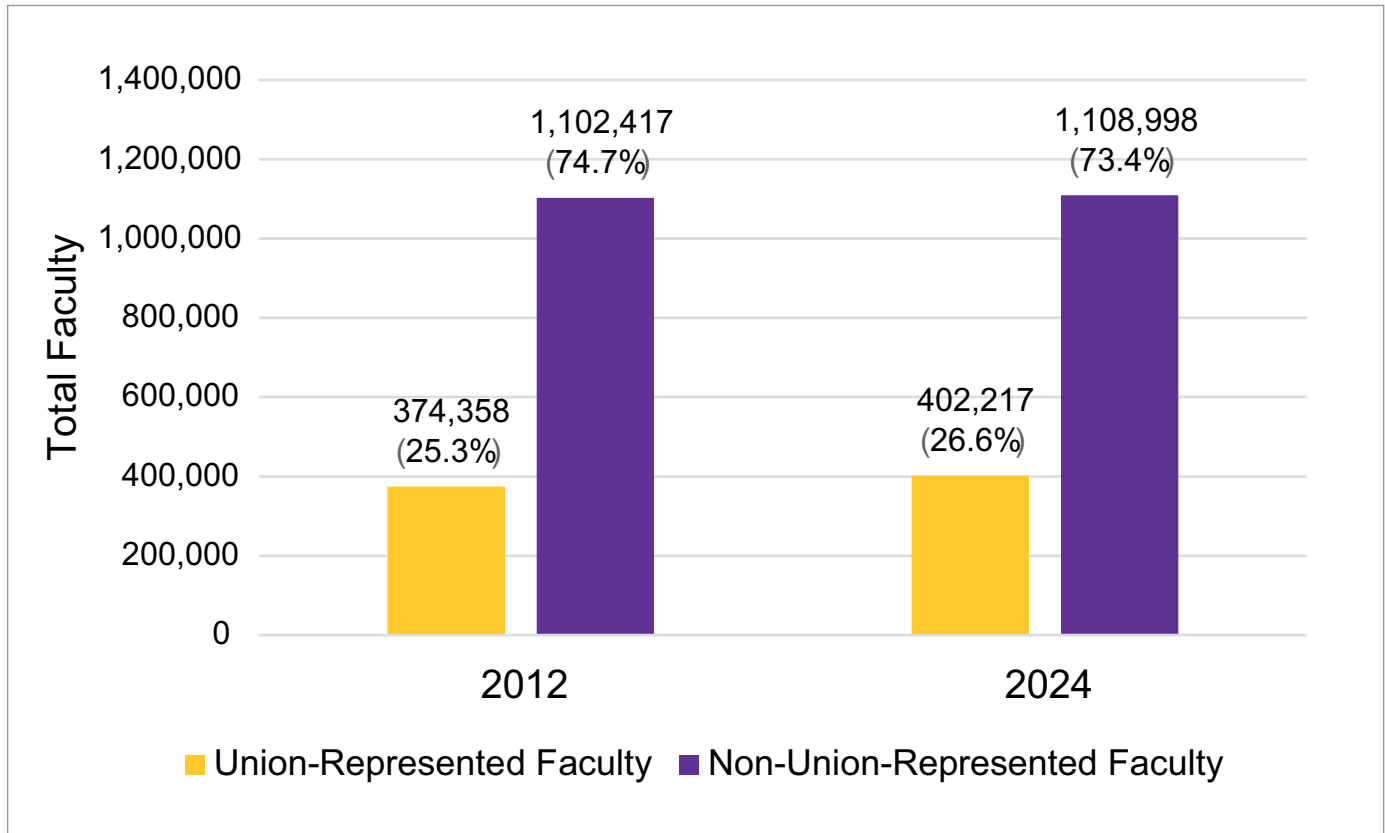
41 Table 4 excludes the same five units that contain faculty as in Table 1. See footnote 30.

42 See, Johnstone, Ronald L. 1981. *The Scope of Faculty Collective Bargaining: An Analysis of Faculty Union Agreements at Four-Year Institutions of Higher Education*. Westport, CT: Greenwood Press, 138-39.

43 See, *Matter of Employees of Temple University*, Pennsylvania Labor Relations Board Case No. PERA-U-12-332-E.

44 The unit at the School of Health Professions at Rutgers University is unique because it exclusively contains teaching and research faculty who are directors of programs.

Figure 5. Faculty Union Representation, 2024 Directory Data vs. 2012 Directory Data



certified since 2012. In comparison, the 2012 Directory identified only four department chair bargaining units, each at a community college.

F. Growth in Represented Faculty since the 2012 Directory

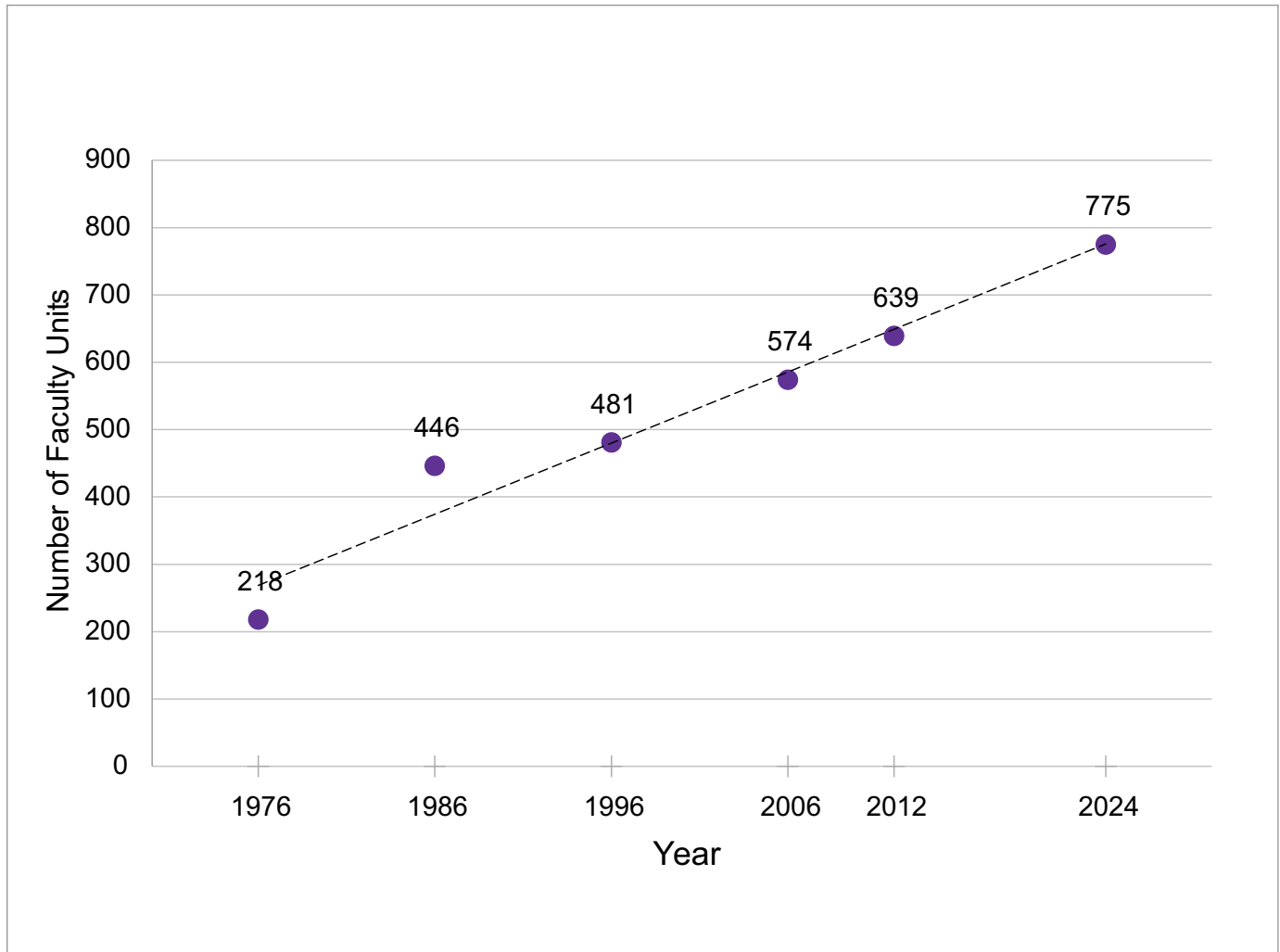
Figure 5 displays the growth in the number of union-represented faculty and the faculty unionization rate between the 2012 Directory and the 2024 Directory. We find that the total number of unionized faculty grew by 7.5% as compared to the findings in the 2012 Directory. Nevertheless,

during the same period the number of faculty employed nationwide also grew by 2.3%, resulting in a net 4.5% increase in the rate of faculty unionization overall.

The significance of the growth rate in represented faculty in higher education since the 2012 Directory is underscored by comparing it with the nationwide decline in the percentage of union representation between 2012 and 2023. The United States Department of Labor Bureau of Labor Statistics found the nationwide rate of union representation was 12.5% in 2012 and 11.2% in 2023.⁴⁵

45 U.S. Bureau of Labor Statistics January 23, 2013 News Release. https://www.bls.gov/news.release/archives/union2_01232013.htm; U.S. Bureau of Labor Statistics January 23, 2024 News Release. <https://www.bls.gov/news.release/union2.htm>.

Figure 6. Historical Trend in Faculty Collective Bargaining Unit Growth, 1976-2024



The steady increase in faculty collective bargaining units between 2012 and 2024 is consistent with faculty collective bargaining growth since 1976. Figure 6 presents faculty unit growth data since 1976 taken from prior National Center Directories.⁴⁶ The long-term growth trend in faculty bargaining units over the past half-century has

been highly linear with an average growth of 11.6 units per year. The number of units at the start of 2024, 775, is up from the 652 identified in the 2012 Directory, constituting a growth of 19%.

⁴⁶ See, *Directory of Contracts and Bargaining Agents in Institutions of Higher Education*. 1976. National Center for the Study of Collective Bargaining in Higher Education; Douglas, Joel M. and Elizabeth A. Kotch. 1986. *Directory of Faculty Contracts and Bargaining Agents In Institutions of Higher Education*. National Center for the Study of Collective Bargaining in Higher Education and the Professions; Hurd, Richard, Amy Foerster and Bell Hillman Johnson. 1996. *Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education*. National Center for the Study of Collective Bargaining in Higher Education and the Professions; Moriarty, Joan and Michelle Savarese. 2006. *Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education*. National Center for the Study of Collective Bargaining in Institutions of Higher Education; Berry, Joey and Michelle Savarese. 2012. *Directory of U.S. Faculty Contracts and Bargaining Agents in Institutions of Higher Education*. National Center for the Study of Collective Bargaining in Higher Education and the Professions.

However, this historical trend in faculty unit growth obscures differences in the change of two distinct variables: institutional type and bargaining unit composition. Prior to 2012, faculty unionization grew at a much faster rate at community colleges and public four-year institutions than at private institutions, which saw periods of actual decline resulting from the *Yeshiva* decision. During that time, the trend in faculty bargaining unit composition moved from predominantly combined TTT and NTT bargaining units to separate units.⁴⁷ Since 2012, there has been a significant increase in the number of successful NTT unionization efforts, primarily at private institutions.

Table 5. Comparison of Total Represented Faculty by Sector, 2024 Directory Data vs. 2012 Directory Data

	2024 Directory	2012 Directory
Public	361,759 (89.9%)	348,250 (93.0%)
Private	40,458 (10.1%)	26,108 (7.0%)
Total	402,217 (100.0%)	374,358 (100.0%)

Table 5 compares the numbers of represented faculty from the 2024 Directory to the 2012 Directory by institutional sector (i.e. public vs. private control). The net change in the number of represented faculty in the public sector (+13,509) was very similar to that in the private sector (+14,529). However, given that the vast majority of unionized faculty are in the public sector, these similar net growth numbers equal only 3.9% growth in the public sector compared to 55% growth in the private sector.

Table 6 further demonstrates that the growth in the private sector has been a major factor in faculty unionization growth over the past decade. In 2012, there were 84 private sector faculty bargaining units, comprising only 12.9% of all faculty bargaining units in higher education. Since

that time, the majority of newly certified faculty bargaining units has been in the private sector, nearly doubling the total number of private sector units.

By the beginning of 2024, almost 20% of all faculty bargaining units were in the private sector. Much of that growth stems from an increased attention by SEIU to NTT faculty unionization, particularly at private non-profit institutions. As of January 1, 2024, it represented 83 faculty units with a total of 30,495 faculty (see Tables 3 and 4).

Table 6. Comparison of Total Faculty Bargaining Units by Sector, 2024 Directory Data vs. 2012 Directory Data

	2024 Directory	2012 Directory
Public	625 (80.7%)	568 (87.1%)
Private	150 (19.4%)	84 (12.9%)
Total	775 (100.0%)	652 (100.0%)

Figure 7 disaggregates the number of newly unionized faculty by year beginning in 2013, while Figure 8 presents the number of new certified or recognized faculty bargaining units by year over the same period.

In the years between 2014 and 2019, faculty union growth was substantial, averaging nearly 6,250 newly organized faculty per year. In 2020, with the onset of the COVID-19 pandemic, growth in newly represented faculty fell substantially, followed by a return to high rate of annual growth towards the end of the pandemic in 2021, and smaller annual growth in 2022 and 2023. The trend in newly certified faculty bargaining units by year over the period largely tracks the pattern of growth in newly represented faculty per year. However, in the years 2018, 2019, and 2021, the certification of a smaller number of new units containing larger numbers of faculty led to outsized growth in those years.

47 See, Herbert and van der Naald, "So Many Roads," 182-183.

Figure 7. Newly Represented Faculty, 2013-2023⁴⁸

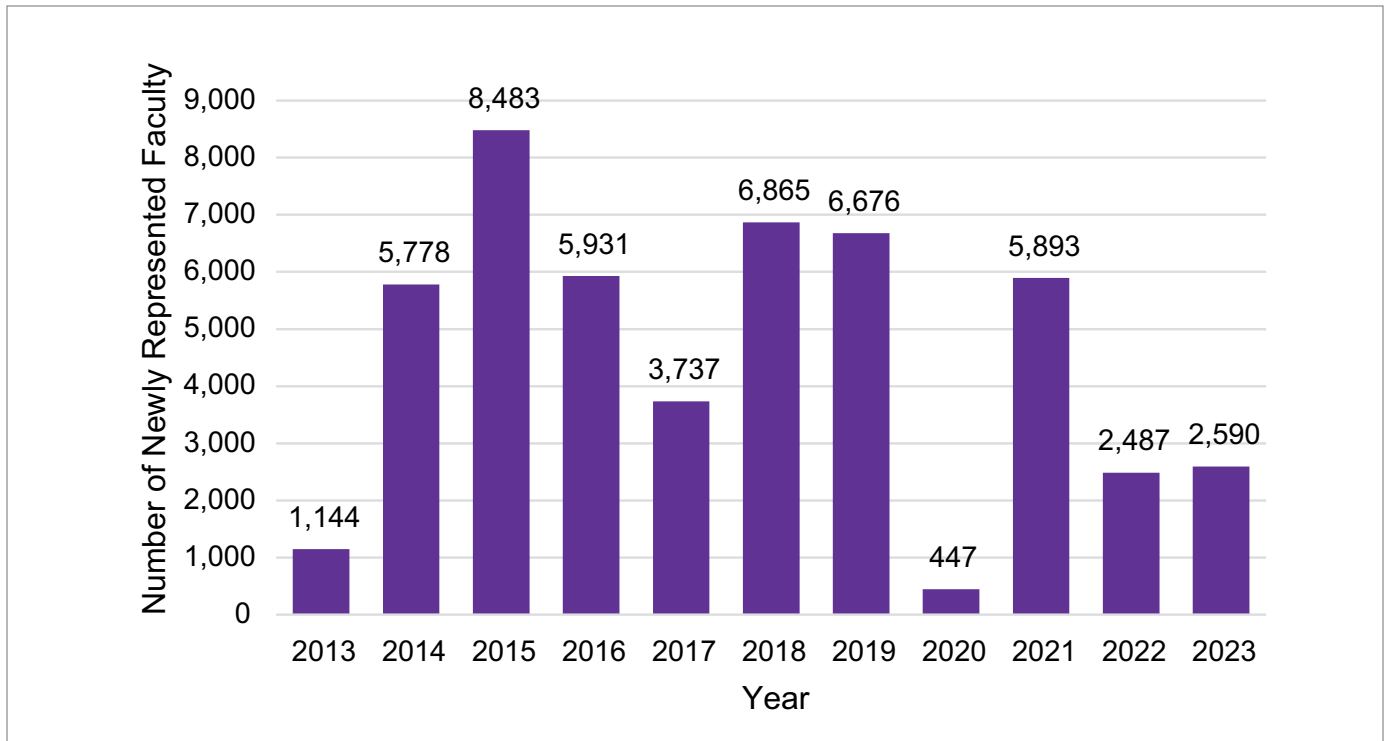
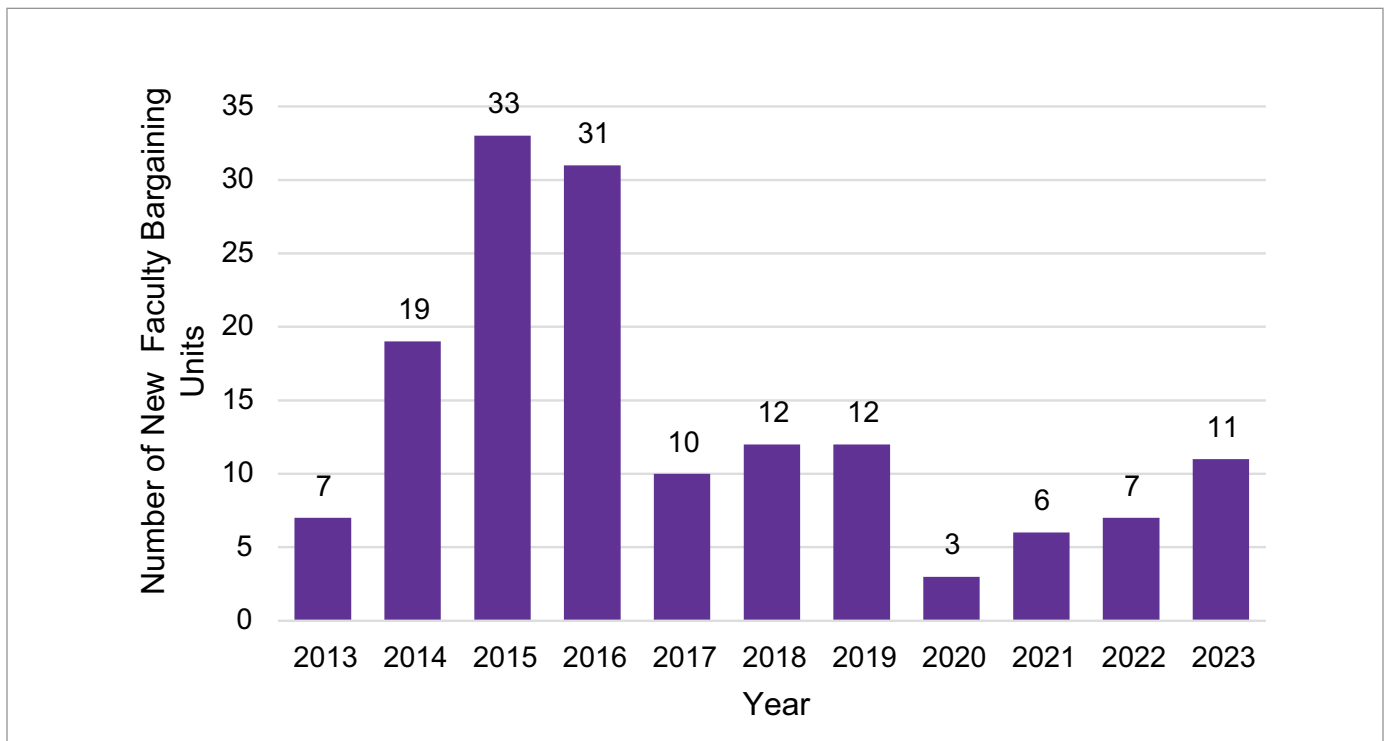


Figure 8. New Faculty Bargaining Units, 2013-2023



⁴⁸ Figures 7 and 8 include seven units that accreted new faculty or have since merged with other units: a FT TTT-NTT unit at Keene State College accreted new faculty in 2013; a PT NTT unit at Community College of Allegheny County accreted new faculty in 2015; a PT NTT unit at Temple University accreted new faculty in 2015; a PT NTT unit at Northeastern University merged with a larger PT NTT unit in 2016; a FT-PT NTT unit at Boston University merged with a larger PT NTT unit in 2016; a PT NTT unit at NYU Tandon School of Engineering certified merged with a larger PT NTT unit in 2017; a FT-PT TTT-NTT unit at Antioch University accreted new faculty in 2021.

The overwhelming majority of new units between 2013 and 2023 contained NTT faculty (126 units, 83.4%) and nearly three-quarters of the new units were exclusively NTT units (108 units, 71.5%). The dataset does not permit disaggregation of the exact number of newly represented NTT faculty during the period, but exclusively NTT faculty bargaining units made up 72.2% of all newly represented faculty.

When examining differences between FT and PT faculty, the distribution of new units that represent FT faculty only, PT only, or both is more even across titles. The types of units certified most frequently since 2012 were those exclusively representing PT faculty (59 units, 39.1%), followed by those exclusively representing FT faculty (51 units, 33.8%), and then those that represent both FT and PT faculty (41 units, 27.2%).

II. Administrator Representation

Table A3 presents a list of 19 known bargaining units composed of administrators at public institutions who may be involved in instruction or research.⁴⁹ The units are broken down by institutional type and bargaining unit composition.

Three of the administrator units also contain department chairs. Fourteen of the 19 administrator bargaining units are at two-year institutions. Seven of the units have independent bargaining agents, five are affiliated with NEA, three are jointly affiliated with AFT/NEA, two are affiliated with AFT, one with AFT/AAUP, and one with AFSCME. Six of the administrator units are in New Jersey, five are in New York, two are in

Michigan, and there is one administrator unit each in California, Connecticut, Florida, Maine, Nebraska, and Rhode Island.

III. Postdoctoral Scholar and Academic Researcher Representation

Unionization efforts among early career scientists in postdoctoral scholar positions began over a half-century ago, when they organized with interns and residents at the University of Michigan.⁵⁰ However, prior to the 2020 Supplemental Directory, National Center directories did not include specific data concerning representation of postdoctoral scholars and related academic researchers. This is due in part to these positions being included in combined bargaining units with faculty or other titles.

Over the past two decades there has been a steady growth in separate bargaining units of postdoctoral scholars, as the number of such academic positions have increased, particularly those funded by research grants.⁵¹ The first distinct postdoctoral scholar bargaining unit was recognized at the University of California in 2008, followed by Rutgers University in 2009, and the University of Massachusetts-Amherst in 2010.

At the beginning of 2024, there were 10 separate bargaining units of exclusively postdoctoral scholars, six at public universities and four at private institutions representing a total of 11,471 employees. A majority (7) of those units are represented by the UAW. The UAW also represents two academic researcher units at the University of

49 Table A3 does not present an exhaustive list of such administrator units in higher education. For example, excluded are units of administrators who are not directly engaged in instruction and research design or implementation.

50 In 1966, a union representing postdoctoral fellows and interns and residents sought voluntary recognition from the University of Michigan Medical School. After a representation petition was filed, the Michigan Employment Relations Commission ruled in 1971 that postdoctoral fellows and interns and residents were employees entitled to union representation. See, *Regents of University of Michigan v. Michigan Employment Relations Commission*, 389 Mich. 96 (1973).

51 See, National Academy of Sciences, National Academy of Engineering, and Institute of Medicine. 2014. *The Postdoctoral Experience Revisited*. Washington, D.C: The National Academics Press. <https://nap.nationalacademies.org/catalog/18982/the-postdoctoral-experience-revisited>.

California and the University of Washington with a combined total of 6,132 represented employees.⁵²

Table 7 displays the number of represented postdoctoral scholars and academic researchers by national affiliate and institution type at 12 separate bargaining units. Table 8 displays the number of exclusively postdoctoral scholar and academic researcher units by national affiliate and institution type.

Table 7. Represented Postdoctoral Scholars and Academic Researchers by National Affiliate and Institution Type

National Affiliation	Public	Private	Total
UAW	14,079	2,677	16,756
AFT/AAUP	600	0	600
AFSCME	240	0	240
SEIU	0	7	7
Total	14,919	2,684	17,603

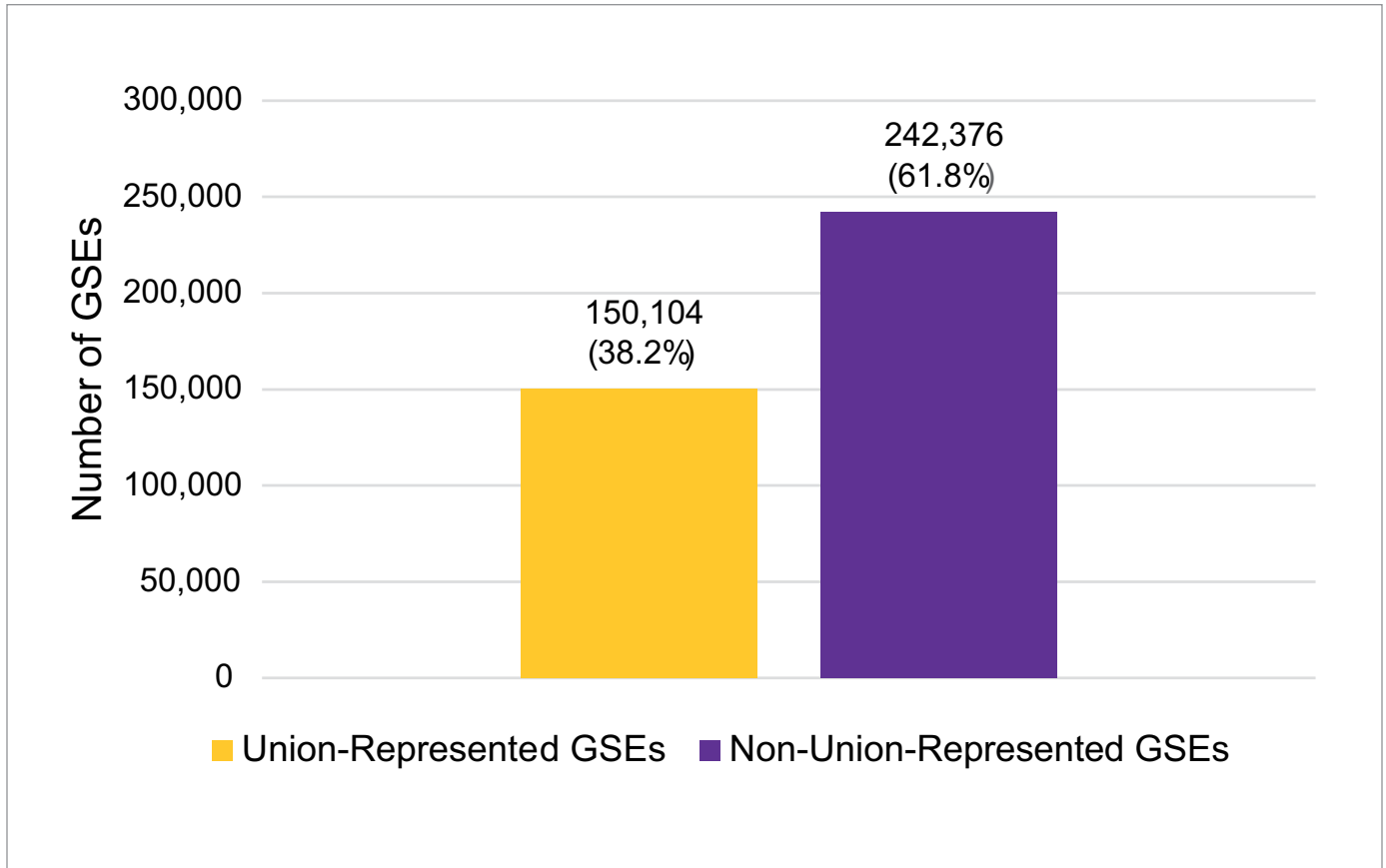
Table 8. Postdoctoral Scholar and Academic Researcher Units by National Affiliate and Institution Type

National Affiliation	Public	Private	Total
UAW	6	3	9
AFSCME	1	0	1
AFT/AAUP	1	0	1
SEIU	0	1	1
Total	8	4	12

In addition to the postdoctoral scholar and academic researcher units listed in Table A4, there are at least nine faculty bargaining units with an unspecified number of postdoctoral scholars at the following institutions: University of Oregon, Oregon State University, Fordham University, Goucher College, New College of Florida, and three units at CUNY Research Foundation. For this reason, the totals displayed in Table 7 likely represent an undercount of the total number of unionized postdoctoral scholars and academic researchers as of January 1, 2024.

⁵² Since January 1, 2024, the number of represented postdoctoral scholars has continued to grow with the UAW being certified to represent seven additional bargaining units that include postdoctoral scholars at Wellesley College, California Institute of Technology, Harvard University, Princeton University, the University of Southern California, Albert Einstein College of Medicine, and the National Institutes of Health. See, *Wellesley College*, NLRB Case No. 01-RC-330948; *California Institute of Technology*, NLRB Case No. 21-RC-331055; *President and Fellows of Harvard College*, NLRB Case No. 01-RC-336990; *Trustees of Princeton University d/b/a Princeton University*, NLRB Case No. 22-RC-339137; *University of Southern California*, NLRB Case No. 31-RC-341893; *Albert Einstein College Of Medicine Inc*, NLRB Case No. 02-RC-340029; and *National Institutes of Health*, FLRA Case No. WA-RP-23-0038.

Figure 9. Union-Represented and Non-Represented Graduate Student Employees



IV. Graduate Student Employee Representation⁵³

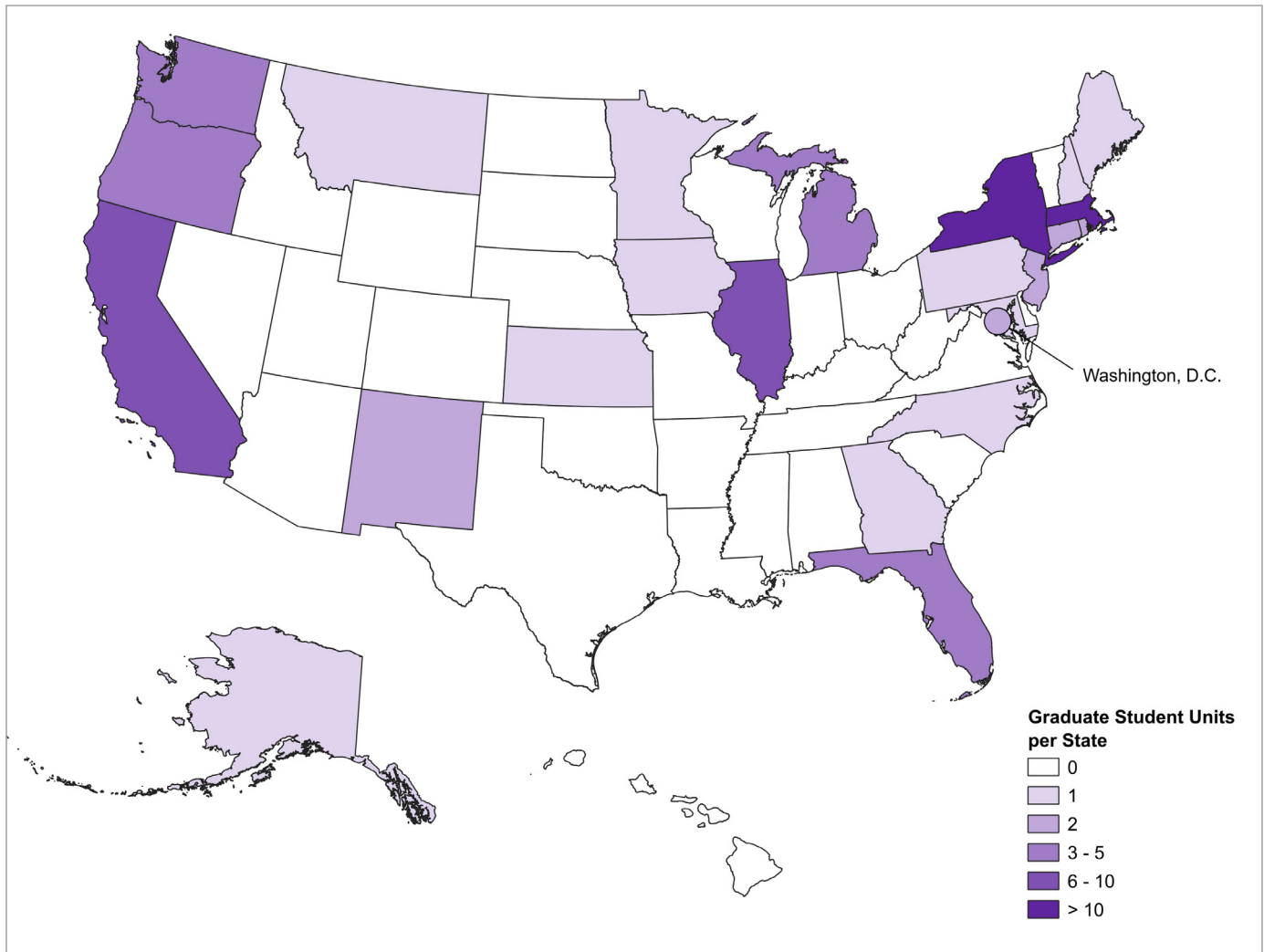
By the beginning of 2024, there were approximately 150,104 union-represented graduate

student employees in 81 units in U.S. higher education. Figure 9 displays GSE representation in the United States. Nationwide, nearly 40% of graduate student employees were unionized.⁵⁴

⁵³ Some of the GSE units analyzed in this section also contain undergraduate student employees. Due to the inability to disaggregate student types, it is likely that there is a slight overcounting of GSEs in the subsequent analyses.

⁵⁴ Since January 1, 2024, the number of represented GSEs has continued to grow with unions being certified to represent GSE bargaining units at California Institute of Technology, University of Chicago School of Law, University of Pennsylvania, University of Vermont, University of New Hampshire, and Alfred University. See, *California Institute of Technology*, NLRB Case No. 21-RC-331055, *University of Chicago*, NLRB Case No. 13-RC-335852; *Trustees of the University of Pennsylvania*, NLRB Case No. 04-RC-327396 *The University of Vermont*, VLRB Docket No. 23-43; *University of New Hampshire*, PELRB Case No. E-0282-1; and *Alfred University* NLRB Case No. 03-RC-339691.

Figure 10. Choropleth Map Displaying Number of GSE Units by State

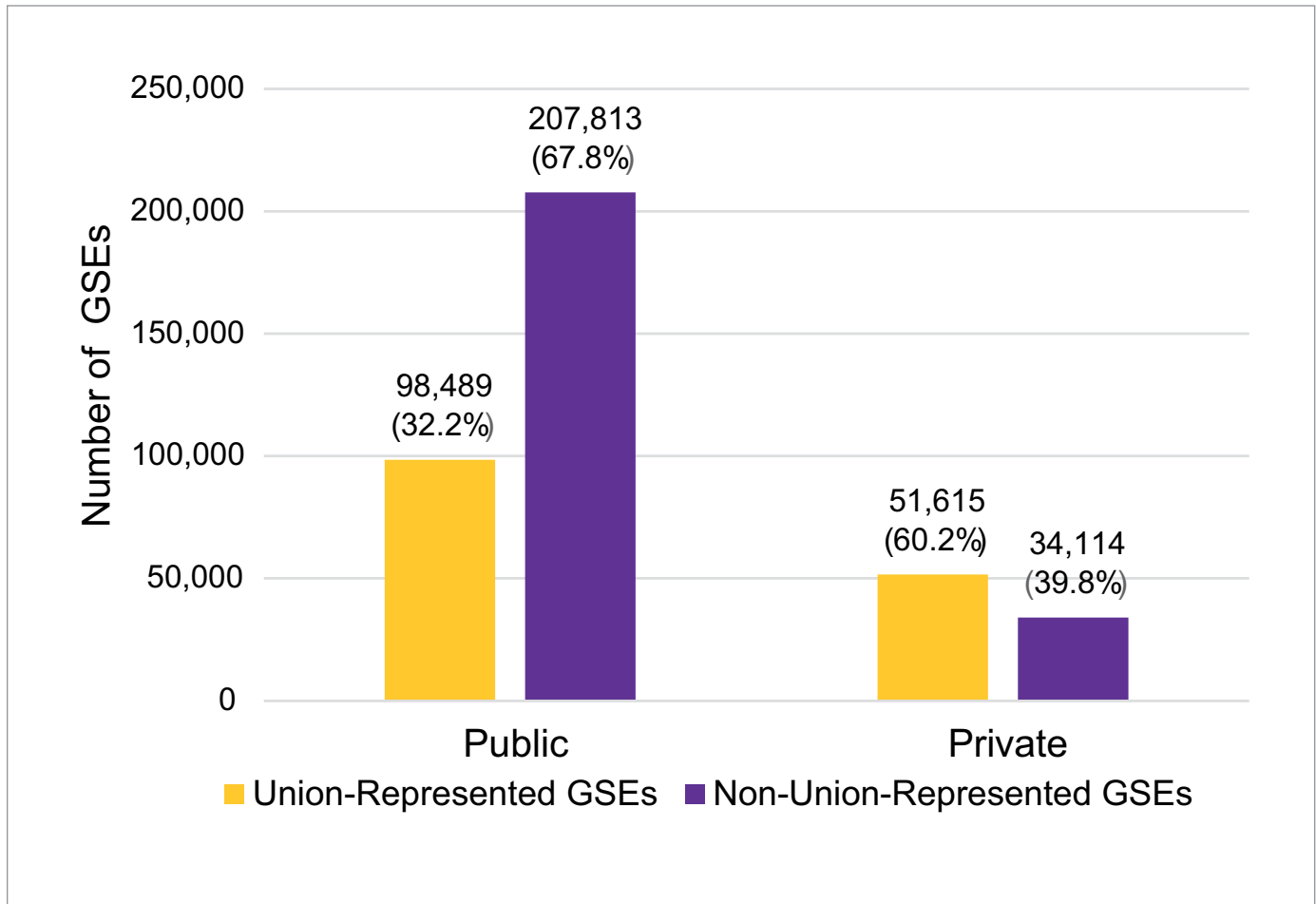


A. GSE Representation by State

As of January 1, 2024, there were GSE bargaining units at institutions in 23 states along with the District of Columbia. The states with the highest number of union-represented graduate student employees are California (41,460), Massachusetts (18,732), New York (16,475), Illinois (12,511), and Florida (10,286).

Figure 10 presents a map displaying the number of units by state. Darker colored states have a greater number of GSE units. The states with the highest number of GSE bargaining units are Massachusetts (15), New York (13), Illinois (10), California (6), and Oregon (5). Although California has the most represented GSEs by a wide margin, the state has only six distinct GSE units.

Figure 11. GSE Union Representation by Sector



B. GSE Representation by Sector

Figure 11 displays the number of union-represented graduate student employees by sector at the start of 2024. The total number of GSEs represented at public sector institutions was nearly twice the number at private universities. While only one-third of the total number of represented GSEs work at private institutions, that figure demonstrates the substantial shift that took place in the landscape of GSE union representation over the past decade.

In 2012, the only existing private sector bargaining units that included GSEs were at the SUNY Research Foundation and the CUNY Research Foundation.⁵⁵ In the beginning of 2024, the percentage of GSEs represented at private institutions (60.2%) was close to double the percentage of those represented at public institutions (32.5%). Almost half of all GSE collective bargaining units (45.7%) were at private institutions; this is due to private sector units tending to be smaller in size on average.

55 For a five-year period ending in 2005, the UAW represented a GSE unit at New York University. The collective bargaining relationship ended after the university refused to continue to recognize the union following expiration of the collective bargaining agreement. Herbert, William A. and Joseph van der Naald. 2020. "A Different Set of Rules? NLRB Proposed Rule Making and Student Worker Unionization Rights," *Journal of Collective Bargaining in the Academy* 11: 9-10.

C. GSE Representation by National Affiliation

Tables 9 and 10 show the number of represented graduate student employees and GSE bargaining units by national union affiliation. They demonstrate that the UAW represents the largest number of GSE bargaining units (19) nationwide and almost one-half (42.6%) of all represented GSE at public and private institutions. UE represents the second largest number of graduate student employees nationwide, and the largest percentage (40.6%) at private institutions. AFT, separately and jointly with NEA or AAUP, represents 26 GSE units, primarily in the public sector, and 20.5% of the total number of GSE represented nationwide.

Table 9. Represented GSEs by National Affiliation and Institution Type

National Affiliation	Public	Private	Total
UAW	50,241	13,760	64,001
UE	8,602	20,581	29,183
AFT	12,152	1,901	14,053
AFT/NEA	12,727	0	12,727
SEIU	730	10,358	11,088
CWA	5,275	360	5,635
AFT/AAUP	4,031	0	4,031
UNITE HERE	0	3,214	3,214
NEA	1,450	0	1,450
IBT	0	370	370
AFSCME	288	0	288
OPEIU	0	142	142
Independent	3,922	0	3,922
Total	99,418	50,686	150,104

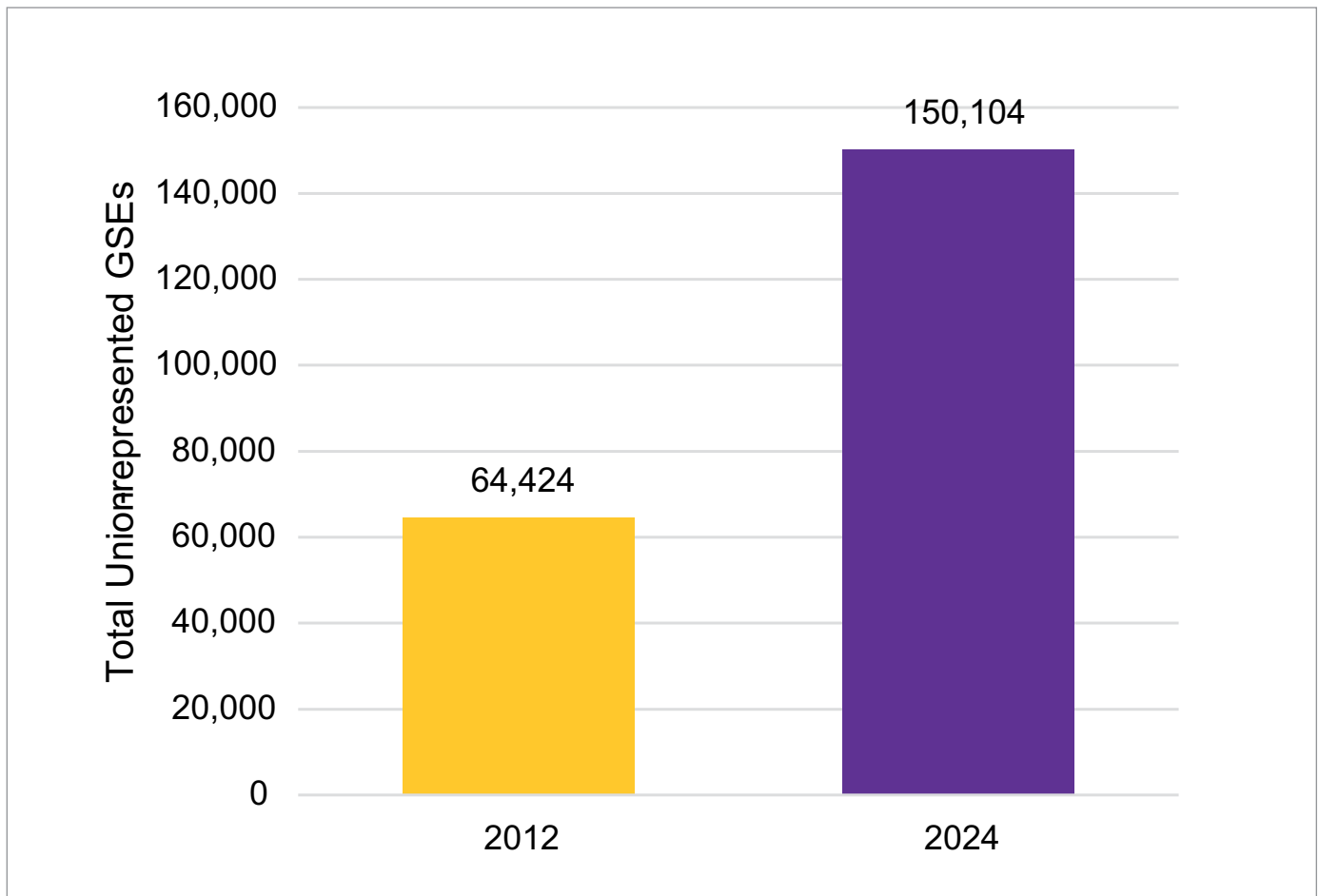
Table 10. GSE Units by National Affiliation and Institution Type

National Affiliation	Public	Private	Total
UAW	12	7	19
AFT	11	2	13
SEIU	2	11	13
UE	4	7	11
AFT/NEA	6	3	9
CWA	1	3	4
AFT/AAUP	4	0	4
NEA	2	0	2
IBT	0	2	2
UNITE HERE	0	1	1
AFSCME	1	0	1
OPEIU	0	1	1
Independent	1	0	1
Total	44	37	81

D. Growth in Represented GSEs since the 2012 Directory

As noted above, since 2012 there has been a dramatic increase in the number of represented GSEs in the United States. Figure 12 compares the total number of represented GSEs in the 2012 Directory with the total number represented at the beginning of 2024. It demonstrates that the total number of represented GSEs increased by a dramatic 133% in a little more than a decade.

Figure 12. Union-Represented Graduate Student Employees, 2024 Directory Data vs. 2012 Directory Data



Figures 13 and 14 display the massive growth in newly represented graduate student employees and newly certified GSE units from 2013 to 2023. A substantial percentage of this growth occurred at private non-profit universities following the NLRB’s 2016 *Columbia University* decision,⁵⁶ which concluded that graduate and undergraduate student workers were employees for purposes of the NLRA.

In the two years following *Columbia University*, there was an immediate increase in new GSE collective bargaining relationships. However, changes in the NLRB Board’s majority, which resulted from the outcome in the 2016 presidential election, led unions to withdraw pending GSE

representation cases at the NLRB out of concern that the *Columbia University* decision would be reversed.⁵⁷ This legal concern, along with disruptions caused by the pandemic, explains in large part the meager GSE unionization growth between 2019 and 2020.

Subsequent changes to the NLRB Board majority, following the 2020 presidential election outcome, along with the end of the pandemic, led to a surge in successful GSE unionization at private institutions. Between 2021 and 2023, there were 63,680 newly organized GSEs, which was nearly triple the number of newly organized GSEs during the prior eight years combined (20,394).

⁵⁶ *Trustees of Columbia University*, 364 NLRB No. 90 (2016).

⁵⁷ See, Herbert, William A. and Joseph van der Naald. 2021. “Graduate Student Employee Unionization in the Second Gilded Age,” in Schulze-Cleven, Tobias and Todd E. Vachon, *Revaluing Work(ers): Toward a Democratic and Sustainable Future*. Champaign, IL: Labor and Employment Relations Association, University of Illinois at Urbana-Champaign, 175-191.

Figure 13. Newly Represented Graduate Student Employees, 2013-2023

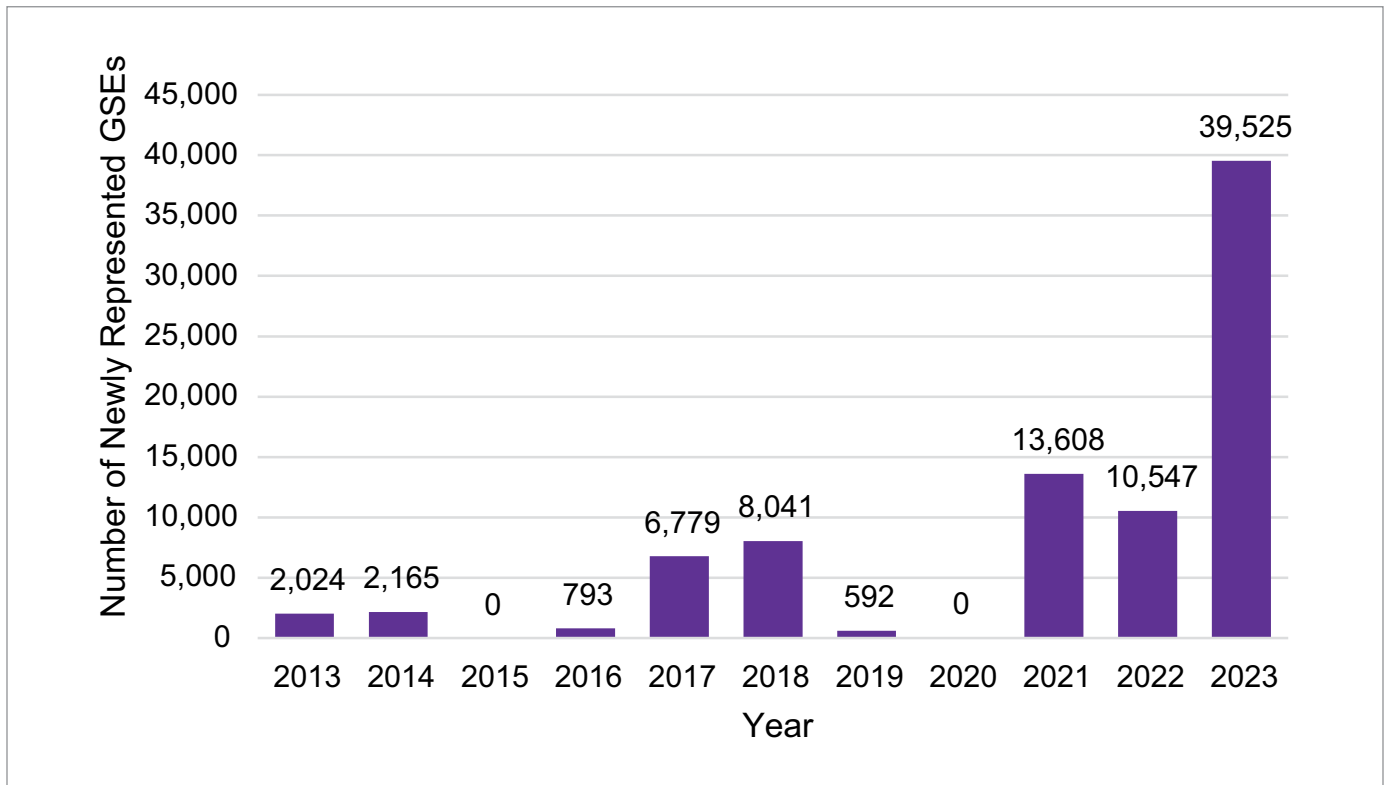


Figure 14. Newly Certified Graduate Student Bargaining Units, 2013-2023

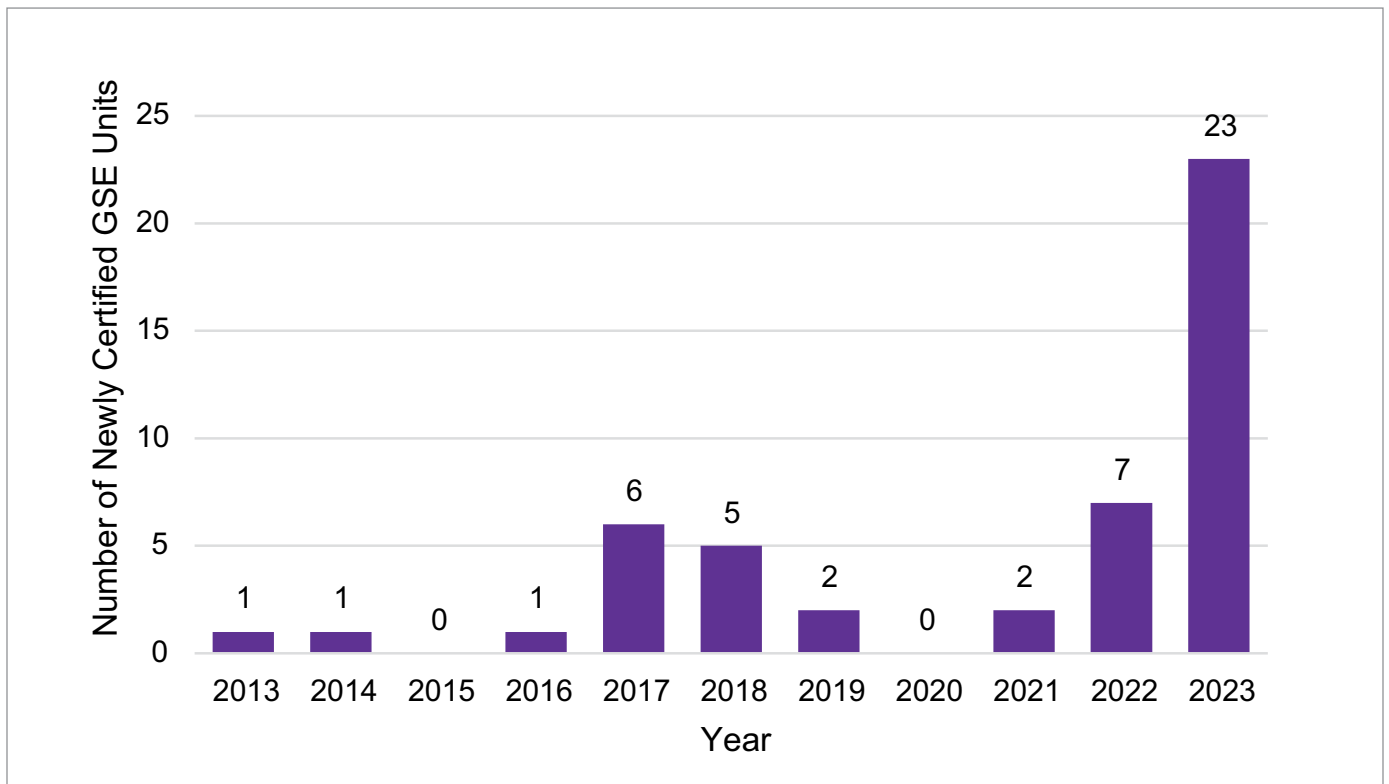


Figure 15. Union-represented Graduate Student Employees by Sector, 2012-2024

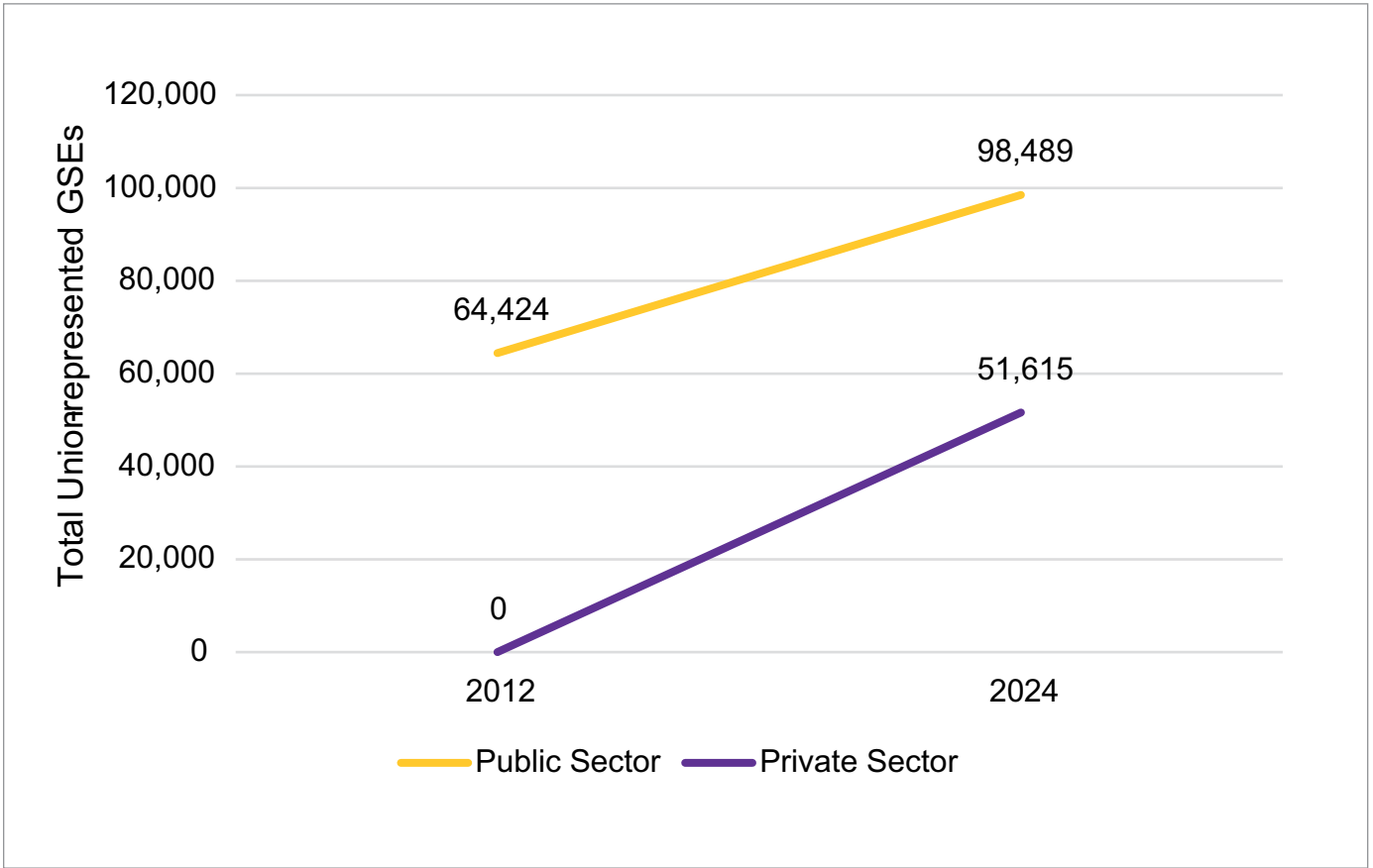
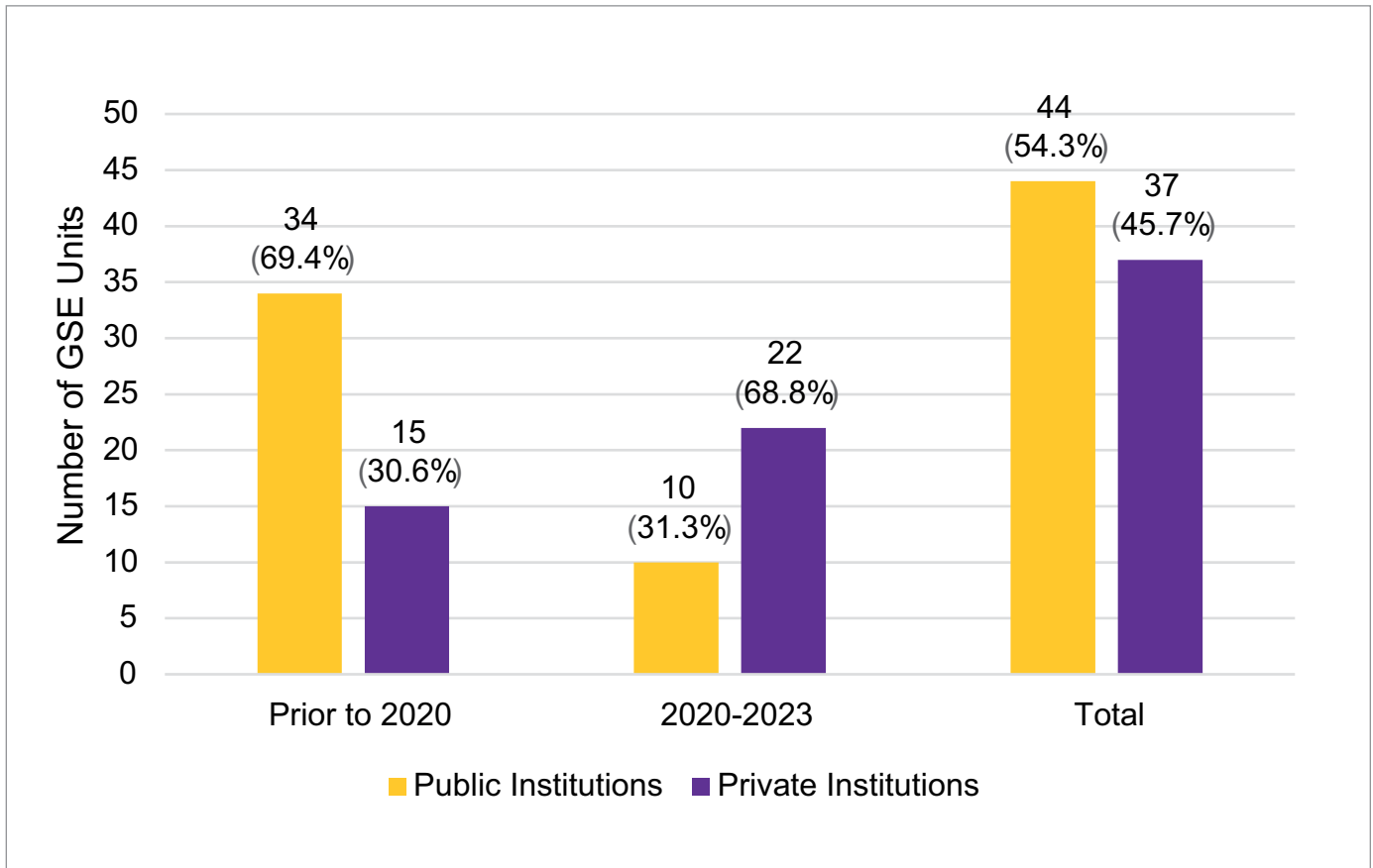


Figure 15 shows GSE representation growth disaggregated by sector. Over 50% more GSEs were newly organized in the private sector

(51,615) between 2013 and 2023, as compared to the public sector (34,065).⁵⁸

58 Herbert, Apkarian, and van der Naald, "Union Organizing and Strikes."

Figure 16. Graduate Student Employee Containing Bargaining Units by Sector, Prior to and Since 2020



In 2012, there were 29 standalone GSE units in higher education.⁵⁹ Only one of those units had a private employer: the SUNY Research

Foundation. By the end of 2023, 37 of the 81 GSE bargaining units (45.7%) were at private non-profit institutions.

⁵⁹ This number of standalone GSE units does not include the CUNY Research Foundation units, which are combined units with approximately 42 graduate student employees in 2012. The former GSE units at the University of Wisconsin-Madison and Central Michigan University are not included in the 2024 Directory. While the Teaching Assistants' Association at the University of Wisconsin-Madison negotiated the [first GSE contract](#) in 1970, in 2011 it did not seek recertification as the representative of the bargaining unit following passage of Wisconsin Act 10. The Graduate Student Union at Central Michigan University became dormant in 2022 following the expiration of its last contract.

V. Undergraduate Student Employee Representation

At the beginning of 2024, there were 3,515 unionized employees in 19 exclusively USE bargaining units across nine states. Between January 2021 and December 31, 2023, unions were certified to represent 17 new separate USE units at 4-year private institutions and the Grinnell College bargaining unit expanded to a wall-to-wall USE unit.⁶⁰ One factor underlying the growth in USE unionization at private institutions is the NLRB's *Columbia University* decision, which concluded that academic and non-academic undergraduate student workers had the right to unionize under the NLRA.

Unionization efforts by undergraduate student workers have a long unwritten history. The earliest attempt might have been the 1914 formation of the Wisconsin Student Workers' Union at the University of Wisconsin.⁶¹ The student worker union was never recognized but it did lead to the first known USE work stoppage.⁶²

Since collective bargaining laws became applicable to higher education in the late 1960s, AFSCME was certified in 1970 to represent a unit of undergraduate student dining workers at the

University of Oregon,⁶³ which led to the first known USE collective bargaining agreement.⁶⁴ In 1973 student workers at the State University of New York at Stony Brook were permitted to vote in a representation election involving a campus-wide bargaining unit with a private sector employer on campus.⁶⁵ There were also unsuccessful student union organizing campaigns in the mid-1970s at Michigan State University⁶⁶ and Ohio University.⁶⁷

Resident advisors, and later tutors, have been represented at the University of Massachusetts-Amherst since 2002 and the NLRB certified an independent USE union to represent student dining workers at Grinnell College in 2016. In addition, prior to January 1, 2024, there were represented undergraduate student employees in certain private sector GSE units and other combined units at CUNY and the University of California.⁶⁸

In 2015, the NLRB declined to assert jurisdiction over a representation petition filed on behalf of collegiate scholarship athletes at Northwestern University.⁶⁹ Six years later, NLRB General Counsel Jennifer Abruzzo issued a memorandum stating that collegiate athletes who receive compensation are employees protected under the NLRA.⁷⁰

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- 60 On March 5, 2024, an SEIU affiliate was certified to represent the largest separate USE unit in the country, which includes close to 20,000 employees. See, *Trustees of the California State University*, CPERB Case No. LA-PC-18-H.
- 61 See, "Student Waiters Organize a Union," *La Crosse Tribune*, January 21, 1914, 5.
- 62 See, "Strikers Are Firm: University Student Waiters Promise Interesting Development," *The Oshkosh Northwestern* February 3, 1914, 1.
- 63 Herbert, and van der Naald. "A Different Set of Rules?" 16-17.
- 64 See, "UO Signs Contract with Union," *The Coos Bay World*, August 14, 1971, 12.
- 65 See, *Faculty-Student Association of State University of New York at Stony Brook, Inc.* 36 NYSLRB No. 59 (1973). Cf. *Saga Dining Halls*, 29 NYSLRB No. 48 (1966) (concluding that student dining workers on another campus should not be included in a bargaining unit with non-student cafeteria workers).
- 66 See, Groty, Keith and Melanie Warner. 1977. "An Attempt at Student Employee Unionization: The Michigan State University Experience," *Journal of the College and University Personnel Association*, 39-45.
- 67 Price, Tom, "On an Ohio Campus, Chaos of '74," *New York Times*, June 18, 1974, 39.
- 68 See, Julius, Daniel J., Nicholas DiGiovanni Jr., and Jai Abrams. 2024. "Collective Bargaining Among Undergraduate Students," *Journal of Collective Bargaining in the Academy* 15. <https://thekeep.eiu.edu/jcba/vol15/iss1/1>.
- 69 See, *Northwestern University*, 362 NLRB No. 167 (2015).
- 70 See, Abruzzo, Jennifer A., Memorandum GC 21-08, "Statutory Rights of Players at Academic Institutions (Student-Athletes) Under the National Labor Relations Act." <https://apps.nlr.gov/link/document.aspx/09031d458356ec26>. On March 14, 2024, SEIU was certified to represent Dartmouth College varsity basketball players, which the college is currently challenging. See, *Trustees of Dartmouth College*, NLRB Case No. 01-RC-325633. <https://apps.nlr.gov/link/document.aspx/09031d4583cafa84>.

A. USE Representation by State

As of January 1, 2024, there were six exclusively USE bargaining units in New York, four in Massachusetts, and no other state with more

than two. Table 11 displays the number of student workers in exclusively USE collective bargaining units and the states where the units are located.

Table 11. Represented USEs and USE Units by State

State	Number of Union-Represented USEs	Number of USE Units
MA	975	4
IA	720	1
RI	682	2
NY	507	6
PA	276	2
NH	173	1
CT	102	1
OR	44	1
VT	36	1
Total	3,515	19

B. USE Representation by National Affiliation

OPEIU has organized the largest number of USE units, while the UAW organized the most employees in exclusively USE units. A breakdown by national affiliate of represented USE units and the number of employees in those units is provided in Table 12. One major development concerning USE representation has been the

certification of several unaffiliated independent student employee-led unions at Grinnell College, Columbia University, Dartmouth College, and Bennington College.⁷¹ Significantly, the total number of undergraduate workers represented by those four independent unaffiliated unions constitutes over 30% of the total number of workers in exclusively USE bargaining units as of January 1, 2024.

71 Herbert, Apkarian, and van der Naald, "Union Organizing and Strikes." For an informative oral history of the original USE unionization efforts at Grinnell, see McKerley, John W. 2023. "A Seat at the Table: An Interview with the Union of Grinnell Student Dining Workers," *Labor: Studies in Working Class History* 20 (3): 85–98.

Table 12. Represented USEs and USE Units by National Affiliate

National Affiliation	Number of Union-Represented USEs	Number of USE Units
UAW	820	2
AFT	682	2
OPEIU	660	7
UFCW	220	3
SEIU	51	1
Independent	1,082	4
Total	3,515	19

Closing Remarks

The 2024 Directory demonstrates that collective bargaining in higher education continues to grow in the United States. The growth constitutes a major exception to the general decline in unionization seen in other United States industries over the decades.

We have found that the overall rate of faculty union representation is 27%, with the number of represented faculty increasing by 7.5% since the 2012 Directory. However, the rate of GSE union representation is even higher at 38% and the number of represented GSEs has increased by 133% in little more than a decade. Similarly, there has been significant increases in the number of separate bargaining units of exclusively post-doctoral scholars, academic researchers, and undergraduate student employees.

The factors underlying this growth in union representation across these groups include the restructuring of the faculty, with most positions today being NTT, the expansion in the number of postdoctoral positions, the high level of support for labor, particularly among those under 30, the post-pandemic labor resurgence, labor law changes including the *Columbia University* decision, and a greater acceptance of workplace democracy on campus.

The data and comprehensive collection of contracts presented in the 2024 Directory is a unique resource for negotiators, administrators, unions, academics, and vendors, providing a snapshot of union representation and collective bargaining involving academic labor and non-academic undergraduate workers. With necessary financial support and cooperation from institutions, unions, law firms, and all others who utilize this resource, we hope to make our data available through an interactive website and to publish future directories with updated data and hyperlinks to more recent contracts.

Following publication of the 2024 Directory, the National Center will begin new quantitative and qualitative research initiatives analyzing

the causes and consequences of unionization and collective bargaining on campus in the 21st century.

TABLE A1: UNION AFFILIATION AND ACRONYMS

National Affiliations and Acronyms

AFGE	American Federation of Government Employees
AFM	American Federation of Musicians
AFSCME	American Federation of State, County, and Municipal Employees
AFT	American Federation of Teachers
AFT/AAUP	American Federation of Teachers/American Association of University Professors ⁷²
AFT/NEA	American Federation of Teachers/National Education Association ⁷³
CWA	Communication Workers of America
IBEW	International Brotherhood of Electrical Workers
IBT	International Brotherhood of Teamsters
NEA	National Education Association
OPEIU	Office and Professional Employees International Union
SEIU	Service Employees International Union
UAW	International Union, United Automobile, Aerospace and Agricultural Implement Workers of America
UE	United Electrical, Radio, and Machine Workers of America
UFCW	United Food and Commercial Workers
UNITE HERE	Union of Needletrades, Industrial and Textile Employees-Hotel Employees-Restaurant Employees
USW	United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
IND	Independent

State Affiliations and Acronyms

AAUPCA	American Association of University Professors-California Conference
AAUPIA	American Association of University Professors-Iowa Conference
AAUPNE	American Association of University Professors-Nebraska Conference
AFTCT	American Federation of Teachers-Connecticut
AFTKS	American Federation of Teachers-Kansas
AFTKS/ AAUPKS	American Federation of Teachers-Kansas-American Association of University Professors-Kansas Conference

72 Effective August 1, 2022, AAUP became a national regional council affiliate of the AFT. The 2024 Directory uses the national affiliation acronym AFT/AAUP to identify the national affiliation of bargaining units that had been represented separately by AAUP prior to its affiliation with AFT and bargaining units that had been jointly organized and represented by AAUP and AFT. The state affiliations for units formerly represented separately by AAUP differ from state to state in the 2024 Directory. In some states, there are joint affiliations with the AFT state organization and the AAUP state conference.

73 The 2024 Directory uses the national affiliation acronym AFT/NEA for bargaining units in states like New York, Florida, and Montana where there is a joint state affiliation with the American Federation of Teachers and the National Education Association.

AFTMA	American Federation of Teachers-Massachusetts
AFTMA/ AAUPMA	American Federation of Teachers-Massachusetts-American Association of University Professors-Massachusetts Conference
AFTMD	American Federation of Teachers-Maryland
AFTME	American Federation of Teachers-Maine
AFTMI	American Federation of Teachers-Michigan
AFTMO	American Federation of Teachers-Missouri
AFTNH	American Federation of Teachers-New Hampshire
AFTNJ	American Federation of Teachers-New Jersey
AFTNJ- AAUPNJ	American Federation of Teachers-New Jersey-American Association of University Professors-New Jersey Conference
AFTNM	American Federation of Teachers-New Mexico
AFTOR	American Federation of Teachers-Oregon
AFTOR/ AAUPOR	American Federation of Teachers-Oregon-American Association of University Professors-Oregon Conference (for Portland State University only)
AFTPA	American Federation of Teachers-Pennsylvania
AFTPA/ AAUPPA	American Federation of Teachers-Pennsylvania-American Association of University Professors-Pennsylvania Conference
AFTVT	American Federation of Teachers-Vermont
AFTWA	American Federation of Teachers-Washington
AFTWI	American Federation of Teachers-Wisconsin
APEA	Alaska Public Employees Association
CCA	Community College Association
CFT	California Federation of Teachers
Council 31	American Federation of State County and Municipal Employees, Council 31
Council 75	American Federation of State County and Municipal Employees, Council 75
CTA	California Teachers Association
EM	Education Minnesota
FEA	Florida Education Association
FPSU	Florida Public Services Union
HSTA	Hawai'i State Teachers Association
IEA	Illinois Education Association
IFT	Illinois Federation of Teachers
ISEA	Iowa State Education Association
KNEA	Kansas National Education Association
MEA-I	Maine Employees Association
MEA-II	Michigan Employees Association
MFPE	Montana Federation of Public Employees

MNEA	Missouri National Education Association
MTA	Massachusetts Teachers Association
NEA-NH	National Education Association-New Hampshire
NEA-NM	National Education Association-New Mexico
NEARI	National Education Association-Rhode Island
NFA	Nevada Faculty Alliance
NJEA	New Jersey Education Association
NSEA	Nebraska State Education Association
NYSUT	New York State United Teachers
NYSUT/ AAUPNY	New York State United Teachers-American Association of University Professors-New York Conference
OCAAUP	American Association of University Professors-Ohio Conference
OEA-I	Ohio Education Association
OEA-II	Oregon Education Association
OFT	Ohio Federation of Teachers
PSEA	Pennsylvania State Education Association
RIFTHP	Rhode Island Federation of Teachers and Health Professionals
UFF	United Faculty of Florida
WEA	Washington Education Association
WEAC	Wisconsin Education Association Council

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
AK	University of Alaska	4	2						
	Unit 1:			United Academics/AFT Local 4996/AAUP/APEA	1010	FT TTT-NTT	1996	1998	Dec. 2024
	* Unit 2:			United Academic Adjuncts/AFT Local 6054/AAUP/APEA	728	PT NTT	1997	1999	Feb. 2020
CA	Allan Hancock College	2	2						
	‡ Unit 1:			Faculty Assoc. of Allan Hancock College Part-Time Faculty	154	FT TTT-NTT	1991	1992	Jun. 2023
	‡ Unit 2:			Assoc. of Allan Hancock College/AFT Local 6185/CFT	350	PT NTT	2002	2001	Jun. 2022
	American Film Institute Conservatory	4	1	AFT Local 6742/AFT/AAUP	142	FT-PT NTT	2016		
	‡ Antelope Valley College	2	1	Antelope Valley College Fed. of Teachers/AFT Local 4683A/CFT	600	FT-PT TTT-NTT	1990	1987	Jun. 2022
	^ * ArtCenter College of Design	4	1	ArtCenter Faculty Fed./AFT Local 5648/CFT	708	FT-PT NTT	2022	2024	Apr. 2027
	‡ Barstow Community College	2	1	Barstow College Faculty Assoc./NEA/CTA/CCA	46	FT-PT NTT	1979	1979	Jun. 2023
	Butte College	2	2						
	‡ Unit 1:			Butte College Edu. Assoc./NEA/CTA/CCA	188	FT TTT	1978	1978	Jun. 2024
	‡ Unit 2:			Butte College Part-Time Faculty Assoc./CWA Local 9119	627	PT NTT	1990	1991	Jun. 2024
	‡ Cabrillo College	2	1	Cabrillo College Fed. of Teachers/AFT Local 4400/CFT	550	PT NTT	1985	1985	Jun. 2022
	^ California College of the Arts	4	1	SEIU Local 1021	350	PT NTT	2014	2017	Jun. 2025
	California State University	4	3						
Unit 1:			California Faculty Assoc./AFT/AAUP/SEIU/CA-AAUP	27309	FT-PT TTT-NTT	1983	1983	Jun. 2024	
Unit 2:			California State Uni. Employees Union/SEIU Local 2579	0	PT NTT			Jun. 2019	
* Unit 3:			California State Uni. Employees Union/SEIU Local 2579	4	PT NTT	2015	2016	Sep. 2019	

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	‡ Cerritos College	2	1	Cerritos College Faculty Fed./AFT Local 6215/CFT	850	FT-PT TTT-NTT	2004	2004	Jul. 2021
	‡ Chabot-Las Positas Community College District	2	1	Chabot-Las Positas Faculty Assoc.	1117	FT-PT TTT-NTT	1990	1991	Jun. 2025
	‡ Chaffey College	2	1	Chaffey College Faculty Assoc./NEA/CTA/CCA	1150	FT-PT TTT-NTT	1980	1981	Jun. 2026
	Citrus College	2	2						
	‡ Unit 1:			Citrus College Faculty Assoc./NEA/CTA/CCA/	163	FT TTT-NTT	1976	1977	Dec. 2026
	‡ * Unit 2:			Citrus College Adjunct Faculty Fed./AFT Local 6352/CFT	294	PT NTT	2001	2002	Dec. 2026
	City College of San Francisco	2	2						
	‡ Unit 1:			AFT Local 2121/CFT	1338	FT-PT TTT-NTT	1978	1979	Jun. 2021
	‡ * Unit 2:			Department Chairs Council of City College of San Francisco	70	CHR	1978	1979	Dec. 2021
	Coast Community College District	2	2						
	‡ Unit 1:			Coast Fed. of Educators/AFT Local 1911/CFT	1000	FT-PT TTT-NTT	1979	1980	Jun. 2023
	‡ * Unit 2:			Coast C.C. Assoc./NEA/CTA/CCA	950	PT NTT	1979	1980	Jun. 2020
	‡ College of Marin	2	1	United Professors of Marin/AFT Local 1610/CFT	200	FT-PT TTT-NTT	1978	1980	Jun. 2024
	College of the Canyons	2	2						
	‡ Unit 1:			College of the Canyons Faculty Assoc./NEA/CTA/CCA	222	FT TTT	1977	1978	Jun. 2020
	‡ Unit 2:			Part Time Faculty United/AFT Local 6262/CFT	778	PT NTT	2003	2004	Jun. 2020
	College of the Desert	2	2						
	‡ Unit 1:			College of the Desert Faculty Assoc./NEA/CTA/CCA	150	FT TTT-NTT	1988	1988	Jun. 2023
	‡ Unit 2:			College of the Desert Adjunct Assoc./NEA/CTA/CCA	350	PT NTT	1995	1996	Jun. 2024

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	‡ College of the Redwoods	2	1	College of the Redwoods Faculty Org.	250	FT-PT TTT-NTT	1977	1977	Jun. 2022
	College of the Sequoias	2	2						
	‡ Unit 1:			College of the Sequoias Teachers Assoc. /NEA/CTA/CCA	200	FT TTT-NTT	1976	1977	Jun. 2024
	‡ Unit 2:			College of the Desert Adjunct Assoc./NEA/CTA/CCA	350	PT NTT	1994		Jun. 2024
	‡ College of the Siskiyou	2	1	College of the Siskiyou Faculty Assoc./NEA/CTA/CCA	110	FT-PT TTT-NTT	1996	1997	Jun. 2025
	‡ Compton College	2	1	Compton C.C. Fed. of Employees/AFT Local 3486/CFT	167	FT-PT TTT-NTT	1978	1979	Jun. 2022
	‡ Contra Costa Community College District	2	1	United Faculty of Contra Costa C.C. District	1500	FT-PT TTT-NTT	1976	1977	Jun. 2022
	‡ Copper Mountain Community College	2	1	Copper Mountain College Faculty Assoc./NEA/CTA/CCA	155	FT-PT TTT-NTT	2000	2001	Jun. 2024
	‡ Cuesta College	2	1	Cuesta College Fed. of Teachers/AFT Local 4909/CFT	543	FT-PT TTT-NTT	1994	1996	Jun. 2022
	^ Culinary Institute of America - Greystone	4	1	Greystone Fed. of Teachers/AFT Local 6439/CFT	24	FT NTT	2017	2018	May 2021
	^ Dominican University of California	4	2						
	‡ Unit 1:			SEIU Local 1021	193	PT NTT	2015	2016	Jun. 2022
	‡* Unit 2:			Dominican Uni. of California Faculty Fed. of Teachers/AFT Local 6604/CFT	106	FT TTT-NTT	2022	2023	Jun. 2025
	‡ El Camino Community College	2	1	El Camino College Fed. of Teachers/AFT Local 1388/CFT	955	FT-PT TTT-NTT	1976	1977	Dec. 2022
	^ Emerson College, Los Angeles	4	1	Emerson Los Angeles Ch. /AFT/AAUP/CFT/AAUPCA	29	PT NTT	2015	2016	Jun. 2026
	Feather River Community College	4	2						
	‡ Unit 1:			Feather River Fed. of Teachers/AFT Local 4615/CFT	28	FT TTT-NTT	1989	1990	Jun. 2022
	Unit 2:			Feather River Fed. of Teachers Associate Faculty Ch./AFT Local 4616/CFT	88	PT NTT	1994		Jun. 2024

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	‡ Foothill-De Anza Community College District	2	1	Foothill-De Anza Faculty Assoc.	937	FT-PT TTT-NTT	1977	1977	Jun. 2022
	‡ Gavilan College	2	1	Gavilan College Faculty Assoc.	270	FT-PT TTT-NTT	1977	1977	Jun. 2023
	‡ Glendale Community College	2	1	Glendale College Guild/AFT Local 2276/CFT	625	FT-PT TTT-NTT	1979	1980	Jun. 2021
	‡ * Grossmont-Cuyamaca Community College District	2	1	AFT Local 1931/CFT	914	FT-PT TTT-NTT	1977	1978	Jun. 2021
	‡ Hartnell Community College	2	1	Hartnell College Faculty Assoc./NEA/CTA/CCA	200	FT-PT TTT-NTT	2009	1978	Jun. 2022
	Imperial Valley College	2	2						
	‡ Unit 1:			Imperial Valley College Ch./NEA/CTA/CCA	131	FT TTT-NTT	1981	1984	Jun. 2024
	Unit 2:			Imperial Valley College Part-Time Faculty Assoc./NEA/CTA/CCA	115	PT NTT	1981	1984	Jun. 2022
	‡ Kern Community College District	2	1	Kern C.C. District C.C. Assoc./NEA/CTA/CCA	276	FT TTT-NTT	1977	1977	Jun. 2023
	^ Laguna College of Art + Design	4	1	SEIU Local 721	150	PT NTT	2015		Aug. 2024
	‡ * Lake Tahoe Community College	2	1	Lake Tahoe C.C. Faculty Assoc./NEA/CTA/CCA	174	FT-PT TTT-NTT	1997	1994	Jun. 2025
	‡ Lassen Community College	2	1	Lassen College Faculty Assoc./NEA/CTA/CCA	144	FT-PT TTT-NTT	2002	1988	Jun. 2025
	^ Life College of Chiropractic West Incorporated	4	1	Life Chiropractic College West Faculty Fed./AFT Local 6538/CFT	49	FT-PT NTT	2013	2014	Jun. 2024
	Long Beach City College	2	2						
	‡ Unit 1:			Long Beach City College Faculty Assoc./NEA/CTA/CCA	327	FT TTT	1978	1979	Jun. 2023
	‡ * Unit 2:			Certificated Hourly Instructors/NEA/CTA/CCA	686	PT NTT	1990	1991	Jun. 2023
	‡ Los Angeles Community College District	2	1	Los Angeles College Faculty Guild/AFT Local 1521/CFT	5500	FT-PT TTT-NTT	1977	1978	Jun. 2023

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	‡ Los Rios Community College District	2	1	Los Rios College Fed. of Teachers/AFT Local 2279/CFT	2000	FT-PT TTT-NTT	1977	1977	Jun. 2023
	Mendocino College	2	2						
	‡ Unit 1:			Mendocino College Fed. of Teachers/AFT Local 6322/CFT	55	FT TTT	2005		Jun. 2024
	‡ * Unit 2:			Mendocino Part-Time Faculty Assoc./NEA/CTA/CCA	216	PT NTT	1994	1994	Jun. 2024
	‡ Merced College	2	1	Merced College Faculty Assoc./NEA/CTA/CCA	220	FT-PT TTT-NTT	1976	1977	Jun. 2021
	^ Mills College at Northeastern University	4	1	SEIU Local 1021	100	PT NTT	2014	2016	Jun. 2025
	MiraCosta College	4	2						
	Unit 1:			MiraCosta College Faculty Assembly	204	FT TTT-NTT	2015	2015	Jun. 2022
	‡ * Unit 2:			MiraCosta College Academic Associate Faculty/NEA/CTA/CCA	500	PT NTT	1999	1999	Jun. 2024
	‡ Monterey Peninsula College	2	1	Monterey Peninsula College Teachers Assoc./NEA/CTA/CCA	450	FT-PT TTT-NTT	1978	1980	Jun. 2022
	‡ Mount San Antonio College	2	1	Mt. San Antonio College Faculty Assoc./NEA/CTA/CCA	1250	FT-PT TTT-NTT	1976	1978	Jun. 2022
	Mount San Jacinto College	2	2						
	‡ Unit 1:			Mt. San Jacinto College Faculty Assoc./NEA/CTA/CCA	184	FT TTT-NTT	1976	1977	Jun. 2023
	‡ Unit 2:			Uni. Prof. and Tech. Employees/CWA Local 9119	474	PT NTT	2000	2001	Jun. 2022
	‡ Napa Valley College	2	1	Napa Valley College Faculty Assoc./NEA/CTA/CCA	250	FT-PT TTT-NTT	1977	1979	Jun. 2024
	North Orange Community College District	2	2						
	‡ Unit 1:			United Faculty/NEA/CTA/CCA	561	FT TTT	1979	1981	Jun. 2021
	‡ Unit 2:			Adjunct Faculty United/AFT Local 6106/CFT	1215	PT NTT	2000	2001	Jun. 2023
	^ Notre Dame de Namur University	4	2						

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Unit 1:			SEIU Local 1021	51	FT TTT-NTT	2016	2017	Aug. 2024
	Unit 2:			SEIU Local 1021	208	PT NTT	2016	2017	Aug. 2024
	^ Occidental College	4	1	SEIU Local 721	115	FT-PT NTT	2019	2020	Jun. 2023
	‡ Ohlone College	2	1	United Faculty of Ohlone	431	FT-PT TTT-NTT	1979	1979	Jun. 2023
	^ Otis College of Art & Design	4	1	SEIU Local 721	214	PT NTT	2015	2017	Sep. 2019
	^ Palmer College of Chiropractic West	4	1	Palmer College of Chiropractic West Fed. of Teachers/ AFT Local 6166/CFT	42	FT-PT TTT-NTT	2001	2002	Jun. 2023
	‡ Palo Verde Community College District	2	1	Palo Verde C.C. Assoc./NEA/CTA/CCA	96	FT-PT TTT-NTT	1980	1976	Jun. 2022
	‡ Palomar College	2	1	Palomar Faculty Fed./AFT Local 6161/CFT	934	FT-PT TTT-NTT	2000	2005	Jun. 2022
	‡ Pasadena City College	2	1	Pasadena City College Faculty Assoc./NEA/CTA/CCA	827	FT-PT TTT-NTT	1979	1979	Jun. 2022
	‡ Peralta Community College District	2	1	Peralta Fed. of Teachers/AFT Local 1603/CFT	1000	FT-PT TTT-NTT	1979	1980	Jun. 2022
	Rancho Santiago Community College District	2	2						
	‡ Unit 1:			Faculty Assoc. of the Rancho Santiago C.C. District/ NEA/CTA/CCA	900	FT-PT TTT-NTT	1978	1980	Jun. 2022
	‡ * Unit 2:			Continuing Educ. Faculty Assoc./NEA/CTA/CCA	550	PT NTT	1977	1975	Jun. 2025
	‡ Rio Hondo College	4	1	Rio Hondo College Faculty Assoc./NEA/CTA/CCA	550	FT-PT TTT-NTT	1979	1980	Jun. 2022
	‡ Riverside Community College District	2	1	Riverside C.C. District Faculty Assoc./NEA/CTA/CCA	1147	FT-PT TTT-NTT	1978	1979	Jun. 2024
	^ Saint Mary's College of California	4	1	SEIU Local 1021	301	PT NTT	2015	2016	Jun. 2022
	‡ * San Bernardino Community College District	2	1	San Bernardino C.C. District Teachers Assoc./NEA/ CTA/CCA	1158	FT-PT TTT-NTT	1984	1989	Jun. 2022

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	‡ San Diego Community College District	2	1	AFT Local 1931/CFT	2247	FT-PT TTT-NTT	1987	1977	Jun. 2022
	‡ San Joaquin Delta College	2	1	San Joaquin Delta College Teachers' Assoc./NEA/CTA/CCA	375	FT-PT TTT-NTT	1977	1977	Jun. 2024
	‡ San Jose-Evergreen Community College District	2	1	Faculty Assoc./AFT Local 6157/CFT	700	FT-PT TTT-NTT	2001	1978	Jun. 2023
	‡ San Mateo Community College District	2	1	San Mateo C.C. Fed. of Teachers/AFT Local 1493/CFT	876	FT-PT TTT-NTT	1982	1978	Jun. 2022
	‡ Santa Barbara City College	2	1	Santa Barbara City College Faculty Assoc.	500	FT-PT TTT-NTT	1986	1987	Jun. 2021
	^ * Santa Clara University	4	1	SEIU Local 520	544	FT-PT NTT	2022	2024	
	‡ Santa Monica Community College District	4	1	Santa Monica College Faculty Assoc.	1151	FT-PT TTT-NTT	1978	1979	Aug. 2022
	Santa Rosa Junior College	2	2						
	‡ Unit 1:			All Faculty Assoc.	1027	FT-PT TTT-NTT	1989	1990	Jun. 2025
	‡ Unit 2:			Santa Rosa Junior College California Fed. of Teachers/AFT Local 1946/CFT	30	PT NTT	1989	1991	Jun. 2022
	‡ Shasta-Tehama-Trinity Joint Community College District	2	1	Shasta College Faculty Assoc./NEA/CTA/CCA	500	FT-PT TTT-NTT	1976	1976	Jun. 2023
	‡ Sierra College	2	1	Sierra College Faculty Assoc./NEA/CTA/CCA	700	FT-PT TTT-NTT	1977	1978	Jun. 2024
	‡ Solano Community College	2	1	Solano College Ch./NEA/CTA/CCA	464	FT-PT TTT-NTT	1976	1977	Jun. 2023
	‡ South Orange County Community College District	2	1	South Orange County C.C. District Faculty Assoc./NEA/CTA/CCA	1573	FT-PT TTT-NTT	1976	1978	Jun. 2024

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	‡ Southwestern College	2	1	Southwestern College Edu. Assoc./NEA/CTA/CCA	900	FT-PT TTT-NTT	1977	1979	Jun. 2024
	State Center Community College District	2	2						
	‡ * Unit 1:			State Center Fed. of Teachers/AFT Local 1533/CFT	685	FT TTT-NTT	1977	1977	Jun. 2022
	‡ * Unit 2:			State Center Fed. of Teachers/AFT Local 1533/CFT	1029	PT NTT	1992		Jun. 2022
	‡ Taft College	2	1	Taft College Faculty Assoc./NEA/CTA/CCA	87	FT-PT TTT-NTT	1976	1977	Jun. 2023
	University of California	4	3						
	Unit 1:			Uni. Council, AFT at the Uni. of California/CFT	4000	FT-PT NTT	1984	1986	Jan. 2020
	‡ * Unit 2:			Uni. Council, AFT at the Uni. of California (Prof. Librarians Unit)/AFT/CFT	364	Librarian	1983	1984	Mar. 2024
	Unit 3:			Santa Cruz Faculty Assoc./AFT/AAUP/AAUPCA	600	FT TTT	1981	1982	1999
	^ University of San Francisco	4	2						
	Unit 1:			Uni. of San Francisco Faculty Assoc./AFT Local 4269/CFT	450	FT TTT-NTT	1975	1976	Jun. 2024
	Unit 2:			Uni. of San Francisco Part Time Faculty Assoc./AFT Local 6590/CFT	600	PT NTT	1981	1985	Jun. 2026
	^ University of San Francisco, School of Law	4	1	Associated Law Professors & Prof. Librarians	17	FT TTT	1973	1979	Jun. 2019
	^ University of Southern California	4	1	SEIU Local 721			2016		
	‡ Ventura County Community College District	2	1	Ventura County Fed. of College Teachers/AFT Local 1828/CFT	1100	FT-PT TTT-NTT	1977	1978	Jun. 2022

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Victor Valley Community College	2	2						
	‡ Unit 1:			Victor Valley College Faculty Assoc./NEA/CTA/CCA	135	FT TTT	1976	1978	Jun. 2022
	‡ Unit 2:			AFT Part-Time Faculty United/AFT Local 6286/CFT	515	PT NTT	2004		Jun. 2022
	‡ West Hills Community College District	2	1	West Hills College Faculty Assoc./NEA/CTA/CCA	74	FT TTT-NTT	1977	1977	Jun. 2022
	‡ West Valley Mission Community College District	2	1	West Valley-Mission Fed. of Teachers/AFT Local 6554/CFT	588	FT-PT TTT-NTT	1993	1985	Jun. 2024
	^ Whittier College	4	1	SEIU Local 721	91	PT NTT	2013	2018	Jul. 2018
	‡ Yosemite Community College District	2	1	Yosemite Faculty Assoc.	360	FT-PT TTT-NTT	1989	1978	Jun. 2024
	Yuba College	2	2						
	‡ Unit 1:			Faculty Assoc. of Yuba C.C. District	150	FT TTT-NTT	1993	1978	Jun. 2022
	‡ Unit 2:			Yuba College-American Fed. of Teachers/AFT Local 4952/CFT	300	PT NTT	1994	1995	Jun. 2022
CT	Connecticut Community and Technical Colleges	2	3						
	‡ Unit 1:			Fed. of Technical College Teachers/AFT Local 1942/AFT-CT	200	FT-PT TTT-NTT	1975	1977	Jun. 2021
	Unit 2:			Fed. of Technical College Teachers (Level I Part-Time Employees)/AFT Local 1942/AFT-CT	200	PT NTT	1976	1976	Jun. 2021
	‡ Unit 3:			SEIU Local 1973/ Congress of Connecticut C.C.s	2000	FT-PT TTT-NTT	1976	1976	Jun. 2025
	Connecticut State Universities	4	1	Connecticut State Uni., American Assoc. of Uni. Professors/ AFT/AAUP/CSC-AAUP	3500	FT-PT TTT-NTT	1976	1976	Aug. 2025
	Mitchell College	4	1	Mitchell College Faculty Fed./AFT Local 3249/AFTCT	18	FT NTT	1975	1975	Jun. 2022
	United States Coast Guard Academy	4	1	AFGE Local 3655	74	FT-PT TTT-NTT	1975	1978	Dec. 2023
	University of Connecticut	4	2						

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Unit 1:			Uni. of Connecticut Ch. AAUP/AFT/AAUP/CSC-AAUP	2400	FT-PT TTT-NTT	1976	1977	Jun. 2025
	Unit 2:			Uni. of Connecticut Health Center Ch. AAUP/ AFT/ AAUP/CSC-AAUP	575	FT-PT TTT-NTT	2010		Jul. 2021
	University of Hartford	4	1	SEIU Local 1973/ Congress of Connecticut C.C.s	300	PT NTT	2017	2018	Jun. 2024
DC	American University	4	1	SEIU Local 500	650	PT NTT	2012	2013	Aug. 2021
	George Washington University	4	1	SEIU Local 500	1200	PT NTT	2005	2008	Jun. 2021
	Georgetown University	4	1	SEIU Local 500	600	PT NTT	2013	2014	Jun. 2024
	Howard University	4	2						
	Unit 1:			SEIU Local 500	120	FT NTT	2017	2022	Dec. 2024
	Unit 2:			SEIU Local 500	100	PT NTT	2014	2015	Dec. 2024
	Trinity Washington University	4	1	SEIU Local 500	120	PT NTT	2015	2017	Jun. 2024
	University of the District of Columbia	4	2						
	‡ Unit 1:			Uni. of District of Columbia Faculty Assoc./NEA	178	FT TTT	1978	1980	Sep. 2022
	* Unit 2:			SEIU Local 500	405	PT NTT	2014	2016	Sep. 2022
DE	‡ Delaware State University	4	1	Delaware State Uni. Ch. AAUP/AFT/AAUP	257	FT-PT TTT-NTT	1977	1981	Jun. 2021
	University of Delaware	4	1	Uni. of Delaware Ch. AAUP/AFT/AAUP	1308	FT TTT-NTT	1972	1973	Jun. 2023
FL	Broward College	4	2						
	‡ Unit 1:			United Faculty of Florida, Broward College Ch./NEA/ AFT Local 7463/FEA/UFF	411	FT TTT	1983	1981	Aug. 2019
	Unit 2:			Florida Public Services Union/SEIU	1500	PT NTT	2018	2021	Jun. 2023
	‡ Chipola College	4	1	Chipola Faculty Assoc./NEA/AFT Local 7463/FEA/UFF	39	FT TTT	1976	1977	Aug. 2022

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	* College of the Florida Keys	2	1	United Faculty of Florida, College of the Florida Keys Ch./NEA/AFT Local 7463/FEA/UFF	34	FT TTT	2020	2021	Jun. 2024
	‡ Eastern Florida State College	4	1	United Faculty of Florida-Brevard/NEA/AFT Local 7463/FEA/UFF	273	FT TTT-NTT	2003	1981	Aug. 2024
	^ Edward Waters University	4	1	Edward Waters Uni. Ch. AAUP/AFT/AAUP	42	FT TTT	1992		Mar. 2022
	Florida Agricultural and Mechanical University	4	1	United Faculty of Florida-Florida Agricultural and Mechanical Uni./NEA/AFT Local 7463/FEA/UFF	579	FT TTT-NTT	2003	2006	Jun. 2022
	‡ Florida Atlantic University	4	1	United Faculty of Florida-Florida Atlantic Uni./NEA/AFT Local 7463/FEA/UFF	867	FT TTT-NTT	2004	2004	Jun. 2025
	Florida Gulf Coast University	4	1	United Faculty of Florida, Florida Gulf Coast Ch. /NEA/ AFT Local 7463/FEA/UFF	510	FT TTT-NTT	2003	2004	Aug. 2024
	‡ Florida International University	4	1	United Faculty of Florida-Florida International Uni./ NEA/AFT Local 7463/FEA/UFF	1388	FT-PT TTT-NTT	2004		Aug. 2024
	Florida Polytechnic University	4	1	United Faculty of Florida-Florida Polytechnic Uni./NEA/ AFT Local 7463/FEA/UFF	60	FT NTT	2016	2019	Aug. 2024
	Florida SouthWestern State College	4	1	Florida SouthWestern State College Faculty Fed./NEA/ AFT Local 7463/FEA/UFF	108	FT TTT	1976	1979	Jul. 2022
	‡ Florida State College at Jacksonville	4	1	United Faculty of Florida-Florida State College at Jacksonville/NEA/AFT Local 7463/FEA/UFF	359	FT TTT-NTT	2002	2003	Aug. 2023
	‡ Florida State University	4	1	United Faculty of Florida-Florida State Uni./NEA/AFT Local 7463/FEA/UFF	1800	FT-PT TTT-NTT	2003	2005	Jun. 2022
	Hillsborough Community College	2	2						
	‡ Unit 1:			Faculty United Service Assoc./NEA/AFT Local 7463/ FEA/UFF	318	FT TTT-NTT	1983	1974	Aug. 2022
	Unit 2:			Florida Public Services Union/SEIU	600	PT NTT	2016	2019	Dec. 2024
	‡ Indian River State College	4	1	Indian River State College Ch. AAUP/AFT/AAUP	218	FT TTT-NTT	1973	1975	Jul. 2024

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Lake-Sumter State College	4	2						
	Unit 1:			United Faculty of Florida-Lake-Sumter State College/NEA/AFT Local 7463/FEA/UFF	64	FT TTT-NTT	2018	2022	Jul. 2023
	Unit 2:			Florida Public Services Union/SEIU	56	PT NTT	2019		
	Miami Dade College	4	2						
	Unit 1:			United Faculty of Miami Dade College/AFT Local 4253/FEA	800	FT NTT	1998	2000	Aug. 2024
	* Unit 2:			Florida Public Services Union/SEIU	2790	PT NTT	2019	2022	Dec. 2024
	‡ New College of Florida	4	1	United Faculty of Florida, New College of Florida Ch./NEA/AFT Local 7463/FEA/UFF	68	FT TTT-NTT	2003	2005	Jun. 2024
	Palm Beach State College	4	1	United Faculty of Florida-Palm Beach State College/NEA/AFT Local 7463/FEA/UFF	260	FT TTT-NTT	1975	1978	Jun. 2023
	‡ Pasco-Hernanco State College	4	1	United Faculty of Florida-Pasco-Hernanco State College/NEA/AFT Local 7463/FEA/UFF	135	FT TTT-NTT	2018	2023	
	‡ Pensacola State College	4	1	Pensacola State College Faculty Assoc./NEA/AFT Local 7463/FEA/UFF	158	FT TTT-NTT	1985	1987	Jun. 2024
	Saint Johns River State College	4	1	United Faculty of Florida-Saint Johns River State College/NEA/AFT Local 7463/FEA/UFF	143	FT TTT-NTT	2019	2021	Jun. 2023
	Seminole State College	4	2						
	Unit 1:			United Faculty of Florida Seminole State College/NEA/AFT Local 7463/FEA/UFF	209	FT TTT	2010		Jun. 2022
	Unit 2:			Florida Public Services Union/SEIU	313	PT NTT	2018	2021	Jun. 2023
	St. Petersburg College	4	2						
	Unit 1:			St. Petersburg College Ch. of the United Faculty of Florida /NEA/AFT Local 7463/FEA/UFF	295	FT TTT	2021		
	Unit 2:			Florida Public Services Union/SEIU	865	PT NTT	2019	2021	Dec. 2023
	State College of Florida-Manatee-Sarasota	4	1	United Faculty of Florida-State College of Florida-Manatee-Sarasota/NEA/AFT Local 7463/FEA/UFF	96	FT TTT	2016	2020	Sep. 2023

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Tallahassee State College	2	1	United Faculty of Florida-Tallahassee C.C./NEA/AFT Local 7463/FEA/UFF	165	FT TTT	2016	2018	Jun. 2024
	‡ University of Central Florida	4	1	United Faculty of Florida-Uni. of Central Florida/NEA/AFT Local 7463/FEA/UFF	1605	FT-PT TTT-NTT	2003	2005	Aug. 2024
	University of Florida	4	1	United Faculty of Florida-Uni. of Florida/NEA/AFT Local 7463/FEA/UFF	2000	FT-PT TTT-NTT	2005	2010	Jun. 2024
	‡ University of North Florida	4	1	United Faculty of Florida-Uni. of North Florida/NEA/AFT Local 7463/FEA/UFF	606	FT-PT TTT-NTT	2003	2006	Jul. 2025
	University of South Florida	4	2	United Faculty of Florida-Uni. of South Florida/NEA/AFT Local 7463/FEA/UFF					
	‡ Unit 1:			/NEA/AFT Local 7463/FEA/UFF	1666	FT-PT TTT-NTT	2003	2004	Aug. 2024
	Unit 2:			Florida Public Services Union/SEIU	766	PT NTT	2018	2020	Jun. 2023
	‡ University of West Florida	4	1	United Faculty of Florida, Uni. of West Florida Ch./NEA/AFT Local 7463/FEA/UFF	347	FT TTT-NTT	2003		Jun. 2023
	* Valencia College	4	1	Florida Public Services Union/SEIU	1299	PT NTT	2021	2023	Jan. 2024
HI	University of Hawaii	4	1	Univ. of Hawaii Prof. Assembly/NEA/HSTA	3204	FT-PT TTT-NTT	1974	1975	Jun. 2025
IA	‡ Des Moines Area Community College	2	1	Des Moines Area C.C. Higher Edu. Assoc./NEA/ISEA	373	FT-PT NTT	1976	1976	Aug. 2024
	Eastern Iowa Community College District	2	1	Eastern Iowa C.C. Higher Edu. Assoc./NEA/ISEA	120	FT TTT	1975	1976	Aug. 2022
	‡ Hawkeye Community College	2	1	Hawkeye Prof. Educator's Assoc./NEA/ISEA	106	FT-PT NTT	1980	1981	Aug. 2023
	Iowa Central Community College	2	1	Iowa Central C.C. Edu. Assoc./NEA/ISEA	90	FT TTT	1975	1976	Jun. 2023
	Iowa Lakes Community College	2	1	Iowa Lakes C.C. Edu. Assoc./NEA/ISEA	72	FT-PT TTT-NTT	1975	1976	Jun. 2023

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Iowa Valley Community College District	2	1	Iowa Valley C.C. Edu. Assoc./NEA/ISEA	66	FT TTT	1973	1973	Jun. 2023
	Iowa Western Community College	2	1	Iowa Western C.C. Higher Edu. Assoc./NEA/ISEA	110	FT TTT	1975	1976	Aug. 2022
	Kirkwood Community College	2	1	Kirkwood C.C. Faculty Assoc./NEA/ISEA	250	FT-PT NTT	1975	1976	Aug. 2024
	Northeast Iowa Community College	2	2						
	* Unit 1:			Northeast Iowa C.C. Higher Edu. Assoc./NEA/ISEA	110	FT-PT NTT	1975	1976	Aug. 2025
	Unit 2:			Area IV C.C. Edu. Assoc./NEA/ISEA	35	FT NTT	1975	1976	Jun. 2022
	Southeastern Community College	2	1	Southeastern C.C. Higher Edu. Assoc./NEA/ISEA	81	FT-PT TTT-NTT	1987	1976	Jun. 2023
	* Southwestern Community College	2	1	Southwestern C.C. Edu. Assoc./NEA/ISEA	38	FT TTT-NTT	1975	1976	Jul. 2024
	‡ University of Northern Iowa	4	1	United Faculty/AFT/AAUP/AAUPIA	596	FT-PT TTT-NTT	2000	1977	Jun. 2023
	Western Iowa Technical Community College	2	1	Western Iowa Technical C.C. Edu. Assoc./NEA/ISEA	70	FT TTT-NTT	1976	1978	Jul. 2023
IL	Black Hawk College	2	2						
	Unit 1:			Black Hawk College Teachers Union/AFT Local 1836/IFT	96	FT TTT-NTT	1972	1973	Jul. 2026
	Unit 2:			Black Hawk College Adjunct Faculty Union/AFT Local 4939/IFT/BHCAFU	40	PT NTT	1994	1994	Jun. 2023
	Carl Sandburg College	2	1	Sandburg Educational Assoc./NEA/IEA	73	FT TTT	1975	1974	Jun. 2022
	Chicago State University	4	2						
	‡ * Unit 1:			Uni. of Professionals of Illinois/ AFT Local 4100/AAUP/IFT	137	FT-PT NTT	1976	1977	Aug. 2026

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	* Unit 2:			Uni. of Professionals of Illinois/ /AFT Local 4100/ AAUP/IFT	155	FT TTT-NTT	1986	1986	Aug. 2026
	City Colleges of Chicago	2	3						
	‡ Unit 1:			Cook County College Teachers Union/AFT Local 1600/ IFT	526	FT TTT-NTT	1964	1965	Jul. 2026
	Unit 2:			City Colleges Contingent Labor Organizing Committee/ NEA/IEA	1225	PT NTT	2003	2004	Jun. 2024
	‡ Unit 3:			AFSCME Local 3506	300	PT NTT	1985	1985	Jun. 2023
	College of DuPage	2	2						
	‡ Unit 1:			College of DuPage Faculty Assoc./NEA/IEA	300	FT TTT	1984	1984	May 2023
	Unit 2:			College of DuPage Adjuncts Assoc./NEA/IEA	694	PT NTT	2001	2002	Aug. 2025
	College of Lake County	2	2						
	Unit 1:			College of Lake County Fed. of Teachers/AFT Local 2394/IFT	260	FT-PT TTT	1971	1973	Aug. 2023
	Unit 2:			College of Lake County Adjunct Faculty Org./AFT Local 504/IFT	898	FT-PT TTT	2005	2006	Aug. 2023
	^ Columbia College Chicago	4	1	Columbia Faculty Union/AFT Local 6602/IFT	600	PT NTT	1998	2002	Aug. 2023
	Danville Area Community College	2	1	Danville Area C.C. Edu. Assoc./NEA/IEA	65	FT TTT	1983	1983	Jun. 2023
	Eastern Illinois University	4	2						
	Unit 1:			Uni. Professionals of Illinois/ /AFT Local 4100/AAUP/ IFT	370	FT TTT	1976	1977	Aug. 2022
	Unit 2:			Uni. Professionals of Illinois/ /AFT Local 4100/AAUP/ IFT	93	FT-PT NTT	1985	1985	Aug. 2022
	‡ Elgin Community College	2	1	Elgin C.C. Faculty Assoc./AFT Local 3791/IFT	467	FT TTT	1984	1984	Dec. 2019
	Governors State University	4	2						

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Unit 1:			Uni. Professionals of Illinois/ AFT Local 4100/AAUP/IFT	149	FT NTT	1976	1977	Jun. 2022
	Unit 2:			Uni. Professionals of Illinois/ AFT Local 4100/AAUP/ IFT	158	FT TTT	1986	1986	Jun. 2022
	Harper College	2	2						
	‡ Unit 1:			William Rainey Harper College Faculty Senate/AFT Local 1600/IFT	215	FT TTT	1981	1981	Aug. 2024
	Unit 2:			Harper College Adjunct Faculty Assoc./NEA/IEA	381	PT NTT	1994		Aug. 2023
	Heartland Community College	2	2						
	Unit 1:			Heartland Faculty Assoc./AFT Local 6038/IFT	70	FT TTT	1998	2000	Jun. 2022
	Unit 2:			Heartland Adjunct Faculty Assoc./AFT Local 6077/IFT	155	PT NTT	1999	2000	Jun. 2023
	Highland Community College	2	1	Highland C.C. Faculty Senate/AFT Local 1957/IFT	48	FT-PT TTT-NTT	1968	1968	Aug. 2021
	Illinois Central College	2	1	Illinois Central College Faculty Forum	147	FT TTT-NTT	1977	1977	Jul. 2024
	Illinois Eastern Community Colleges	2	1	Illinois Eastern C.C. Assoc./NEA/IEA	81	FT TTT	1985	1985	Aug. 2021
	‡ Illinois State University	4	1	Illinois State Uni. Edu. Assoc./NEA/IEA	448	FT-PT NTT	2003	2004	Jun. 2024
	Illinois Valley Community College	2	1	AFT Local 1810/IFT	75	FT TTT	1966	1966	Aug. 2021
	John A. Logan College	2	1						
	Unit 1:			John A. Logan Illinois Edu. Assoc./NEA/IEA	74	FT TTT	1972	1972	Aug. 2023
	Unit 2:			Assoc. of Adjunct Faculty/NEA/IEA	87	PT NTT	2000	2001	Jun. 2024
	John Wood Community College	2	1	John Wood C.C. Faculty Assoc./AFT Local 6086/IFT	39	FT TTT	2000	2000	Jun. 2022
	Joliet Junior College	2	2						
	Unit 1:			Joliet United Adjuncts Coalition/NEA/IEA	536	PT NTT	1967	1967	Aug. 2025
	Unit 2:			Joliet Junior College Faculty Council/AFT Local 604/ IFT	200	FT TTT	2008		Jun. 2023
	Kankakee Community College	2	2						

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Unit 1:			Kankakee C.C. Faculty Assoc./AFT Local 604/IFT	60	FT TTT	1985	1985	Jul. 2022
	Unit 2:			Kankakee C.C. Adjunct Faculty Assoc. Council/AFT Local 604/IFT	65	PT NTT			Aug. 2023
‡	Kaskaskia College	2	1	Kaskaskia College Fed. of Teachers/AFT Local 4756/IFT	66	FT TTT	1984	1985	Jul. 2026
	Kishwaukee College	2	2						
‡	Unit 1:			Kishwaukee College Edu. Assoc./AFT Local 4459/IFT	55	FT TTT	1986	1986	Jul. 2022
	Unit 2:			Kishwaukee College Adjunct Edu. Assoc./AFT Local 6559/IFT	84	PT NTT	2015	2016	Jul. 2025
‡	Lake Land College	2	1	Lake Land College Faculty Assoc./AFT Local 2296/IFT	112	FT TTT	1968	1970	Aug. 2023
	Lewis and Clark Community College	2	1	Lewis & Clark C. C. Faculty Assoc./NEA/IEA	92	FT TTT	1979	1979	Aug. 2022
	Lincoln Land Community College	2	2						
‡	Unit 1:			Lincoln Land Faculty Assoc./AFT Local 4438/IFT	120	FT TTT	1987	1988	Aug. 2021
	Unit 2:			Lincoln Land Faculty Assoc./AFT Local 4438/IFT	320	PT NTT			Aug. 2021
^	Loyola University Chicago	4	2						
	Unit 1:			SEIU Local 73	370	FT PT NTT	2017	2018	Jun. 2025
*	Unit 2:			SEIU Local 73	11	FT PT NTT	2016	2018	Jun. 2021
	McHenry County College	2	2						
	Unit 1:			McHenry County College Faculty Assoc./NEA/IEA	100	FT TTT	1971	1972	Aug. 2022
*	Unit 2:			McHenry County College Adjunct Faculty Assoc./NEA/IEA	124	FT PT NTT	2006	2008	Aug. 2022
	Moraine Valley Community College	2	2						
‡	Unit 1:			Moraine Valley Faculty Assoc./AFT Local 1600/IFT	200	FT TTT	1972	1972	Jun. 2022
	Unit 2:			Moraine Valley Adjunct Faculty Assoc./AFT Local 1600/IFT	300	PT NTT	2002	2003	Jun. 2022
	Morton College	2	2						

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Unit 1:			Morton College Ch./AFT Local 1602/IFT	87	FT TTT	1967	1967	Aug. 2024
	* Unit 2:			Morton College Adjunct Faculty Assoc./NEA/IEA	223	PT NTT	2010		Jun. 2022
	Northeastern Illinois University	4	2						
	Unit 1:			Uni. Professionals of Illinois/ AFT Local 4100/AAUP/IFT	223	FT NTT	1975	1979	Aug. 2019
	Unit 2:			Uni. Professionals of Illinois/ AFT Local 4100/AAUP/ IFT	234	FT TTT	1986	1986	Aug. 2019
	Northern Illinois University	4	2						
	Unit 1:			Uni. Professionals of Illinois/ AFT Local 4100/AAUP/ ILAAUP/IFT	170	FT PT NTT	1992	1994	Jun. 2025
	Unit 2:			Uni. Professionals of Illinois -United Faculty Alliance/ AFT Local 4100/AAUP/ILAAUP/IFT	550	FT TTT	2016	2019	Jun. 2022
	Oakton Community College	2	2						
	Unit 1:			Oakton C.C. Faculty Assoc./NEA/IEA	152	FT TTT-NTT	1986	1986	Aug. 2024
	Unit 2:			Adjunct Faculty Assoc. of Oakton C.C./NEA/IEA	317	PT NTT	1985	1987	Aug. 2021
	Parkland College	2	2						
	Unit 1:			Parkland Academic Employees Org.	200	FT TTT	1985	1987	Aug. 2024
	Unit 2:			Parkland College Part-Time Faculty/AFT Local 4927/ IFT	100	PT NTT	1995	2001	Aug. 2024
	Prairie State College	2	2						
	Unit 1:			Prairie State College Fed. of Teachers/AFT Local 3816/IFT	86	FT TTT	1969	1969	Aug. 2023
	Unit 2:			Prairie State College Adjunct Instructors United/NEA/ IEA	129	PT NTT	2006	2006	Aug. 2021
	Rend Lake College	2	1						
				Rend Lake College Fed. of Teachers/AFT Local 3708/ IFT	50	FT TTT	1985	1986	Aug. 2024
	Richland Community College	2	1						
				Richland Fed. of Teachers/AFT Local 4262/IFT	43	FT TTT	1984	1986	Aug. 2024
	Rock Valley College	2	1						
				Rock Valley College Faculty Assoc./AFT Local 6211/ IFT	113	FT TTT	2002	2003	Jul. 2026

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	^ Roosevelt University	4	1	Roosevelt Adjunct Faculty Org./NEA/IEA	464	PT NTT	1999	2000	Aug. 2024
	Sauk Valley Community College	2	2						
	‡ Unit 1:			Sauk Valley C.C. Faculty Assoc./NEA/IEA	50	FT TTT	1969	1970	Jun. 2021
	Unit 2:			Sauk Valley C.C. Adjunct Faculty Assoc./NEA/IEA	34	PT NTT	2002	2003	Jul. 2020
	^ * School of the Art Institute of Chicago	4	1	Art Institute of Chicago Workers United/AFSCME Council 31	600	FT PT NTT	2023	2023	
	Shawnee Community College	2	1	Shawnee College Edu. Assoc./NEA/IEA	31	FT TTT NTT	1984	1984	Aug. 2022
	South Suburban College	2	2						
	‡ Unit 1:			South Suburban College Faculty Assoc./AFT Local 1600/IFT	62	FT TTT	1971	1972	Jul. 2024
	Unit 2:			South Suburban College Adjunct Faculty Assoc./AFT Local 1600/IFT	47	PT NTT	2004	2005	Jul. 2025
	‡ Southeastern Illinois College	2	1	Southeastern Illinois College Edu. Assoc./NEA/IEA	32	FT TTT	1984	1985	Jun. 2021
	Southern Illinois University, Carbondale	4	2						
	Unit 1:			Southern Illinois Uni., Carbondale Faculty Assoc./NEA/IEA	443	FT TTT	1996	1998	Jun. 2024
	Unit 2:			Southern Illinois Uni., Carbondale Non-Tenure Track Faculty Assoc./NEA/IEA	407	FT PT NTT	2005	2007	Jun. 2024
	Southern Illinois University, Edwardsville	4	2						
	* Unit 1:			Southern Illinois Uni., Edwardsville Faculty Assoc./NEA/IEA	446	FT TTT	2016	2017	Jun. 2022
	* Unit 2:			Southern Illinois Uni., Edwardsville Non-Tenure Track Faculty Assoc./NEA/IEA	480	FT PT NTT	2004	2007	Jun. 2022
	Southwestern Illinois College	2	2						
	‡ Unit 1:			Southwestern Illinois College Faculty Assoc./AFT Local 4183/IFT	119	FT TTT	1967	1967	Aug. 2024

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State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	‡ * Unit 2:			Adjunct Faculty Union of Southwestern Illinois College/ AFT Local 6270/IFT	380	FT PT NTT	2003	2005	Jul. 2022
	Spoon River College	2	1	Spoon River College Faculty Assoc./IEA/NEA	31	FT NTT	1973	1976	Aug. 2023
	Triton College	2	2						
	‡ Unit 1:			Triton College Faculty Assoc./AFT Local 1600/IFT	97	FT TTT	1973	1978	Jun. 2025
	Unit 2:			Triton College Adjunct Faculty Assoc./NEA/IEA	334	PT NTT	2004	2006	Jun. 2024
	^ University of Chicago	4	3						
	Unit 1:			SEIU Local 73	20	FT PT NTT	2015	2018	Apr. 2024
	Unit 2:			SEIU Local 73	160	FT NTT	2015	2017	Aug. 2025
	* Unit 3:			SEIU Local 73	39	FT PT NTT	2023		Aug. 2025
	University of Illinois, Chicago								
	Unit 1:			Uni. of Illinois, Chicago United Faculty/AFT Local 6456/AAUP/ILAAUP/IFT	20	FT NTT	2012	2014	Aug. 2026
	Unit 2:			Uni. of Illinois, Chicago United Faculty/AFT Local 6456/AAUP/ILAAUP/IFT	535	FT TTT	2011		Aug. 2026
	University of Illinois, Springfield	4	1	Uni. of Illinois Springfield United Faculty/AFT Local 4100/IFT	140	FT TTT	2015	2021	Aug. 2025
	University of Illinois, Urbana-Champaign	4	2						
	Unit 1:			Non-Tenure Track Faculty Coalition/AFT Local 6456/ AAUP/ILAAUP/IFT	542	FT NTT	2014	2016	Aug. 2024
	Unit 2:			Visiting Academic Professionals/NEA/IEA	215	FT-PT NTT	2005		Aug. 2020
	Waubonsee Community College	2	3						
	Unit 1:			Waubonsee C.C. Faculty Council/AFT Local 604/IFT	94	FT TTT	1968	1970	Jun. 2025
	Unit 2:			Waubonsee C.C. Adjunct Faculty Assoc./NEA/IEA	135	PT NTT	2006	2008	Aug. 2025
	Unit 3:			Waubonsee C.C. Adjunct Faculty Assoc. – Adult Edu./ NEA/IEA	27	PT NTT	2006	2008	Jun. 2024

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State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Western Illinois University	4	2						
	Unit 1:			Uni. Professionals of Illinois/ /AFT Local 4100/AAUP/ IFT	132	FT NTT	1976	1977	Jun. 2021
	Unit 2:			Uni. Professionals of Illinois /AFT Local 4100/AAUP/ IFT	350	FT TTT	1986	1986	Jun. 2021
KS	Allen County Community College	2	1	Allen County C.C./NEA/KNEA	23	FT TTT-NTT	1978	1978	May 2023
	Butler Community College	2	1	Butler C.C. Edu. Assoc./NEA/KNEA	162	FT NTT	1971	1971	Jul. 2021
	‡ Cloud County Community College	2	1	Faculty Assoc. of Cloud County C.C./NEA/KNEA	37	FT TTT	1970	1973	Jun. 2022
	Colby Community College	2	1	Faculty Alliance of Colby C.C./NEA/KNEA	50	FT-PT TTT	1972	1975	Jun. 2023
	Cowley County Community College	2	1	Cowley C.C. College Edu. Assoc./NEA/KNEA	56	FT TTT-NTT	1969	1970	Jul. 2023
	Dodge City Community College	2	1	Dodge City C.C. Faculty Assoc./NEA/KNEA	45	FT TTT-NTT	1991	1972	Jun. 2024
	Flint Hills Technical College	2	1	Flint Hills Technical College National Edu. Assoc./NEA/ KNEA	36	FT TTT	2003		Jun. 2022
	Fort Hays State University	4	1	Fort Hays State Uni. Ch. AAUP/AFT/AAUP/AFTKS/ AAUPKS	358	FT-PT TTT-NTT	2000	2002	Jun. 2025
	Fort Scott Community College	2	1	Fort Scott College Assoc. of Prof. Employees/NEA/ KNEA	40	FT TTT	1974	1985	Jun. 2023
	Garden City Community College	2	1	GC3 Educators	57	FT TTT	1971	1973	Jul. 2022
	Highland Community College	2	1	Highland C.C. Faculty Assoc./NEA/KNEA	55	FT NTT	1997	2005	Jul. 2023
	Hutchinson Community College	2	1	Hutchinson National Faculty Assoc./NEA/KNEA	107	FT TTT	1970	1972	Jun. 2022
	Independence Community College	2	1	Independence C.C. Faculty Assoc./NEA/KNEA	34	FT TTT-NTT	1970	1970	Jun. 2023
	‡ Johnson County Community College	2	1	Johnson County C.C. Faculty Assoc./NEA/KNEA	330	FT TTT-NTT	1980	1981	Jun. 2024
	‡ Kansas City Kansas Community College	2	1	Kansas City Kansas C.C. Faculty Assoc./NEA/KNEA	153	FT TTT	1971	1971	Jun. 2023
	Labette Community College	2	1	Labette C.C. Faculty Assoc./NEA/KNEA	33	FT TTT	1970	1970	Aug. 2023
	Manhattan Area Technical College	2	1	Manhattan Area Technical College Faculty Assoc./ NEA/KNEA	26	FT NTT	2003		Jul. 2022

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State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Neosho County Community College	2	1	Neosho County C.C. Prof. Educators' Assoc./NEA/KNEA	55	FT TTT	1997	1991	Jun. 2022
	Pittsburg State University	4	1	Pittsburg State Uni.-KNEA/NEA/KNEA	225	FT TTT	1974	1978	Jun. 2021
	Pratt Community College	2	1	Pratt Higher Edu. Assoc//NEA/KNEA	40	FT TTT-NTT	1977	1977	Jun. 2022
MA	^ Bentley University	4	1	SEIU Local 509	167	PT NTT	2015	2016	Oct. 2021
	^ Berklee College of Music	4	2						
	Unit 1:			Berklee Faculty Union/AFT Local 4412/AFT-MA	348	FT NTT	1985	1986	Nov. 2022
	Unit 2:			Berklee Faculty Union/AFT Local 4414/AFT-MA	647	PT NTT	1986	1986	Nov. 2022
	^ Boston University	4	2						
	Unit 1:			SEIU Local 509	254	FT-PT NTT	2016	2017	Jun. 2025
	Unit 2:			SEIU Local 509	700	PT NTT	2015	2016	Aug. 2023
	^ Brandeis University	4	1	SEIU Local 509	117	PT NTT	2015	2017	Jun. 2025
	^ Curry College	4	1	Curry College Ch. AAUP/AFT/AAUP/AFTMA/AAUPMA	220	FT-PT NTT	1979	1981	May 2022
	^ Emerson College	4	2						
	Unit 1:			Emerson College Ch. AAUP/AFT/AAUP/AFTMA/AAUPMA	221	FT TTT-NTT	1975	1976	Jun. 2022
	Unit 2:			Affiliated Faculty of Emerson College/AFT/AAUP/AFTMA/AAUPMA	314	PT NTT	2001	2004	Jun. 2024
	^ ‡ Endicott College	4	1	Endicott College Faculty Assoc./ NEA/MTA	113	FT NTT	1973	1974	
	^ Lesley University	4	2						
	Unit 1:			SEIU Local 509	350	FT-PT TTT-NTT	2015	2016	Jun. 2024
	Unit 2:			SEIU Local 509	301	PT NTT	2014	2015	Jun. 2022
	^ Longy School of Music of Bard College	4	1	Longy Faculty Union/AFT Local 06484/AFTMA	45	FT-PT NTT	2010		May 2024

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Massachusetts Community Colleges	2	2						
	Unit 1:			Massachusetts C.C. Council/NEA/MTA	3057	FT-PT TTT-NTT	1976	1976	Jun. 2021
	Unit 2:			Massachusetts C.C. Council/NEA/MTA	4014	FT-PT NTT	1987	1991	Aug. 2020
	Massachusetts State Universities	4	2						
	Unit 1:			Massachusetts State College Assoc. (Day)/NEA/MTA	2500	FT-PT TTT-NTT	1977	1977	Jun. 2021
	Unit 2:			Massachusetts State College Assoc. (DGCE) /NEA/ MTA/MSCA	600	PT NTT	1987	1989	Dec. 2020
	^ Northeastern University	4	1	SEIU Local 509	550	PT NTT	2014	2016	Jun. 2023
	Quincy College	4	1	Quincy Edu. Assoc., Unit D/NEA/MTA	45	FT-PT NTT			Aug. 2019
	^ ‡ Suffolk University	4	1	AAUP-Suffolk Affiliated Faculty/AFT/AAUP/AFTMA/ AAUPMA	244	PT NTT	2006		Jun. 2018
	^ Tufts University	4	3						
	Unit 1:			SEIU Local 509	105	FT NTT	2015	2016	Jun. 2024
	‡ Unit 2:			SEIU Local 509	200	PT NTT	2013	2014	Jun. 2022
	* Unit 3:			SEIU Local 509	33	FT NTT	2023		
	‡ University of Massachusetts, Amherst	4	1	Massachusetts Society of Professors/NEA/MTA	1640	FT-PT TTT-NTT	1976	1978	Jun. 2023
	University of Massachusetts, Boston	4	2		939				
	Unit 1:			Department Chairs' Union/MEA/NEA	40	CHR	2016	2018	Jun. 2023
	‡ Unit 2:			Faculty Staff Union/NEA/MEA	939	FT-PT TTT-NTT	1976	1978	Jun. 2023
	‡ University of Massachusetts, Dartmouth	4	1	UMass Faculty Fed./Local 1895/NEA/MEA	732	FT-PT TTT-NTT	1970	1970	Jun. 2020
	University of Massachusetts, Lowell	4	2						
	‡ Unit 1:			Massachusetts Society of Professors/NEA/MTA	550	FT TTT-NTT	1976	1978	Jun. 2020
	‡ Unit 2:			Union of Adjunct Faculty/UAW Local 1596	475	PT NTT	2011		Dec. 2021

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	^ ‡ Wentworth Institute of Technology	4	1	AFT Local 2403/AFT-MA	130	FT TTT	1973	1976	Apr. 2022
MD	* Anne Arundel Community College	4	1	SEIU Local 500	606	PT NTT	2023		
	* Frederick Community College	2	1	United Academics of Maryland C.C./AFT/AAUP/AFTMD		FT TTT-NTT	2023		
	^ Goucher College	4	1	SEIU Local 500	65	FT-PT NTT	2016	2018	Jun. 2023
	* Howard Community College	2	1	United Academics of Maryland C.C./AFT/AAUP/AFTMD	170	FT TTT-NTT	2023		
	^ Maryland Institute College of Art	4	2						
	Unit 1:			SEIU Local 500	270	PT NTT	2014	2015	Jun. 2025
	* Unit 2:			SEIU Local 500	78	FT NTT	2022		
	^ * McDaniel College	4	1	SEIU Local 500	238	PT NTT	2016	2018	May 2023
	Montgomery College	2	2						
	Unit 1:			Montgomery College Ch. AAUP/AFT/AAUP/AFTMD-AAUPMD	508	FT NTT	1980	1982	Jun. 2024
	Unit 2:			SEIU Local 500	900	PT NTT	2008	2010	Jun. 2023
ME	Maine Community College System	2	2						
	Unit 1:			Maine Edu. Assoc. Faculty Unit/NEA/MEA-I	308	FT-PT NTT	1971	1971	Jun. 2021
	Unit 2:			Maine State Employees Assoc./SEIU Local 1989	700	PT NTT	2010		Jun. 2019
	Maine Maritime Academy	4	1	Maine State Employees Assoc./SEIU Local 1989	76	FT-PT NTT	1988	1988	Jun. 2021
	University of Maine	4	2						
	‡ Unit 1:			Associated Faculties of the Uni. of Maine/NEA/MEA-I	1200	FT TTT	1978	1979	Jun. 2021
	Unit 2:			Maine Part-Time Faculty Assoc./AFT Local 4593/AFT-ME/MPTFA	2000	PT NTT	1986	1988	Aug. 2023

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
MI	^ Adrian College	4	1	Adrian College Assoc. of Professors/NEA/MEA-II	70	FT TTT-NTT	1975	1977	Aug. 2022
	Alpena Community College	2	1	Alpena C.C. Faculty Council/NEA/MEA-II	45	FT TTT-NTT	1965	1965	Jun. 2022
	Bay de Noc Community College	2	2						
	Unit 1:			Bay de Noc C.C. Teachers' Edu. Assoc./NEA/MEA-II	38	FT TTT-NTT	1971	1971	Aug. 2025
	Unit 2:			Bay de Noc C.C. Part-Time Instructors' Assoc.	113	PT NTT	1971	1971	Aug. 2023
	Central Michigan University	4	2						
	‡ Unit 1:			Central Michigan Uni. Faculty Union/NEA/MEA-II	500	FT-PT TTT	1969	1970	Jun. 2024
	Unit 2:			Central Michigan Uni. Union of Teaching Faculty/AFT Local 6523/AFT-MI	400	FT-PT NTT			Jun. 2025
	Delta College	2	1	Delta College Faculty Assoc./NEA/MEA-II	175	FT TTT-NTT	2019	2022	Jun. 2025
	Eastern Michigan University	4	3						
	Unit 1:			Eastern Michigan Uni. Fed. of Teachers/AFT Local 9102/AFTMI	67	FT NTT	1974	1974	Aug. 2023
	Unit 2:			Eastern Michigan Uni. Ch. AAUP/AFT/AAUP	480	FT TTT	2010		Aug. 2019
	Unit 3:			Eastern Michigan Uni. Fed. of Teachers/AFT Local 9102/AFTMI	550	PT NTT	2010	2011	Aug. 2023
	Ferris State University	4	2						
	‡ Unit 1:			Ferris Faculty Assoc./NEA/MEA-II	390	FT TTT	1973	1973	Jun. 2023
	Unit 2:			Ferris Nontenure Track Faculty Org./AFT Local 6528/AFTMI	97	FT-PT NTT	2010		Jun. 2024
	Glen Oaks Community College	2	1	Southwestern Michigan Edu. Assoc./NEA/MEA-II	25	FT TTT-NTT	1968	1968	Aug. 2024
Gogebic Community College	2	1	Michigan Assoc. of Higher Edu., Gogebic C.C. District	35	FT-PT NTT	1965	1965	Aug. 2023	
Grand Rapids Community College	2	1	Faculty Assoc. of the Grand Rapids C.C	650	FT-PT TTT-NTT	1965	1965	Sep. 2022	
Henry Ford College	4	2							
Unit 1:			Henry Ford C.C Fed. of Teachers/AFT Local 1650/AFTMI	200	FT TTT	1965	1966	Aug. 2023	

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Unit 2:			Henry Ford C.C. Adjunct Faculty Org./AFT Local 337/AFTMI	624	PT NTT	2008	2009	Aug. 2023
	Jackson College	4	1	Jackson County Edu. Assoc./NEA/MEA-II	61	FT TTT-NTT	1965	1966	Aug. 2022
	Kalamazoo Valley Community College	2	2						
	* Unit 1:			Kalamazoo Valley C.C. Faculty Assoc. Ch. AAUP/AFT/AAUP/AFTMI	110	FT TTT-NTT	1995	1969	Jun. 2026
	Unit 2:			Kalamazoo Valley C.C. Fed. of Teachers/AFT Local 2412/AFTMI	179	PT NTT	2012	2014	Aug. 2024
	‡ Kellogg Community College	2	2	Kellogg Faculty Assoc./NEA/MEA-II	80	FT TTT	1967	1968	Aug. 2022
	* Kendall College of Art and Design of Ferris State University	4	1	Kendall Faculty Assoc./NEA/MEA-II	120	FT-PT TTT-NTT	1974	1974	Aug. 2022
	Kirtland Community College	2	1	Kirtland C.C. Fed. of Teachers/AFT Local 4416/AFTMI	20	FT NTT	1969	1971	Jun. 2025
	Lake Michigan College	2	1	Lake Michigan College Faculty Assoc./NEA/MEA-II	61	FT NTT	2000	2003	Jun. 2024
	Lake Superior State University	4	1	Lake Superior State Uni. Faculty Assoc./NEA/MEA-II	94	FT TTT	1978	1978	Aug. 2022
	‡ * Lansing Community College	2	1	Lansing C.C. Ch. of the Michigan Assoc. for Higher Edu./ NEA/MEA-II	1039	FT-PT TTT-NTT	1968	1969	Aug. 2024
	Macomb Community College	2	2						
	‡ Unit 1:			Macomb C.C Faculty Org./AFT Local 6526/AFT-MI	229	FT TTT	1966	1967	Aug. 2023
	Unit 2:			Assoc. of Adjunct Faculty of Macomb C.C./AFT Local 6533/AFT-MI	1200	PT NTT	2003		Aug. 2024
	^ * Michigan School of Psychology	4	1	Michigan School of Psychology Alliance of Teachers	25	FT-PT TTT-NTT	2023		.
	Michigan State University	4	1	Union of Nontenure-Track Faculty of Michigan State Uni./AFT Local 1855/AFT-MI	753	FT-PT NTT	2009	2010	May 2022
	Mid Michigan College	2	1	Mid Michigan Faculty Senate/NEA/MEA-II	53	FT TTT-NTT	1968	1969	Aug. 2022
	‡ Monroe County Community College	2	1	Monroe County C.C. Faculty Assoc./NEA/MEA-II	61	FT TTT-NTT	1968	1968	Aug. 2021
	Montcalm Community College	2	1	Montcalm C.C. Faculty Council/NEA/MEA-II	31	FT TTT	1968	1968	Jul. 2024

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Mott Community College	2	1	Mott C.C. Edu. Assoc./NEA/MEA-II	527	FT-PT TTT-NTT	1966	1966	Jun. 2024
	‡ Muskegon Community College	2	1	Muskegon C.C Faculty Assoc./NEA/MEA-II	85	FT TTT-NTT	1965	1967	Jun. 2022
	North Central Michigan College	2	1	North Central Michigan College Assoc. of Faculty and Prof. Staff/NEA/MEA-II	86	FT TTT	1980	1981	Aug. 2023
	Northern Michigan University	4	2						
	Unit 1:			North Michigan Uni. Faculty Assoc./NEA/MEA-II	22	FT-PT TTT-NTT	1980	1980	Jun. 2022
	‡ Unit 2:			Northern Michigan Uni. Ch. AAUP/AFT/AAUP	319	FT-PT TTT-NTT	1975	1976	Jun. 2026
	Northwestern Michigan College	4	2						
	Unit 1:			Northwestern Michigan College Faculty Assoc./NEA/MEA-II	80	FT-PT NTT	2015	2015	Jul. 2025
	Unit 2:			Northwestern Michigan College Faculty Chairs Assoc./NEA/MEA-II	4	CHR	2015	2015	Jul. 2025
	‡ Oakland Community College	2	1	Oakland C.C. Faculty Assoc./NEA/MEA-II	238	FT TTT	1965	1966	Aug. 2026
	Oakland University	4	1	Oakland Univ. Ch..AAUP/AFT/AFTMI	871	FT-PT TTT-NTT	1970	1971	Aug. 2024
	Saginaw Valley State University	4	1	Saginaw Valley State Uni. Faculty Assoc./NEA/MEA-II	258	FT-PT TTT-NTT	1972	1972	Jul. 2023
	‡ Schoolcraft College	4	1	Schoolcraft College Faculty Forum/NEA/MEA-II	400	FT-PT TTT-NTT	1972	1967	Aug. 2024
	Southwestern Michigan College	2	1	Southwestern Michigan College Faculty Assoc./NEA/MEA-II	78	FT NTT	2018	2019	Jun. 2023
	‡ * St. Clair County Community College	2	1	St. Clair County C.C District of the Michigan Assoc. for Higher Edu./NEA/MEA-II	275	FT-PT TTT-NTT	1968	1970	Aug. 2025
	^ ‡ University of Detroit Mercy	4	1	Uni. of Detroit Mercy Professors' Union/NEA/MEA-II	217	FT TTT-NTT	1975	1977	May 2026

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	University of Michigan	4	2						
	Unit 1:			Lecturers' Employee Org./AFT Local 6244/AFTMI	1950	FT-PT NTT	2003	2003	Apr. 2024
	‡ Unit 2:			Lecturers' Employee Org. Librarians, Archivists, and Curators Bargaining Unit/AFT Local 6244/AFTMI	190	Librarian	2021	2022	Apr. 2025
	* Washtenaw Community College	2	1	Washtenaw C.C. Edu. Assoc./NEA/MEA-II	659	FT-PT TTT-NTT	1966	1967	Aug. 2025
	Wayne County Community College	2	1	Wayne C.C. College District Fed. of Teachers/AFT Local 2000/AFTMI	900	FT-PT TTT-NTT	1970	1970	Dec. 2024
	Wayne State University	4	2						
	Unit 1:			Wayne State Uni. Ch.-AAUP-AFT/AFT Local 6075/AAUP/AFTMI	1705	FT TTT-NTT	1972	1972	Jun. 2024
	Unit 2:			Union of Part-Time Faculty/AFT Local 477/AFTMI	493	PT NTT	2007	2008	Jul. 2023
	West Shore Community College	2	1	West Shore C.C. Faculty Assoc./NEA/MEA-II	25	FT TTT	1970	1970	May 2025
	Western Michigan University	4	2						
	Unit 1:			Western Michigan Uni. Ch. AAUP/AFT/AAUP/AFTMI	741	FT TTT-NTT	1975	1976	Sep. 2026
	Unit 2:			Prof. Instructors Org./AFT Local 1903/AFTMI	329	PT NTT	2009	2010	Aug. 2025
MN	^Augsburg University	4	1	SEIU Local 284	199	PT NTT	2016	2018	Aug. 2021
	^Hamline University	4	1	SEIU Local 284	180	PT NTT	2014	2016	Aug. 2022
	^Minneapolis College of Art and Design	4	2						
	Unit 1:			SEIU Local 284	40	FT NTT	2016	2018	Aug. 2022
	Unit 2:			SEIU Local 284	80	PT NTT	2016	2018	Aug. 2022
	‡ Minnesota State Colleges	2	1	Minnesota State College Faculty/NEA/AFT Local 4901/EM	4065	FT-PT TTT-NTT	2001	2003	Jun. 2021
	Minnesota State Universities	4	1	Inter Faculty Organization	3068	FT-PT TTT-NTT	1975	1976	Jun. 2023

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	University of Minnesota, Duluth	4	1	Uni. Edu. Assoc./NEA/AFT/EM	400	FT-PT TTT-NTT	1980	1982	Jun. 2023
MO	East Central College	2	1	East Central College National Edu. Assoc./NEA/MNEA	40	FT TTT-NTT	2014	2015	Jun. 2023
	Harris Stowe State University	4	1	Harris Stowe State Uni.-NEA/NEA/MNEA	45	FT TTT	2013	2014	Jun. 2022
	* Jefferson College	2	1	Jefferson College Faculty Assoc./NEA/MNEA	253	FT TTT-NTT	1983		2013
	Lincoln University	4	1	Lincoln Uni. MNEA/NEA/MNEA	69	FT TTT	2016	2018	Dec. 2023
	Metropolitan Community College	2	1	Metropolitan C.C.-NEA/NEA/MNEA	211	FT TTT	2015	2016	Jun. 2022
	^ ‡ * Park University	4	1	Faculty Federation of Park Uni./AFT Local 3576/ AFT-MO	109	FT TTT-NTT	1976	1977	May 2024
	Saint Louis Community College	2	2						
	Unit 1:			Saint Louis C.C.-NEA/NEA/MNEA	320	FT NTT	1977	1977	Jun. 2023
	Unit 2:			SEIU Local 1	440	PT NTT	2015	2018	Jun. 2024
	St. Charles Community College	2	2						
	Unit 1:			St. Charles C.C. Faculty Assoc./AFT Local 4803/ AFT-MO	95	FT TTT-NTT	1991	1993	Jun. 2024
	Unit 2:			SEIU Local 1	412	PT NTT	2016	2017	Jun. 2021
	^ * Saint Louis University	4	1	SEIU Local 1	554	PT NTT	2016	2017	Jun. 2022
	^ Washington University in Saint Louis	4	1	SEIU Local 1	360	PT NTT	2015	2016	Jun. 2025
MT	‡ Dawson Community College	2	1	Glendive Fed. of Teachers/NEA/AFT Local 3402/ MFPE	42	FT-PT TTT-NTT	1975	1975	Jun. 2023
	* Flathead Valley Community College	2	2						
	‡ * Unit 1:			Flathead Valley C.C. Edu. Assoc./NEA/AFT/MFPE	70	FT TTT	1979	1981	Jun. 2023

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	* Unit 2:	2	1	Fed. of Flathead Valley C.C. Adjunct Faculty/NEA/AFT/MFPE	127	PT NTT	1992	1992	Jun. 2023
	Helena College, University of Montana	2	1	Helena Teachers' Union/NEA/AFT Local 7715/MFPE	25	FT TTT-NTT	2000	2001	Jun. 2023
	Miles Community College	2	1	Miles C.C. Faculty Assoc./NEA/AFT/MFPE	23	FT NTT	2005	2007	Jun. 2021
	‡ * Missoula College, University of Montana	2	1	Uni. of Montana-Missoula College Faculty Assoc./NEA/AFT Local 4610B/MFPE	27	FT-PT TTT-NTT			Jun. 2025
	Montana Community Colleges	2	1	Montana Two-Year College Faculty Assoc./NEA/AFT Local 4610/MFPE	40	FT-PT TTT-NTT			Jun. 2023
	‡ Montana State University, Billings	4	1	Montana State Uni. Billings Faculty Assoc./NEA/AFT/MFPE	101	FT-PT TTT-NTT	1975	1976	Jun. 2023
	Montana State University, Bozeman	4	1	Associated Faculty of Montana State Uni./NEA/AFT Local 7734/MFPE	442	FT-PT NTT	2009		Jun. 2023
	‡ Montana State University, Northern	4	1	Montana State Uni.-Northern Fed. of Teachers/NEA/AFT Local 4045/MFPE	55	FT-PT TTT-NTT	1975	1976	Jun. 2023
	Montana Technological University	4	1	Montana Tech Faculty Assoc./NEA/AFT/MFPE	60	FT-PT TTT-NTT	2006		Jun. 2025
	University of Montana, Missoula	4	1	Uni. of Montana-Uni. Faculty Assoc./NEA/AFT/MFPE	479	FT TTT-NTT	1978	1979	Jun. 2025
	‡ University of Montana, Western	4	1	Uni. of Montana-Western Faculty Assoc./NEA/AFT Local 4323/MFPE	55	FT-PT TTT-NTT	1975	1975	Aug. 2023
NC	Duke University	4	1	SEIU Local 26	170	FT-PT NTT	2016	2017	Jun. 2020
	Elon University	4	1	SEIU Local 32	157	PT NTT	2021	2022	May 2025
NE	Central Community College	2	1	Central C.C. Edu. Assoc. /NEA/NSEA/	156	FT TTT	1976	1976	Jul. 2022
	Metropolitan Community College	2	1	Metropolitan C.C. National Edu. Assoc./NEA/NSEA	261	FT NTT	1974	1974	Jun. 2022

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	‡ Mid-Plains Community College	2	1	Mid-Plains Faculty Assoc./NEA/NSEA	62	FT NTT	1976	1976	Jul. 2022
	* Nebraska State Colleges	4	1	State College Edu. Assoc./NEA/NSEA	252	FT TTT-NTT	1976	1976	Jul. 2023
	Northeast Community College	2	1	Northeast C.C. Faculty Assoc./NEA/NSEA	125	FT TTT	1974	1975	Jul. 2023
	Southeast Community College	2	1	Southeast C.C. Faculty Assoc./NEA/NSEA	360	FT TTT-NTT	1970	1971	May 2022
	University of Nebraska, Kearney	4	1	Uni. of Nebraska at Kearney Edu. Assoc./NEA/NSEA	200	FT TTT	1976	1991	Jun. 2023
	University of Nebraska, Omaha	4	1	Uni. of Nebraska at Omaha Ch. AAUP/AFT/AAUP	428	FT-PT TTT-NTT	1979	1981	Jun. 2023
	‡ Western Nebraska Community College	2	1	Nebraska Western College Edu. Assoc./NEA/NSEA	64	FT TTT	1976		Aug. 2022
NH	Community College System of New Hampshire	2	2						
	Unit 1:			IBEW Local 2320/NHHEU	274	FT NTT	1973	1974	Jun. 2021
	* Unit 2:			SEIU Local 1984/SEANH	920	PT NTT	2011		Jun. 2023
	^ Franklin Pierce University	4	1	Rindge Faculty Fed./AFT Local 2433/AFTNH	100	FT-PT TTT-NTT	1974	1974	Aug. 2023
	Keene State College	4	2						
	Unit 1:			Keene State College Edu. Assoc./NEA/NEANH	126	FT TTT	1978	1979	Jun. 2025
	Unit 2:			Keene State College Adjunct Assoc./NEA/NEANH	203	FT-PT NTT	2000	2000	Jun. 2024
	Plymouth State University	4	3						
	Unit 1:			State Employees' Assoc. of New Hampshire/SEIU Local 1984	37	FT NTT	2020	2023	Jun. 2025
	Unit 2:			Plymouth State Uni. Ch. AAUP/AFT/AAUP	121	FT TTT	2016	2018	Jun. 2025
	Unit 3:			State Employees' Assoc. of New Hampshire/SEIU Local 1984	100	PT NTT	2012	2013	Jun. 2025
	University of New Hampshire	4	2						
	Unit 1:			Uni. of New Hampshire Ch. AAUP/AFT/AAUP	548	FT TTT	1990	1993	Jun. 2025

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Unit 2: University of New Hampshire, Franklin Pierce School of Law	4	1	Uni. of New Hampshire Lecturers United/AFT/AAUP Uni. of New Hampshire Law Faculty Union/NEA/NEANH	183 22	FT-PT NTT FT TTT-NTT	2014 2015	2015 2017	Jun. 2022 Jun. 2026
NJ	Atlantic Cape Community College	2	2						
	‡ Unit 1:			Ed. Assoc. of Atlantic Cape C.C., Teacher Librarian and Counselor Unit/NEA/NJEA	71	FT TTT	1968	1970	Jun. 2022
	Unit 2:			Academy of Culinary Arts Faculty Assoc.	4	FT TTT			Jun. 2022
	Bergen Community College	2	2						
	Unit 1:			Bergen C.C. Faculty Assoc./NEA/NJEA	265	FT TTT-NTT	1968	1969	Jun. 2023
	Unit 2:			Bergen C.C. Ch., United Adjunct Faculty of New Jersey/AFT Local 2222/AFTNJ	483	PT NTT	2012	2015	Jun. 2019
	Biomedical and Health Sciences of New Jersey, Rutgers University	4	2						
	‡ Unit 1:			Council of Chs. of the AAUP Biomedical and Health Sciences of New Jersey/AFT/AAUP/AFTNJ/AAUPNJ	1383	FT-PT TTT-NTT	1972	1973	Jul. 2022
	Unit 2:			School of Health Professions Academic Supervisors Assoc./NEA/NJEA	21	FT-PT TTT-NTT	1984	1984	Jul. 2022
	‡ * Bloomfield College	4	1	Bloomfield College Ch. AAUP/AFT/AAUPAFTNJ-AAUPNJ	178	FT-PT TTT-NTT	1973	1975	Dec. 2021
	Brookdale Community College	2	2						
	‡ Unit 1:			Brookdale C.C. Faculty Assoc./NEA/NJEA	196	FT TTT	1971	1974	Jun. 2022
	Unit 2:			Brookdale C.C. Ch. United Adjunct Faculty of NJ/AFT Local 2222/AFTNJ/	500	PT NTT	2018	2022	Jun. 2025
	Camden County College	2	2						
	Unit 1:			Camden County College Faculty Assoc./NEA/NJEA	95	FT TTT	1968	1968	Jun. 2021
	Unit 2:			Camden County College Ch. of United Adjunct Faculty of New Jersey/AFT Local 2222/AFTNJ/	270	PT NTT	1995	1996	Dec. 2021

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	County College of Morris	2	3						
	* Unit 1:			Assoc. of Academic Chairs and Assistant Chairs/NEA/NJEA	23	CHR	1974	1975	Sep. 2021
	* Unit 2:			Faculty Assoc. of the County College of Morris/NEA/NJEA	142	FT TTT-NTT	2008	2008	Sep. 2022
	Unit 3:			Morris Ch. of the United Adjunct Faculty of New Jersey/AFT Local 2222/AFTNJ	200	PT NTT	2008	2009	Aug. 2024
	Essex County College	2	2						
	Unit 1:			Essex County College Faculty Assoc./NEA/NJEA	93	FT TTT-NTT	1968	1970	Aug. 2024
	Unit 2:			Essex County College United Adjunct Faculty of New Jersey/AFT Local 2222/AFTNJ	252	PT NTT	2007		Aug. 2019
	Hudson County Community College	2	2						
	Unit 1:			Hudson County C.C. Pro. Assoc./NEA/NJEA	77	FT TTT	1989	1989	Jun. 2022
	Unit 2:			Hudson County C.C. Adjunct Faculty Fed./AFT Local 2222/AFTNJ	300	PT NTT	2003	2006	Aug. 2022
	Mercer County Community College	2	2						
	Unit 1:			Mercer County C.C. Faculty Assoc./NEA/NJEA	114	FT TTT-NTT	1970	1971	Jun. 2021
	Unit 2:			Mercer County C.C. Ch. United Adjunct Faculty of New Jersey/AFT Local 2222/AFTNJ	187	PT NTT	1997	1997	Jun. 2022
	Middlesex College	2	2						
	‡ * Unit 1:			AFT Local 1940/AFTNJ/FUMCC	157	FT TTT-NTT	1968	1968	Jun. 2020
	Unit 2:			AFT Local 2222/AFTNJ/MCCC-UAFNJ	500	PT NTT	1996	1998	Jun. 2023
	Monmouth University	4	1	Faculty Assoc. of Monmouth Uni./AFT/AAUP/AFTNJ-AAUPNJ	292	FT TTT-NTT	1971	1971	Jun. 2024
	New Jersey Institute of Technology	4	1						
	‡ Unit 1:			New Jersey Institute of Tech. Pro. Staff Assoc. Inc./AFT/AAUP/AFTNJ-AAUPNJ	895	FT TTT-NTT	1970	1971	Jun. 2023

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Unit 2:			United Council of Academics at New Jersey Institute of Tech./AFT Local 6464/AFTNJ/UCAN	66	PT NTT	2017	2018	Jun. 2022
	New Jersey State Colleges	4	2						
	Unit 1:			Council of New Jersey State College Locals/AFT Local 9997/AFTNJ	4900	FT-PT TTT-NTT	1970	1970	Jun. 2023
	Unit 2:			Council of New Jersey State College Locals/AFT Local 9997/AFTNJ	5100	PT NTT	1997	1998	Jun. 2023
	Ocean County College	2	2						
	* Unit 1:			Faculty Assoc. of Ocean County College/NEA/NJEA	112	FT TTT	1968	1968	Sep. 2019
	* Unit 2:			Ocean County College Adjunct Faculty Assoc.	556	PT NTT	1982	1984	Aug. 2024
	Passaic County Community College	2	2						
	Unit 1:			Passaic County C.C. Faculty Assoc./NEA/NJEA	71	FT TTT-NTT	1972	1972	Jun. 2025
	* Unit 2:			Passaic County C.C. Ch. of the United Adjunct Faculty of New Jersey/AFT Local 2222/AFTNJ	317	PT NTT	2003	2005	Jun. 2022
	Raritan Valley Community College	2	2						
	‡ Unit 1:			Raritan Valley C.C. Faculty Fed./AFT Local 2376/AFTNJ	117	FT-PT TTT	1973		Jun. 2022
	* Unit 2:			Raritan Valley C.C. Adjunct Faculty/AFT Local 2375/AFTNJ	280	PT NTT			Jun. 2022
	^ Rider University	4	1	Rider Uni. Ch. AAUP/AFT/AAUP/AFTNJ-AAUPNJ	483	FT-PT TTT-NTT	1973	1974	Aug. 2022
	Rowan College at Burlington County	2	1	Rowan College at Burlington County Faculty Assoc./NEA/NJEA	67	FT TTT	1970	1971	Jun. 2022
	‡ Rowan College of South Jersey, Cumberland	2	1	Faculty Assoc. of Cumberland County College/NEA/NJEA	41	FT TTT	1968	1969	Jun. 2020
	‡ Rowan College of South Jersey, Gloucester	2	1	Rowan College at Gloucester County Faculty Assoc./NEA/NJEA/RCGCFA	85	FT TTT	1968	1969	Jun. 2020

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	‡ Rowan University	4	1	Biomedical and Health Sciences of New Jersey Council of AAUP Chs. and Health Sciences of New Jersey/AFT/AFTNJ-AAUPNJ	155	FT-PT TTT-NTT	1972		Jun. 2023
	Rutgers University	4	2						
	Unit 1:			Rutgers Council of AAUP Chs./ AFT Local 6323/AAUP/ AFTNJ-AAUPNJ	4984	FT TTT-NTT	1970	1971	Jun. 2022
	Unit 2:			Part-Time Lecturer Faculty Ch., Rutgers Council of AAUP Chs./ AFT Local 6323/AAUP/AFTNJ-AAUPNJ	2600	PT NTT	1988	1991	Jun. 2022
	Salem Community College	2	1	Salem C.C. Faculty Assoc./NEA/NJEA	24	FT TTT-NTT	1975	1976	Jun. 2022
	Sussex County Community College	2	2						
	‡ Unit 1:			Sussex County C.C. Faculty Fed./AFT Local 4780/ AFTNJ/SCCFF	17	FT TTT-NTT	1991	1994	Jun. 2021
	Unit 2:			United Adjunct Faculty NJ/AFT Local 2222/AFTNJ	170	PT NTT	1997	2000	Jun. 2021
	Union County College	2	2						
	‡ Unit 1:			Union County College Ch. AAUP/AFT/AFTNJ-AAUPNJ	95	FT TTT-NTT	1974	1975	Aug. 2021
	Unit 2:			Union County College Ch. United Adjunct Faculty of New Jersey/AFT Local 2222/AFTNJ	427	PT NTT	2003	2004	Aug. 2022
	Warren County Community College	2	1	Warren County College Faculty Assoc./NEA/NJEA	15	FT TTT	1992	1995	Jun. 2023
NM	Central New Mexico Community College	2	2						
	Unit 1:			Central New Mexico Employees Union for Full-Time Faculty	350	FT TTT-NTT	1995	1996	Aug. 2025
	Unit 2:			Central New Mexico Employees Union for Part-Time Faculty	900	PT NTT	1995	1996	Dec. 2024
	‡ New Mexico Highlands University	4	1	New Mexico Highlands Uni. Faculty Assoc./NEA/AFT/ AFT NM/NEANM	100	FT TTT			Jun. 2024
	Northern New Mexico College	4	2						

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Unit 1:			Northern Fed. of Edu. Employees, Faculty Bargaining Unit/AFT Local 4935/AFTNM	65	FT TTT	2005		Jun. 2024
	Unit 2:			Northern Fed. of Edu. Employees, Adjunct Faculty Bargaining Unit/AFT Local 4935/AFTNM	45	PT NTT			Jun. 2022
	San Juan College	2	1	San Juan College Edu. Assoc. /NEA/NEANM	140	FT TTT-NTT	2019	2022	Jun. 2023
	Santa Fe Community College	2	1	Santa Fe C.C./AFT/AAUP/AFTNM	58	FT NTT	2017	2019	Jun. 2024
	University of New Mexico	4	2						
	Unit 1:			United Academics of the Uni. of New Mexico/AFT Local 6662/AAUP/AFTNM	1100	FT TTT-NTT	2019	2021	Sep. 2024
	Unit 2:			United Academics of the Uni. of New Mexico/AFT Local 6662/AAUP/AFTNM	600	PT NTT	2019	2021	Sep. 2024
NV	College of Southern Nevada	4	1	College of Southern Nevada-Nevada Faculty Alliance/AFT/AAUP/NFA/AFTNM	520	FT TTT	2016	2020	Jun. 2022
	‡ * Truckee Meadows Community College	4	1	Truckee Meadows C.C.-Nevada Faculty Alliance/AFT/AAUP/NFA/AFTNM	148	FT-PT TTT-NTT	1992	1993	Jun. 2022
	* Western Nevada College	4	1	Western Nevada College-Nevada Faculty Alliance/AFT/AAUP/NFA/AFTNM	54	FT TTT-NTT	2012	2014	Jun. 2022
NY	^ * Adelphi University	4	1	Adelphi Uni. Ch. AAUP/AFT/AAUP/ /NYSUT/AAUPNY	1063	FT-PT TTT-NTT	1972	1973	Aug. 2021
	^ American Academy of Dramatic Arts	2	1	Assoc. of Teachers Training Actors	55	FT-PT NTT	2023		
	^ Bank Street College of Education	4	1	Bank Street Prof. Employees' Fed./NEA/AFT Local 6019/NYSUT	30	FT-PT TTT-NTT	1995	1995	Aug. 2024
	^ Bard College	4	1	Bard College Ch. AAUP/AFT/AAUP/NYSUT/AAAUPNY	140	FT TTT	1972	1973	Jun. 2023
	^ Barnard College	4	1	Barnard Contingent Faculty/UAW Local 2110	130	FT-PT NTT	2015	2017	Jun. 2022
	Bryant & Stratton College, Buffalo	4	1				1989	1999	Aug. 2022

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Bryant & Stratton College, Rochester	4	1	UAW Local 55	26	FT NTT	2011	2012	Dec. 2025
	Cayuga County Community College	2	2	UAW Local 55	12	FT NTT			
	Unit 1:			Cayuga County C.C. Faculty Assoc./NEA/AFT/NYSUT	54	FT TTT-NTT	1970	1970	Aug. 2023
	* Unit 2:			Cayuga County C.C. Part-Time Faculty Assoc./NEA/AFT/NYSUT	124	PT NTT	2016	2023	Aug. 2024
	City University of New York	2/4	1	Prof. Staff Congress/NEA/AFT/NYSUT	24338	FT-PT TTT-NTT	1969	1969	Feb. 2023
	‡ Clinton Community College	2	1	Clinton C.C. Faculty Assoc.	43	FT-PT TTT-NTT	1972	1973	Aug. 2017
	^ College of Saint Rose	4	2						
	* Unit 1:			College of Saint Rose Adjunct Faculty/SEIU Local 200United	134	PT NTT	2014	2016	Jun. 2022
	Unit 2:			College of Saint Rose Visiting Faculty/SEIU Local 200United	21	PT NTT	2019	2019	Jun. 2022
	Columbia-Greene Community College			Columbia-Greene C.C. Faculty Assoc./NEA/AFT Local 39075/NYSUT	40	FT TTT-NTT	1971	1971	Aug. 2021
	^ Cooper Union	4	2						
	Unit 1:			Cooper Union Fed. of College Teachers/NEA/AFT Local 3136/NYSUT	60	FT TTT	1975	1978	Aug. 2019
	Unit 2:			Cooper Union Org. of Part-Time Faculty/NEA/AFT Local 7974/NYSUT	181	PT NTT	2009		Aug. 2017
	^ * Cornell University	4	1	Cornell Adjunct Faculty Alliance/NEA/AFT/NYSUT	169	PT NTT	1981	1982	
	Culinary Institute of America, Hyde Park	4	1	Culinary Teachers Assoc./AFT/NEA/NYSUT	105	FT NTT	1979	1979	May 2024
	^ ‡ D'Youville University	4	1	D'Youville University Ch. AAUP/AFT/AAUP/NYSUT/AAUPNY	163	FT TTT-NTT	1976	1977	Aug. 2021
	Dutchess Community College	2	2						
	‡ Unit 1:			Dutchess United Educators	156	FT TTT-NTT	1968	1969	Aug. 2020

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Unit 2:			Dutchess United Educators	121	PT NTT	1985	1987	Aug. 2025
	Erie Community College	2	1	Faculty Fed. of Erie C.C./NEA/AFT Local 7847/NYSUT	936	FT-PT TTT-NTT	1971	1971	Aug. 2020
	‡ Fashion Institute of Technology	4	1	United College Employees of Fashion Institute of Tech./NEA/AFT Local 3457/NYSUT	1449	FT-PT TTT-NTT	1967	1967	Dec. 2017
	Finger Lakes Community College	2	2						
	Unit 1:			Finger Lakes C.C. Teaching Faculty Alliance/ NEA/AFT/NYSUT	105	FT TTT	1974	1975	Aug. 2021
	Unit 2:			Finger Lakes C.C.-Greater Rochester Adjuncts Dedicated to Edu./NEA/AFT/NYSUT	200	PT NTT			Sep. 2021
	Fordham University	4	1	SEIU Local 200United	1327	FT-PT NTT	2017	2018	Jun. 2022
	^ Fordham University, Law School	4	1	Fordham Law School Bargaining Committee	76	FT TTT-NTT			
	Fulton-Montgomery Community College	2	1	Fulmont Assoc. of College Educators	100	FT-PT TTT-NTT	1969	1969	Aug. 2023
	Genesee Community College	2	1	Genesee Educational Assoc./NEA/AFT/NYSUT	153	FT NTT	1970	1970	Aug. 2019
	‡ Herkimer County Community College	2	1	Herkimer C.C. College Prof. Assoc./ NEA/AFT/NYSUT	74	FT TTT-NTT	1975	1977	Aug. 2024
	^ Hofstra University	4	1	Hofstra Ch. AAUP/AFT/AAUP/NYSUT/ AAUPNY	725	FT-PT TTT-NTT	1973	1974	Aug. 2026
	Hudson Valley Community College	2	3						
	‡ Unit 1:			Hudson Valley C.C. Faculty Assoc.	485	FT-PT TTT-NTT	1969	1969	Aug. 2024
	‡ * Unit 2:			Capital District Edu. Opportunity Center Alliance	20	FT-PT TTT-NTT	1976	1976	Aug. 2024
	Unit 3:			Hudson Valley C.C. Dep. Chairpersons Assoc.	14	CHR	1976	1976	Aug. 2025
	Ithaca College	4	2						
	Unit 1:			SEIU Local 200United	48	FT-PT NTT	2016	2017	Jun. 2024
	Unit 2:			SEIU Local 200United	321	PT NTT	2015	2017	Jun. 2024

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	* Jamestown Community College	2	1	Faculty Assoc. of Jamestown C.C./NEA/AFT/NYSUT	209	FT-PT TTT-NTT	1992	1970	Aug. 2019
	‡ Jefferson Community College	2	1	Faculty Assoc. of Jefferson C.C./NEA/AFT/NYSUT	105	FT TTT-NTT	1975	1969	Aug. 2026
	^ Le Moyne College	4	1	Le Moyne College Adjuncts Assoc./NEA/AFT Local 37985/NYSUT	100	PT NTT	2007		Jun. 2022
	^ Long Island University	4	4						
	Unit 1:			Long Island Uni. Faculty Fed./AFT Local 3998/NYSUT	250	FT-PT TTT-NTT	1970	1972	Aug. 2026
	Unit 2:			Arnold & Marie Schwartz College of Pharmacy and Health Sciences Long Island Uni. Ch. AAUP/AFT/AAUP/NYSUT/AAUPNY	50	FT TTT	1978	1979	Oct. 2021
	Unit 3:			CW Post Collegial Fed./AFT Local 3517/NYSUT	200	FT TTT-NTT	1976	1975	Aug. 2022
	‡ * Unit 4:			CWA Local 1101	675	PT NTT	1978	1979	Oct. 2020
	^ Manhattan School of Music	4	1	Assoc. Representing Teaching Staff-Manhattan School of Music/NEA/AFT/NYSUT	140	PT NTT	2009		Aug. 2022
	^ Manhattanville College	4	1	Union of Adj. Faculty at Manhattanville/NEA/AFT Local 7997/NYSUT	185	PT NTT	2011	2015	Jun. 2022
	^ Marymount Manhattan College	4	1	Marymount Adj. Collective/NEA/AFT Local 7946/NYSUT	225	PT NTT	2006	2010	Aug. 2023
	^ Mercy College	4	1	SEIU Local 200United	675	PT NTT	2019	2022	May 2025
	Mohawk Valley Community College	2	2						
	‡ * Unit 1:			Mohawk Valley C.C. Adjunct and Part-Time Assoc./NEA/AFT/NYSUT	135	PT NTT	2012	2015	Aug. 2020
	Unit 2:			Mohawk Valley C.C. Prof. Assoc./NEA/AFT Local 2839/NYSUT	110	FT TTT	1972	1972	Aug. 2024
	‡ Monroe Community College	2	1	Faculty Assoc. of Monroe C.C./AFT Local 2842/NYSUT	845	FT-PT TTT-NTT	1969	1969	Aug. 2022
	Nassau Community College	2	2						

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	‡ Unit 1:			Nassau C.C. Fed. of Teachers/NEA/AFT Local 3150/NYSUT	485	FT TTT-NTT	1969	1969	Aug. 2022
	‡ * Unit 2:			Adj. Faculty Assoc.	639	PT NTT	1974	1974	
	^ Nazareth College	4	1	SEIU Local 200United	293	PT NTT	2018	2019	May 2023
	^ New York Institute of Technology	4	1	AAUP at NYIT, Inc./AFT/AAUP/NYSUT/AAUPNY	250	FT-PT TTT-NTT	1970	1971	Aug. 2022
	^ New York University	4	1	Adjuncts Come Together-UAW/UAW Local 7902	3050	PT NTT	2002	2004	Aug. 2022
	‡ Niagara County Community College	2	1	Faculty Assoc. of Niagara County C.C.	125	FT TTT-NTT	1978	1969	Aug. 2022
	^ Niagara University	4	1	Niagara Uni. Lay Teachers Assoc./AFT/AAUP/NYSUT/AAUPNY	176	FT TTT-NTT	1975	1979	Aug. 2025
	North Country Community College	2	1	North Country C.C. Assoc. of Professionals	61	FT TTT-NTT	1969	1970	Aug. 2022
	Onondaga Community College	2	1	Onondaga C.C. Fed. of Teachers and Administrators/AFT Local 1845/NYSUT	390	FT-PT TTT-NTT	1968	1968	Aug. 2024
	Orange County Community College	2	1	Orange County C.C. Faculty Assoc./NEA/AFT/NYSUT	225	FT-PT TTT-NTT	1969	1969	Aug. 2017
	^ Pace University	4	1	Union of Adj. Faculty at Pace	800	PT NTT	2004	2009	Jun. 2024
	^ Pratt Institute	4	1	United Fed. of College Teachers/NEA/AFT Local 1460/NYSUT	950	FT-PT TTT-NTT	1971	1972	Aug. 2022
	‡ * Research Foundation of CUNY, Graduate Center	4	1	Prof. Staff Congress/NEA/AFT Local 2334/NYSUT	60	FT-PT NTT	2007	2016	Jun. 2024
	‡ * Research Foundation of CUNY, Laguardia Community College	2	1	Prof. Staff Congress/NEA/AFT Local 2334/NYSUT	20	FT-PT NTT	2004	2016	Jun. 2024
	‡ * Research Foundation of CUNY, New York City College of Technology	2-4	1	Prof. Staff Congress/NEA/AFT Local 2334/NYSUT	6	FT-PT NTT	2005	2016	Jun. 2024
	Rockland Community College	2	2						

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Unit 1:			Rockland C.C. Fed. of Teachers/NEA/AFT Local 1871/ NYSUT	75	FT TTT-NTT	1969	1967	Aug. 2022
	Unit 2:			Rockland C.C. Adj. Faculty Assoc./NEA/AFT Local 4896/NYSUT	250	PT NTT	1993	1995	Aug. 2023
	SUNY Adirondack	2	1	Faculty Assoc. of Adirondack C.C.	300	FT-PT TTT-NTT	1970	1970	Aug. 2020
	‡ SUNY Broome Community College	2	1	Faculty Assoc. of Broome C.C	281	FT-PT TTT-NTT	1979	1969	Aug. 2021
	‡ SUNY Corning Community College	2	1	Prof. Educators of Corning C.C. /NEA/AFT/NYSUT	50	FT TTT-NTT	2004	2005	Aug. 2022
	Schenectady County Community College	2	2						
	‡ Unit 1:			Union of Faculty and Professionals	69	FT TTT	1970	1971	Aug. 2020
	Unit 2:			SEIU Local 200United	136	PT NTT	2015	2017	Aug. 2025
	^ Siena College	4	2						
	Unit 1:			SEIU Local 200United	67	FT NTT	2015	2017	Jun. 2023
	* Unit 2:			SEIU Local 200United	128	PT NTT	2015	2017	Jun. 2023
	^ Skidmore College	4	2						
	Unit 1:			Skidmore Faculty Forward/SEIU Local 200United/SFF	126	FT NTT	2022		
	Unit 2:			Skidmore Faculty Forward/SEIU Local 200United/SFF	97	PT NTT	2022		
	^ St. Francis College	4	1	St. Francis College Adj. Faculty Union/NEA/AFT Local 7965/NYSUT	200	PT NTT	2010	2013	Jun. 2016
	^ St. John's University	4	1	Faculty Assoc. at St. John's Uni./AFT/AAUP/ NYSUT/AAUPNY	1345	FT-PT TTT-NTT	1970	1970	Jun. 2022
	‡ State University of New York	4	1	United Uni. Professions/ NEA/AFT/NYSUT	37759	FT-PT TTT-NTT	1971	1971	Jul. 2022
	‡ Suffolk County Community College	2	1	Faculty Assoc. Suffolk C.C./NEA/AFT Local 3038/ NYSUT	1600	FT-PT TTT-NTT	1970	1970	Aug. 2022
	‡ Sullivan County Community College	2	1	Professional Staff Assoc. of Sullivan County C.C.	32	FT TTT	1974	1976	Aug. 2021

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Syracuse University	4	1	Adjuncts United/NEA/AFT/NYSUT	450	PT NTT	2005	2008	May 2023
	^ The New School	4	2						
	* Unit 1:			Academics Come Together-UAW/UAW Local 7902	1771	PT NTT	2004		Aug. 2019
	Unit 2:			Associated Musicians of Greater New York/AFM Local 802	97	PT NTT	1998		Jun. 2020
	Tompkins Cortland Community College	2	2						
	Unit 1:			Tompkins Cortland C.C. Faculty Assoc./NEA/AFT/NYSUT	72	FT TTT-NTT	1982	1983	Aug. 2021
	Unit 2:			Tompkins Cortland C.C. Adj. Assoc./NEA/AFT/NYSUT/TC3AA	177	PT NTT	2017	2018	Aug. 2022
	^ Trocaire College	4	1	Trocaire Faculty Assoc./NEA/AFT Local 6388/NYSUT	153	FT-PT TTT-NTT	1974	1981	Aug. 2024
	Ulster County Community College	2	1	Ulster County C.C. Faculty Assoc./NEA/AFT/NYSUT	200	FT-PT TTT-NTT	1989	1970	Aug. 2018
	‡ United States Merchant Marine Academy	4	1	AFGE Local 3732	114	FT-PT TTT	1968	1968	Jun. 2020
	^ ‡ Utica University	4	1	Utica College Ch. AAUP/ AFT/AAUP/NYSUT/AAUPNY/	176	FT TTT-NTT	1976	1977	May 2020
	^ Wells College	4	1	SEIU Local 200United	43	FT-PT NTT	2016		May 2025
	Westchester Community College	2	1	NEA/AFT/NYSUT/WCCFT	750	FT-PT TTT-NTT	1969	1969	Aug. 2004
OH	Belmont College	4	1	Belmont College Faculty Assoc./AFT Local 6571/OFT	26	FT NTT	2016	2018	Feb. 2021
	Bowling Green State University	4	1	Bowling Green State Uni. Faculty Assoc./AFT/AAUP/OFT/OCAAUP	729	FT TTT-NTT	2011		Jun. 2024
	Central Ohio Technical College	2	1	United Faculty-Central Ohio Tech. College/AFT Local 4729/OFT	53	FT TTT-NTT	1990	1990	Aug. 2025

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Central State University	4	1	Central State Uni. Ch. AAUP/AFT/AAUP/OCAAUP	107	FT TTT	1985	1985	Aug. 2024
	Cincinnati State Technical and Community College	4	2						
	Unit 1:			Cincinnati State Tech. and C.C. Ch. AAUP/AFT/AAUP/OFT/ OCAAUP	145	FT TTT	1989	1989	Aug. 2026
	* Unit 2:			Cincinnati State Tech. and C.C. Ch. AAUP/AFT/AAUP/OCAAUP/OFT	3	FT NTT	1996	1997	Aug. 2020
	Cleveland State University	4	1	Cleveland State Uni. Ch. AAUP/AFT/AAUP/OFT/ OCAAUP	388	FT TTT-NTT	1993	1995	Aug. 2022
	Cleveland State University, Cleveland-Marshall School of Law	4	1	Cleveland State Uni. Ch. AAUP (Cleveland-Marshall College of Law)/AFT/AAUP/OFT/OCAAUP	25	FT TTT-NTT	2013	2018	Aug. 2024
	^ Columbus College of Art and Design	4	2						
	* Unit 1:			CCAD Faculty Alliance/AFT/OFT	38	FT TTT-NTT	2023		.
	* Unit 2:			CCAD Faculty Alliance/AFT/OFT	114	FT-PT NTT	2023		.
	Columbus State Community College	2	1	Columbus State Edu. Assoc./NEA/OEA-I	350	FT TTT-NTT	2001	2002	Jun. 2023
	‡ Cuyahoga Community College District	2	1	Cuyahoga C.C. Ch. AAUP/ AFT/AAUP/OCAAUP	351	FT TTT	1977	1978	Aug. 2022
	Eastern Gateway Community College	2	1	Eastern Gateway C.C. Edu. Assoc./NEA/OEA-I	75	FT NTT	1985	1986	Jul. 2024
	Edison State Community College	2	1	Edison State Edu. Assoc./NEA/OEA-I	52	FT TTT-NTT	1985	1986	Aug. 2022
	* Hocking College	2	1	Hocking College Edu. Assoc./NEA/OEA-I	64	FT NTT	1986	1994	Dec. 2024
	Kent State University	4	2						
	Unit 1:			Kent State Ch. AAUP/AFT/ AAUP/OFT/OCAAUP	442	FT NTT	1975	1978	Aug. 2024
	Unit 2:			Kent State Ch. AAUP/AFT/ AAUP/OFT/OCAAUP	739	FT TTT	1995	1996	Aug. 2023
	* Lakeland Community College	2	1	Lakeland Faculty Assoc./NEA/OEA-I	124	FT TTT	1978	1978	Aug. 2023
	Miami University	4	1	Faculty Alliance of Miami/AAUP/AFT	804	FT TTT	2023		.

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	North Central State College	4	1	North Central State Faculty Assoc./AFT/AAUP/OFT/OCAAUP	25	FT NTT	2006	2008	May 2024
	‡ Northwest State Community College	2	1	Northwest State C.C. Edu. Assoc./NEA/OEA-I	53	FT TTT	1973	1973	Aug. 2023
	‡ Owens Community College	2	1	Owens Faculty Assoc./AFT Local 4670/OFT	230	FT TTT	1989	1989	Oct. 2020
	Shawnee State University	4	1	Shawnee Edu. Assoc./NEA/OEA-I	130	FT TTT-NTT	1975	1976	Aug. 2024
	Southern State Community College	2	1	Southern State Edu. Assoc./NEA/OEA-I	37	FT TTT	1985	1986	Jul. 2022
	Terra State Community College	2	1	Terra Faculty Assoc./AFT Local 4719/OFT	31	FT TTT	1985	1986	Jun. 2022
	University of Akron	4	1	Uni. of Akron Ch. AAUP/AFT/AAUP/OFT/OCAAUP	357	FT TTT-NTT	2003	2005	Jun. 2026
	‡ University of Cincinnati	4	1	Uni. of Cincinnati Ch. AAUP/AFT/AAUP/OFT/OCAAUP	1703	FT TTT-NTT	1975	1975	Jun. 2022
	^ University of Rio Grande	4	1	Uni. of Rio Grande Faculty Assoc.	58	FT TTT-NTT	1976	1985	Aug. 2022
	University of Toledo	4	2						
	Unit 1:			Uni. of Toledo Ch. AAUP/AFT/AAUP/OFT/OCAAUP	167	FT NTT	1991	1993	Jun. 2023
	Unit 2:			Uni. of Toledo Ch. AAUP/AFT/AAUP/OFT/OCAAUP	209	FT TTT	1991	1993	Jun. 2023
	University of Toledo, College of Law	4	1	Uni. of Toledo Ch. AAUP (College of Law)/AFT/AAUP/OFT/OCAAUP	22	FT TTT-NTT	2018	2021	Jun. 2024
	^ Wilberforce University	4	1	Wilberforce Uni. Faculty Assoc./AFT/AAUP/OFT/OCAAUP	10	FT TTT	1979	1979	Aug. 2021
	Wright State University	4	1	Wright State Uni. Ch. AAUP/AFT/AAUP/OFT/OCAAUP	469	FT TTT-NTT	1998	1999	Jun. 2023
	Youngstown State University	4	1	Youngstown State Uni. Ch. of the OEA/NEA/OEA-I	300	FT TTT-NTT	1972	1973	Aug. 2023
OR	Blue Mountain Community College	2	1	Blue Mountain Faculty Assoc./NEA/OEA-II	100	FT-PT TTT	1975	1976	Jun. 2023
	Central Oregon Community College	2	2						
	Unit 1:			Central Oregon C.C. Faculty Forum	150	FT-PT TTT	1975	1977	Jun. 2026

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Unit 2:			Central Oregon C.C. Adult Basic Skills Instructors/AFT Local 6732/AFT-OR	8	FT NTT	1975	1977	Jun. 2024
	Chemeketa Community College	2	1	Chemeketa C.C. Faculty Assoc./NEA/OEA-II	352	FT-PT NTT	1974	1974	Jun. 2024
	Clackamas Community College	2	2						
	‡ * Unit 1:			Clackamas C.C. Edu. Assoc./NEA/OEA-II	124	FT NTT	1975	1973	Jun. 2026
	Unit 2:			Clackamas C.C. Part time Faculty Assoc./NEA/OEA-II	365	PT NTT	1986	1986	Jun. 2026
	Clatsop Community College	2	2						
	Unit 1:			Clatsop C.C. Faculty Assoc /NEA/OEA-II	26	FT TTT	1975	1975	Jun. 2024
	Unit 2:			Clatsop C.C. Part-time Faculty Assoc./NEA/OEA-II	37	PT NTT	1999	2000	Jun. 2023
	* Columbia Gorge Community College	2	1	United Employees of Columbia Gorge C.C./AFT Local 4754/AFTOR	82	FT-PT NTT	1990	1991	Jun. 2025
	Eastern Oregon University	4	1	Assoc. of Academic Professionals/AFT Local 6200/AFTOR	93	FT-PT TTT-NTT	2003	2005	Jun. 2022
	‡ Lane Community College	2	1	Lane C.C. Edu. Assoc./NEA/OEA-II	575	FT-PT TTT-NTT	1974	1974	Jun. 2024
	Linn-Benton Community College	2	2						
	‡ Unit 1:			Linn-Benton C.C. Faculty Assoc/	130	FT NTT	1974	1974	Jun. 2024
	* Unit 2:			Linn-Benton C.C. Part-Time Faculty Assoc./NEA/OEA-II	126	PT NTT	2016	2016	Jun. 2023
	Mt. Hood Community College	2	2						
	‡ Unit 1:			Mt. Hood C.C. Faculty Assoc./NEA/OEA-II	180	FT TTT-NTT	1976	1976	Aug. 2022
	Unit 2:			Mt. Hood C.C. Part-Time Faculty and Tutor Assoc./NEA/OEA-II	199	PT NTT	1982	1984	Jun. 2027
	Oregon Coast Community College	2	1	Oregon Coast United Employees/AFT Local 6020/AFTOR	85	FT-PT NTT	1997	1997	Jun. 2021
	Oregon Institute of Technology	4	2						
	‡ Unit 1:			Oregon Tech Ch. AAUP/AFT/AAUP/AFTOR/AAUPOR	150	FT TTT-NTT	2018	2021	Jun. 2025

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Unit 2:			Oregon Tech Ch. AAUP/AFT/AAUP/AFTOR/AAUPOR	17	CHR	2019		
	‡ Oregon State University	4	1	United Academics Oregon State Uni./AFT Local 9609/AAUP/AFTOR/AAUPOR	2441	FT-PT TTT-NTT	2018	2020	Jun. 2024
	Portland Community College	2	1	Portland C.C. Fed. of Faculty and Academic Professionals/AFT Local 2277/AFTOR	1800	FT-PT TTT-NTT	1974	1975	Aug. 2023
	Portland State University	4	2						
	‡ Unit 1:			Portland State Uni. Ch. AAUP/AFT/AAUP/AFTOR/AAUPOR	1223	FT TTT-NTT	1978	1979	Nov. 2024
	‡ * Unit 2:			Portland State Uni. Faculty Assoc./AFT Local 3571/AFTOR	751	PT NTT	1978	1979	Jun. 2025
	Rogue Community College	2	1	Rogue C.C. Edu. Assoc./NEA/OEA-II	301	FT-PT TTT-NTT	1975	1975	Jun. 2024
	Southern Oregon University	4	1	Assoc. of Professors of Southern Oregon Uni.	150	FT-PT TTT-NTT	1973	1975	Aug. 2025
	Southwestern Oregon Community College	2	1	Southwestern Oregon C.C. Fed. of Teachers/AFT Local 3190/AFTOR	50	FT TTT	1974	1974	Jun. 2024
	‡ Treasure Valley Community College	2	1	Treasure Valley Edu. Assoc./NEA/OEA-II	31	FT TTT	1980	1980	Jun. 2022
	Umpqua Community College	2	2						
	Unit 1:			Umpqua C.C. Faculty Assoc./NEA/OEA-II	66	FT NTT	2006		Jun. 2025
	Unit 2:			Umpqua C.C. Part-Time Faculty Assoc./NEA/OEA-II	126	PT NTT	2012	2013	Aug. 2025
	‡ University of Oregon	4	1	United Academics of the Uni. of Oregon/AFT Local 3209/AAUP/AFTOR/AAUPOR	1700	FT-PT TTT-NTT	2012	2013	Jun. 2021
	^ University of Western States	4	1	Western States Chiropractic College Faculty Assoc./AFT Local 3809/AFTOR	25	FT-PT TTT-NTT	1978	1978	Dec. 2024
	Western Oregon University	4	1	Western Oregon Uni. Fed. of Teachers/AFT Local 2278/AFTOR	175	FT-PT TTT-NTT	1977	1977	Jun. 2023

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
PA	Arcadia University	4	1	United Academics of Philadelphia/AFT Local 9608/AFTPA	250	PT NTT	2017	2019	Dec. 2021
	* Bucks County Community College	2	1	Bucks County C.C. Fed. of Teachers/AFT Local 2238/AFTPA	552	FT-PT TTT-NTT	1971	1972	Aug. 2021
	‡ Butler County Community College	2	1	Butler County C.C. Edu. Assoc./NEA/PSEA	94	FT-PT TTT-NTT	1992	1992	Jun. 2022
	Commonwealth Technical Institute at the Hiram G. Andrews Center	2	1	Local Assoc. at Hiram G. Andrews Center /NEA/PSEA	22	FT NTT	1991		Jun. 2023
	‡ * Community College of Allegheny County	2	1	C.C. of Allegheny County/AFT Local 2067/AFTPA	222	FT TTT-NTT	1971	1972	.
	‡ Community College of Beaver County	2	1	C.C. of Beaver County Society of the Faculty/NEA/PSEA	140	FT-PT TTT-NTT	1970	1972	Aug. 2020
	Community College of Philadelphia	2	2						
	Unit 1:			Faculty and Staff Fed. of C.C. of Philadelphia/AFT Local 2026/AFTPA	400	FT TTT-NTT	1970	1970	Aug. 2024
	Unit 2:			Faculty Fed. of the C.C. of Philadelphia/AFT Local 2026/AFTPA	500	FT-PT NTT	1978	1983	Aug. 2024
	‡ Delaware County Community College	2	1	Delaware County C.C. Assoc. of Higher Edu./NEA/PSEA	146	FT TTT-NTT	1974	1975	Aug. 2022
	^ Delaware Valley University	4	1	Delaware Valley Uni. AAUP/AFT/AAUP/AFTPA/AAUPPA	92	FT TTT	1994	1995	Aug. 2020
	Harrisburg Area Community College	2	1	Harrisburg Area C.C. Edu. Assoc./NEA/PSEA	850	FT-PT TTT-NTT	2022		.
	^ Lackawanna College	4	1	Lackawanna College Edu. Assoc./NEA/PSEA	25	FT TTT	1979	1980	Jun. 2023
	‡ Lehigh Carbon Community College	2	1	Lehigh Carbon C.C. Faculty Assoc./NEA/PSEA	112	FT-PT TTT-NTT	1970	1972	Aug. 2022
Lincoln University	4	1	Lincoln Uni. Ch. AAUP/AFT/AAUP/AFTPA/AAUPPA	110	FT TTT-NTT	1972	1973	Aug. 2022	

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	‡ Luzerne County Community College	2	1	Luzerne County C.C. Assoc. of Higher Edu./NEA/PSEA	143	FT TTT-NTT	1971	1971	Aug. 2022
	Montgomery County Community College	2	1	Montgomery County C.C. Faculty Fed./AFT Local 4272/AFTPA	884	FT-PT TTT-NTT	1979	1980	Aug. 2022
	^ ‡ Moore College of Art and Design	4	1	Moore Fed. of Teachers/AFT Local 2208/AFTPA	100	FT-PT TTT-NTT	1971	1971	Aug. 2024
	‡ Northampton County Area Community College	2	1	Northampton County Area C.C. Fed. of Teachers/AFT Local 3579/AFTPA	140	FT TTT-NTT	1976	1977	Jun. 2024
	‡ Pennsylvania College of Technology	4	1	Penn College Edu. Assoc./NEA/PSEA	271	FT NTT	1971	1972	Aug. 2023
NY	‡ Pennsylvania Highlands Community College	2	1	Pennsylvania Highlands C.C. Fed. of Teachers/AFT/AFTPA	37	FT-PT TTT-NTT	2000	2002	Jun. 2026
	Pennsylvania State System of Higher Education	4	1	Assoc. of Pennsylvania State College and Uni. Faculties	5054	FT-PT TTT-NTT	1971	1972	Jun. 2023
	^ Point Park University	4	2						
	Unit 1:			Newspaper Guild of Pittsburgh/CWA Local 38061	145	FT TTT-NTT	2015	2017	Jun. 2024
	Unit 2:			Adjunct Faculty Assoc./USW Local 1088	356	PT NTT	2014	2016	Aug. 2022
	‡ Reading Area Community College	2	1	Fed. of Reading Area C.C./AFT Local 3173/AFTPA	55	FT TTT	1974	1975	Jun. 2024
	^ Robert Morris University	4	2						
	‡ Unit 1:			Robert Morris Uni. Faculty Fed./AFT Local 3412/AFT-PA	165	FT TTT-NTT	1974	1975	Aug. 2023
	Unit 2:			Adjunct Faculty Assoc./USW Local 1088	135	PT NTT	2015	2017	Aug. 2023
	Temple University	4	1	Temple Assoc. of Uni. Professionals/AFT Local 4531/AFTPA	2527	FT-PT TTT-NTT	1973	1973	Oct. 2023
	Temple University, Beasley School of Law	4	1	Temple Law Professors Collective Bargaining Assoc.	57	FT TTT-NTT	1973	1973	Jun. 2023
	Thaddeus Stevens College of Technology	2	1	Local Assoc. at Thaddeus Stevens College of Technology/NEA/PSEA	85	FT-PT TTT	1972	1972	Aug. 2023

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	University of Pittsburgh	4	1	Union of Pitt Faculty/USW	3355	FT-PT TTT-NTT	2021		.
	University of Scranton	4	1	Faculty Affairs Council/AFT/AAUP/AAUPPA	286	FT TTT-NTT	1974	1974	Aug. 2025
	University of the Arts	4	1	United Academics of Philadelphia/AFT Local 9608/AFTPA	380	FT-PT NTT	2020		Jun. 2026
	Westmoreland County Community College	2	1	Westmoreland County C.C. Professional Assoc./NEA/PSEA	96	FT TTT-NTT	1972	1972	Jul. 2022
	^ * Bryant University	4	1	Bryant Faculty Fed./AFT Local 1769/RIFTHP	105	FT TTT	1967	1967	
	Community College of Rhode Island	2	2						
	Unit 1:			C.C. of Rhode Island Faculty Assoc./NEA/NEARI	300	FT TTT-NTT	1972	1972	Jul. 2020
	* Unit 2:			C.C. of Rhode Island Part Time Faculty Assoc./NEA/NEARI	444	PT NTT	2014	2016	Aug. 2025
	Rhode Island College	4	2						
	‡ Unit 1:			Rhode Island College Ch., AFT/AFT Local 1819/RIFTHP	330	FT-PT TTT-NTT	1972	1972	Jun. 2022
	Unit 2:			Rhode Island College Ch., AFT, Adjunct Faculty Unit/AFT Local 1563/RIFTHP	200	PT NTT	2009	2009	Aug. 2021
	^ Rhode Island School of Design	4	2						
	‡ Unit 1:			Rhode Island School of Design Faculty Assoc./NEA/NEARI	186	FT TTT-NTT	1978	1979	Jun. 2022
	Unit 2:			Rhode Island School of Design Part-Time Faculty Assoc./NEA/NEARI	218	PT NTT	1979	1982	Jun. 2022
	^ ‡ Roger Williams University	4	1	Roger Williams Uni. Faculty Assoc./NEA/NEARI	338	FT-PT TTT-NTT	1972	1973	Jun. 2022
	University of Rhode Island	4	2						
	‡ Unit 1:			Uni. of Rhode Island Ch. AAUP/AFT/AAUP/RIFTHP	1250	FT-PT TTT-NTT	1972	1973	Jun. 2022

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Unit 2:			Uni. of Rhode Island Adjunct Faculty Assoc./AFSCME Local 145	450	PT NTT		2008	Jun. 2024
VT	^ * Champlain College	4	1	SEIU Local 200United	255	PT NTT	2014	2016	Aug. 2024
	Community College of Vermont	2	1	C.C. of Vermont United Faculty/AFT Local 3180/AFTVT	500	PT NTT	2017	2018	Aug. 2025
	^ Goddard College	4	1	Goddard College Faculty Union/UAW Local 2322	71	FT-PT NTT	1998	2001	Jun. 2026
	^ * Saint Michael's College	4	1	SEIU Local 200United	69	PT NTT	2014	2015	Aug. 2022
	University of Vermont	4	2						
	Unit 1:			United Academics/AFT Local 3203/AAUP/AFTVT	600	FT-PT TTT-NTT	2001	2003	Jul. 2024
	* Unit 2:			United Academics, Part-Time Unit/AFT Local 3203/AAUP/AFTVT	150	PT NTT	2003	2006	Jun. 2025
	Vermont State Colleges	4	2						
	Unit 1:			Vermont State Colleges Faculty Fed./AFT Local 3180/AFTVT	250	FT TTT-NTT	1973	1975	Aug. 2022
	* Unit 2:			Vermont State Colleges Part-Time Faculty Fed./AFT Local 3180/AFTVT	438	PT NTT	1991	1993	Aug. 2021
WA	^ Antioch University	4	1	SEIU Local 925	747	FT-PT TTT-NTT	2014	2016	Jun. 2024
	Bates Technical College	2	1	Bates Tech. College/AFT Local 4184/AFTWA	105	FT-PT TTT-NTT	1981	1985	Jun. 2024
	‡ Bellevue College	4	1	Bellevue College Assoc. of Higher Edu./NEA/WEA	420	FT-PT TTT-NTT	1972	1972	Aug. 2024
	Bellingham Technical College	4	1	Bellingham Edu. Assoc./NEA/WEA	120	FT-PT TTT-NTT	1980	1981	Jun. 2022

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Big Bend Community College	4	1	Big Bend C.C. Faculty Assoc.	140	FT-PT TTT-NTT	1980	1972	Jun. 2024
	Cascadia College	4	1	Cascadia C.C. Fed. of Teachers/AFT Local 6191/AFTWA	150	FT-PT TTT-NTT	2002	2006	Jun. 2021
	Central Washington University	4	1	United Faculty of Central/NEA/AFT/AFTWA/WEA	730	FT-PT TTT-NTT	2004	2005	Aug. 2023
	* Centralia College	4	1	Centralia College Fed. of Teachers/AFT Local 4469/AFTWA	164	FT-PT TTT-NTT	1986	1968	Jun. 2023
	‡ * Clark College	4	1	Clark College Assoc. for Higher Edu./NEA/WEA	628	FT-PT TTT-NTT	1974	1964	Jul. 2025
	* Clover Park Technical College	4	1	Clover Park Fed. of Teachers/AFT Local 3913/AFTWA	192	FT-PT TTT-NTT	1978	1991	Jun. 2024
	* Columbia Basin College	4	1	Columbia Basin College Assoc. for Higher Edu./NEA/WEA	279	FT-PT TTT-NTT	1972	1973	Dec. 2022
	Community College of Spokane	2	1	Community Colleges of Spokane Assoc. of Higher Edu./NEA/WEA	793	FT-PT TTT-NTT	1970	1977	Jun. 2023
	^ Cornish College of the Arts	4	1	Cornish Fed. of Teachers/AFT Local 4169/AFTWA	120	FT-PT TTT-NTT	1981	1982	May 2022
	Eastern Washington University	4	1	United Faculty of Eastern Washington Uni./NEA/AFT/AFTWA/WEA	600	FT-PT TTT-NTT	2004	1995	Aug. 2025
	Edmonds College	4	1	Edmonds College Fed. of Teachers/AFT Local 4354/AFTWA	500	FT-PT TTT-NTT	1975	1976	Jun. 2022
	Everett Community College	2	1	Everett Higher Edu./AFT Local 1873/AFTWA	362	FT-PT TTT-NTT	1975	1976	Jun. 2022
	Grays Harbor College	4	1	Grays Harbor College Fed. of Teachers/AFT Local 4984/AFTWA	180	FT-PT TTT-NTT	1996	1997	Jun. 2022
	‡ Green River College	4	1	Green River United Faculty Coalition/AFT Local 2195/AFTWA	424	FT-PT TTT-NTT	1972	1973	Jun. 2024
	Highline College	4	1	Highline College Edu. Assoc./NEA/WEA	300	FT-PT TTT-NTT	1965	1969	Aug. 2025

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Lake Washington Institute of Technology	4	1	Lake Washington Fed. of Teachers/AFT Local 3533/AFTWA	320	FT-PT TTT-NTT	1978	1978	Jun. 2023
	Lower Columbia College	4	1	Lower Columbia College Faculty Assoc. of Higher Edu./NEA/WEA	274	FT-PT TTT-NTT	1981	1972	Jun. 2023
	Olympic College	4	1	Olympic College Assoc. for Higher Edu./NEA/WEA	361	FT-PT TTT-NTT	1964		Jun. 2024
	Peninsula College	4	1	Peninsula College Faculty Assoc./AFT Local 3439/AFTWA	121	FT-PT TTT-NTT	1995	1980	Jun. 2024
	‡ Pierce College District	4	1	Pierce College Fed. of Teachers/AFT Local 4821/AFTWA	455	FT-PT TTT-NTT	1993	1969	Jun. 2022
	‡ Renton Technical College	4	1	Renton Fed. of Teachers/AFT Local 3914/AFTWA	139	FT-PT TTT-NTT	1979	1980	Jun. 2024
	‡ Seattle Colleges	4	1	AFT-Seattle Community Colleges/AFT Local 1789/AFTWA	850	FT-PT TTT-NTT	1968	1968	Jun. 2023
	‡ Shoreline Community College	2	1	Shoreline C.C. Fed. of Teachers/AFT Local 1950/AFTWA	360	FT-PT TTT-NTT	1974	1975	Jun. 2022
	* Skagit Valley College	4	1	Skagit Valley College Fed. of Teachers/AFT Local 4985/AFTWA	291	FT-PT TTT-NTT	1965	1969	Jun. 2025
	‡ South Puget Sound Community College	2	1	South Puget Sound Fed. of Teachers/AFT Local 4603/AFTWA	213	FT-PT TTT-NTT	1986	1989	Jun. 2025
	‡ Tacoma Community College	4	1	Tacoma C.C. Fed. of Teachers/AFT Local 2197/AFTWA	346	FT-PT TTT-NTT	1972	1973	Jun. 2024
	The Evergreen State College	4	1	United Faculty of Evergreen/NEA/AFT/AFTWA/WEA	235	FT-PT TTT-NTT	2006		Aug. 2023
	University of Washington	4	1	AFT-Uni. of Washington English Language Faculty/AFT Local 6486/AFTWA	65	FT-PT NTT	2011		Jun. 2021
	‡ Walla Walla Community College	4	1	Walla Walla C.C. Assoc. for Higher Edu./NEA/WEA	108	FT-PT TTT-NTT	1968	1970	Jun. 2025
	Wenatchee Valley College	4	1	Wenatchee Valley College Assoc. for Higher Edu./NEA/WEA	125	FT-PT TTT-NTT	1965	1975	Jun. 2023

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TABLE A2: FACULTY AND CHAIR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	CBA Link & Exp. Date
	Western Washington University	4	1	United Faculty of Western Washington/NEA/AFT Local 2084/AFTWA/WEA	995	FT-PT TTT-NTT	2006		Sep. 2023
	Whatcom Community College	4	1	Whatcom C.C. Fed. of Teachers/AFT Local 3591/AFTWA	257	FT-PT TTT-NTT	1975	1976	Aug. 2024
	Yakima Valley College	4	1	AFT-Yakima/AFT Local 1485/AFTWA	300	FT-PT TTT-NTT	1978	1973	Jun. 2022
WI	‡ Blackhawk Technical College	2	1	Blackhawk Tech. College Fed./AFT Local 2308/AFTWI	90	FT NTT	1972	1974	Jun. 2022
	‡ Fox Valley Technical College	2	1	Fox Valley Tech. College Faculty Assoc./NEA/WEAC	310	FT NTT	1968	1969	Jun. 2022
	‡ Gateway Technical College	2	1	Gateway Tech. Edu. Assoc./NEA/WEAC	260	FT NTT	1982	1973	Jun. 2022
	Lakeshore Technical College	2	1	Lakeshore Edu. Assoc./NEA/WEAC	100	FT NTT	1968	1968	Jun. 2022
	Madison Area Technical College	4	1	Madison Area Tech. College Union, Faculty Ch./AFT Local 243/AFTWI	450	FT NTT	1969	1969	Jun. 2020
	Milwaukee Area Technical College	2	2						
	‡ Unit 1:			AFT Local 212/AFTWI	504	FT NTT	1963	1967	Jun. 2023
	* Unit 2:			AFT Local 212/AFTWI	524	PT NTT	1963	1967	
	* Northwood Technical College	2	1	AFT Local 395/AFTWI	180	FT NTT	1972	1972	
	Waukesha County Technical College	2	1	Waukesha County Tech. Edu. Assoc./NEA/WEAC	250	FT-PT NTT	1967	1967	Jun. 2021
	Western Technical College	2	1	Western Tech. College Faculty and Non-Teaching Pro. Fed./AFT Local 3605/AFTWI	190	FT NTT	1976	1977	Jun. 2022

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A3: ADMINISTRATOR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
CA	Southwestern College	2	1	Southwestern C.C. District Administrators' Assoc.	65	Admin.	2014	2021	Jun. 2025
CT	Connecticut State Universities	4	1	State Uni. of Administrative Faculty/AFSCME Local 2836	820	Admin.	1976	1977	Jun. 2025
FL	Lake-Sumter State College	4	1	United Faculty of Florida-Lake-Sumter State College/NEA/AFT Local 7463/FEA/UFF	3	Admin.	2018	2022	Jul. 2023
ME	Maine Community College System	2	1	Maine Edu. Assoc. Administrators Unit/NEA/MEA-I	207	Admin.			Jul. 2021
MI	Montcalm Community College	2	1	Montcalm C.C. Administrative Council	25	Admin.			Jun. 2022
	Wayne County Community College	2	1	Wayne County C.C. District Prof. and Administrative Assoc./AFT Local 4467/AFTMI	60	Admin.			Jun. 2021
NE	‡ * Nebraska State Colleges	4	1	Nebraska State College System Prof. Assoc./NEA/NSEA	178	Admin.			Jun. 2021
NJ	Bergen Community College	2	1	Bergen C.C. Administrators Assoc.	10	Admin.			Jun. 2018
	Essex County College	2	1	Essex County College Administrative Assoc.	25	Admin.			Jun. 2024
	Passaic County Community College	2	1	Administrators Assoc. of Passaic County C.C./NEA/NJEA	86	Admin.			Jun. 2025
	Rowan College of South Jersey, Cumberland	2	1	Administrators Assoc. of Cumberland C.C./AFT Local 8362/AFTNJ	37	Admin.	1995	1969	Jun. 2020
	Rowan College of South Jersey, Gloucester	2	1	Rowan College at Gloucester County Administrator's Assoc./NEA/NJEA	20	Admin.			Jun. 2020
	Rutgers University	4	1	Union of Rutgers Administrators/AFT Local 1766/AAUP/AFTNJ-AAUPNJ	25	Admin.			Jun. 2022

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A3: ADMINISTRATOR COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
NY	Cayuga County Community College	2	1	Administrative Prof. Group/NEA/AFT/NYSUT	49	Admin.			Aug. 2022
	‡ * Nassau Community College	2	1	Nassau C.C. Administrators Assoc.	42	Admin.	2017		
	Schenectady County Community College	2	1	SUNY Schenectady County C.C. Chairpersons, Administrators, & Directors Assoc. /NEA/AFT/NYSUT	9	Admin.	2006		Aug. 2022
	Suffolk County Community College	2	1	Guild of Administrative Officers	145	Admin.			Aug. 2023
	Tompkins Cortland Community College	2	1	Prof. Administrators Assoc.		Admin.			Aug. 2024
RI	University of Rhode Island	4	1	Uni. of Rhode Island Prof. Staff Assoc./NEA/NEARI	600	Admin.	1974		Jun. 2024

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A4: POSTDOCTORAL SCHOLAR AND ACADEMIC RESEARCHER COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
CA	University of California	4	2						
	* Unit 1:			Uni. of California UAW Postdoctoral Scholar Unit/UAW Local 5810	6760	Postdoctoral Scholar	2008	2010	Sep. 2027
	* Unit 2:			Uni. of California UAW Academic Researchers Unit/UAW Local 5810	4674	Academic Researcher	2019	2019	Sep. 2027
CT	University of Connecticut	4	1	Postdoctoral Research Associates/UAW Local 6950	163	Postdoctoral Scholar	2018	2020	Jun. 2024
MA	^ * Boston University	4	1	Boston Uni. Postdoctoral Assoc./SEIU Local 509	7	Postdoctoral Scholar	2023		
MA	University of Massachusetts, Amherst	4	1	Postdoctoral Researchers Organizing/UAW Local 2322	174	Postdoctoral Scholar	2010	2012	Mar. 2022
NJ	Rutgers University	4	1	Rutgers Council of AAUP Chs., AAUP-AFT/AFT Local 6323/AFTNJ-AFTAAUP	600	Postdoctoral Scholar	1973	1973	Jun. 2022
NY	^ Columbia University	4	1	Columbia Postdoctoral Workers-UAW/UAW Local 4101	1675	Postdoctoral Scholar	2018	2020	Jun. 2023
NY	^ * Icahn School of Medicine at Mount Sinai	4	1	Sinai Postdoctoral Organizing Committee-United Auto Workers /UAW	515	Postdoctoral Scholar	2022	2023	
NY	^ * Weill Medical College of Cornell University	4	1	Weill Cornell Medicine Postdocs United/UAW	487	Postdoctoral Scholar	2023		

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A4: POSTDOCTORAL SCHOLAR AND ACADEMIC RESEARCHER COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
OR	* Oregon Health & Science University	4	1	Postdoc Workers United/AFSCME Council 75	240	Postdoctoral Scholar	2023		
WA	University of Washington	4	2						
	Unit 1:			UAW Local 4121	850	Postdoctoral Scholar	2018	2019	Jan. 2023
	* Unit 2:			Uni. of Washington Researchers United/UAW Local 4121	1458	Academic Researcher	2022	2023	Jun. 2026

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A5: GRADUATE STUDENT EMPLOYEE COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
AK	University of Alaska	4	1	Alaskan Grad. Workers Assoc./UAW	500	GSE	2023		
CA	California State University	4	1	UAW Local 4123	4969	GSE	2004	2005	Sep. 2023
	^ * Pardee Rand Graduate School	4	1	PRGS Organizes-United Auto Workers/UAW	122	GSE	2023		
	^ * Stanford University	4	1	Stanford Grad. Workers Union/UE	3410	GSE	2023		
	University of California	4	2						
	* Unit 1:			Uni. of California UAW Academic Student Employees Unit/UAW Local 2865	18037	GSE-USE	1999	2000	Jun. 2022
	* Unit 2:			Uni. of California UAW Grad. Student Researchers Unit/UAW Local 2865	12061	GSE	2021	2022	May 2025
	^ University of Southern California	4	1	Grad. Student Worker Organizing Committee/UAW	2861	GSE	2023		
CT	University of Connecticut	4	1	Grad. Employee Union /UAW Local 6950	2200	GSE	2014	2016	Jun. 2026
	^ * Yale University	4	1	UNITE HERE Local 35	3214	GSE	2023	2023	Jul. 2028
DC	^ American University	4	1	SEIU Local 500	750	GSE	2017	2018	Jun. 2021
	^ Georgetown University	4	1	Georgetown Alliance of Grad. Employees/AFT Local 06440	850	GSE	2018	2020	Jun. 2023
FL	* Florida Agricultural and Mechanical University	4	1	United Faculty of Florida-Grad. Assistants United/NEA/AFT Local 7463/FEA/UFF	92	GSE	1997	1998	Dec. 2023
	Florida State University	4	1	United Faculty of Florida-Florida State Uni.-Grad. Assistants United/NEA/AFT Local 7463/FEA/UFF	3200	GSE	1980	1980	Jun. 2024
	University of Florida	4	1	Grad. Assistants United-United Faculty of Florida /NEA/AFT Local 7463/FEA/UFF	4000	GSE	1980	1983	Dec. 2023
	University of South Florida	4	1	United Faculty of Florida-Grad. Assistants United /NEA/AFT Local 7463/FEA/UFF	2994	GSE	1979	1983	Jun. 2021

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A5: GRADUATE STUDENT EMPLOYEE COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
GA	^ * Emory University	4	1	EmoryUnite!/SEIU Local 29	1647	GSE	2023		
IA	University of Iowa	4	1	UE Local 896	1947	GSE	1995	1997	Jun. 2023
IL	Illinois State University	4	1	SEIU Local 73	400	GSE	2018	2021	Jun. 2023
	^ * Loyola University Chicago	4	1	Loyola Grad. Workers' Union/SEIU Local 73	210	GSE	2017		
	^ * Northwestern University	4	1	Northwestern Uni. Grad. Workers/UE	3000	GSE	2023		
	Southern Illinois University, Carbondale	4	1	Grad. Assistants United/NEA/IEA	800	GSE	2006	2007	Jun. 2023
	Southern Illinois University, Edwardsville	4	1	SEIU Local 73	330	GSE	2019		
	^ University of Chicago	4	2						
	Unit 1:			IBT Local 743	200	GSE-USE	2018	2022	May. 2024
	* Unit 2:			Grad. Students United/UE Local 1103	3200	GSE	2023	2024	May 2027
	University of Illinois, Chicago	4	1	Grad. Employees Org./AFT Local 6297/IFT	1500	GSE	2004	2006	Aug. 2025
	University of Illinois, Springfield	4	1	Uni. Professionals of Illinois/AFT Local 4100/AAUP/IFT	50	GSE	2005	2006	Aug. 2020
	University of Illinois, Urbana-Champaign	4	1	Grad. Employees Org./AFT Local 6300/IFT	2821	GSE	2002	2004	Aug. 2026
KS	University of Kansas	4	1	Grad. Teaching Assistants Coalition/AFT Local 6403/AFT-KS	1000	GSE	1995	1997	Aug. 2021
MA	^ Boston University	4	2						
	* Unit 1:			Boston Uni. Grad. Workers Union/SEIU Local 510/BUGWU	3206	GSE	2022		

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A5: GRADUATE STUDENT EMPLOYEE COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
	* Unit 2:			Boston Uni. Residence Life Workers Union/SEIU Local 509	300	GSE-USE	2023		
	^ Brandeis University	4	2						
	Unit 1:			SEIU Local 509	180	GSE	2017	2018	Jun. 2024
	* Unit 2:			SEIU Local 509	290	GSE	2023		
	^ * Clark University	4	1	IBT Local 170	170	GSE	2022	2022	Aug. 2025
	^ Harvard University	4	1	Harvard Grad. Students Union-UAW/UAW Local 5118	5250	GSE-USE	2018	2020	Jun. 2025
	^ * Massachusetts Institute of Technology	4	1	Massachusetts Institute of Tech. Grad. Student Union-United Electrical Workers/UE Local 256	3823	GSE	2022	2023	May 2026
	^ Tufts University	4	3						
	Unit 1:			SEIU Local 509	259	GSE	2017	2018	Jun. 2028
	* Unit 2:			United Labor of Tufts Resident Assistants/OPEIU Local 153	142	GSE-USE	2023	2023	Aug. 2026
	* Unit 3:			SEIU Local 509	265	GSE	2023		
	University of Massachusetts, Amherst	4	1	Grad. Employees Org./UAW Local 2322	2660	GSE	1990	1991	Aug. 2023
	University of Massachusetts, Boston	4	1	Grad. Employees Org./UAW Local 1596	750	GSE	2000	2001	Jul. 2020
	University of Massachusetts, Dartmouth	4	1	Grad. Students Union/AFT Local 6350/GSU	302	GSE	2023		
	University of Massachusetts, Lowell	4	1	Grad. Employees Org./UAW Local 1596	600	GSE	1994	1995	Jun. 2023
	^ * Worcester Polytechnic Institute	4	1	Worcester Polytechnic Institute Grad. Workers Union/UAW	535	GSE	2022	2023	Mar. 2027
MD	* Johns Hopkins University	4	1	Teachers and Researchers United/UE Local 197/TRU	3186	GSE	2023	2024	Jun. 2027
ME	University of Maine System	4	1	Uni. of Maine Grad. Workers Union/UAW	1000	GSE	2023		

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A5: GRADUATE STUDENT EMPLOYEE COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
MI	Michigan State University	4	1	Grad. Employees Union/AFT Local 6196/AFTMI	1174	GSE	2001	2002	May. 2023
	University of Michigan	4	1	Grad. Employees Org./AFT Local 3550/AFT-MI	1950	GSE	1974	1975	May. 2023
	Wayne State University	4	1	Grad. Employees Organizing Committee/AFT Local 6123/AFTMI	400	GSE	1998	1999	Aug. 2025
	Western Michigan University	4	1	Teaching Assistants Union/AFT Local 1729/AFTMI/TAU	453	GSE	2006	2007	Aug. 2022
MN	University of Minnesota	4	1	Grad. Labor Union/UE	4169	GSE	2023		
MT	Montana State University, Bozeman	4	1	Grad. Employee Org. of Montana State Uni./NEA/AFT/MFPE	892	GSE	2012	2014	Jun. 2023
NC	^ * Duke University	4	1	Duke Grad. Students Union/SEIU Local 27	2127	GSE	2023		
NH	^ * Dartmouth College	4	1	Grad. Organized Laborers of Dartmouth/UE Local 261	787	GSE	2023		
NJ	New Jersey Institute of Technology	4	1	United Council of Academics at New Jersey Institute of Tech./AFT Local 6464/AFTNJ	302	GSE	2010		Jun. 2019
NM	* New Mexico State University	4	1	New Mexico State Uni. Grad. Workers United/UE Local 1498	939	GSE	2022	2022	Jan. 2025
	University of New Mexico	4	1	United Grad. Workers of the Uni. of New Mexico/UE Local 1466	1547	GSE	2021	2022	Jan. 2025
NY	^ Columbia University	4	1	Student Workers of Columbia/UAW Local 2710	3200	GSE	2017	2022	Jun. 2025
	^ * Cornell University	4	1	Cornell Grad. Students United/UE	3175	GSE	2023		
	^ * Fordham University	4	1	Fordham Grad. Student Workers/CWA Local 1104	360	GSE	2022	2024	Jun. 2027
	^ * New York University	4	1	UAW Local 2110	1019	GSE	2013	2015	Aug. 2026

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A5: GRADUATE STUDENT EMPLOYEE COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
	^ * Research Foundation of SUNY, College of Environmental Science and Forestry	4	1	Research Assistants Union/CWA Local 1104	82	GSE	2023		
	^ Research Foundation of SUNY, Stony Brook	4	1	CWA Local 1104	847	GSE	2008	2011	Jun. 2023
	State University of New York	4	1	Grad. Student Employees Union/CWA Local 1104	4346	GSE	1993	1994	Jul. 2023
	^ * Syracuse University	4	1	Syracuse Grad. Employees United/SEIU Local 200United	1124	GSE	2023	2024	May 2028
	^ * The New School	4	1	Student Employees at the New School/UAW Local 7902	773	GSE-USE	2017	2018	Aug. 2023
OR	Oregon Health & Science University	4	1	Grad. Researchers United/AFSCME Local 402	288	GSE	2019	2020	Jun. 2023
	Oregon State University	4	1	Coalition of Grad. Employees/ AFT Local 6069/AAUP/ AFTOR/AAUPOR	1600	GSE	1999	2000	Jun. 2024
	Portland State University	4	1	Grad. Employees Union/AFT Local 6666/AAUP/ AFTOR-AAUPOR	550	GSE	2016	2018	Jun. 2021
	University of Oregon	4	2						
	Unit 1:			Grad. Teaching Fellows Fed./AFT Local 3544/AFTOR	1500	GSE	1977	1978	Jun. 2022
	* Unit 2:	4		Uni. of Oregon Student Workers Union	3922	GSE-USE	2023		
PA	^ Temple University	4	1	Temple Uni. Grad. Students' Assoc./AFT Local 6290/ AFTPA	750	GSE	2001	2002	Feb. 2022
	^ * Brown University	4	1	Grad. Labor Org. /AFT Local 6516/RIFTHP	1051	GSE	2018	2020	Jun. 2026
RI	University of Rhode Island	4	1	Uni. of Rhode Island Grad. Assistants United/NEA/ NEARI	650	GSE	2002	2003	Aug. 2022
WA	University of Washington	4	1	UAW Local 4121	5250	GSE	2004	2004	Apr. 2024

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A5: GRADUATE STUDENT EMPLOYEE COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
	* Washington State University	4	1	Washington State Uni. Academic Student Employees/ UAW Local 4121	1514	GSE	2022	2024	Aug. 2026
	* Western Washington University	4	1	Western Academic Workers United/UAW Local 4121	700	GSE	2023		

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A6: UNDERGRADUATE STUDENT EMPLOYEE COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
CT	^ Wesleyan University	4	1	Wesleyan Union of Student Employees/OPEIU Local 153	102	UG	2022	2023	Jun. 2025
IA	^ * Grinnell College	4	1	Union of Grinnell Student Dining Workers	720	UG	2022		
MA	^ * Harvard University	4	1	Harvard Undergraduate Workers Union/UAW	320	UG	2023		
	^ * Mount Holyoke College	4	1	UFCW Local 1460	78	UG	2022		
	^ * Smith College	4	1	Smith College Residence Life Collective/UFCW Local 1459	77	UG	2023		
	University of Massachusetts, Amherst	4	1	Resident Assistants and Peer Mentors Union/UAW Local 2322	500	UG	2002	2004	Jun. 2024
NH	^ * Dartmouth College	4	1	Student Workers Collective at Dartmouth	173	UG	2022		
NY	^ * Barnard College	4	1	Barnard Resident Assistants Union/OPEIU Local 153	58	UG	2022		
	^ * Columbia University	4	1	Columbia University Resident Adviser Collective	153	UG	2023		
	^ * Fordham University	4	1	Fordham Resident Assistants Union/OPEIU Local 153	101	UG	2023		
	^ * Hamilton College	4	1	UFCW Local One	65	UG	2021		
	^ * Rensselaer Polytechnic Institute	4	1	Rensselaer Polytechnic Institute Residential Assistants/OPEIU Local 153	79	UG	2023		
	^ * Skidmore College	4	1	Skidmore Student Workers/SEIU Local 200United	51	UG	2023		
OR	^ * Reed College	4	1	OPEIU Local 11	44	UG	2023		
PA	^ * Swarthmore College	4	1	OPEIU Local 153	56	UG	2023		
	^ University of Pennsylvania	4	1	United RAs at Penn/OPEIU Local 153	220	UG	2023		

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

TABLE A6: UNDERGRADUATE STUDENT EMPLOYEE COLLECTIVE BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
RI	^ * Brown University	4	2						
	* Unit 1:			Teaching Assistant Labor Org./AFT Local 6516	541	UG	2023		
	* Unit 2:			Labor Org. of Community Coordinators/AFT Local 6516	141	UG	2023		
VT	^ * Bennington College	4	1	Bennington College House Chairs Union	36	UG	2023		

Notes ^ Private Institution ‡ Includes Other Professional Titles * Unit Size Not Derived from Survey

Advance Praise for the 2024 Directory

The 2024 Directory of Bargaining Agents and Contracts in Institutions of Higher Education is an invaluable resource for the field. At the Delphi Project, we have found data to be one of the most important levers for change. Change agents will now have access to data for over 900 collective bargaining relationships and 813 contracts that shed light on ways to improve the working conditions in higher education. The analysis in the 2024 Directory demonstrates the growth of unions by region, institutional type and employee category. The growth of non-tenure track faculty, postdocs, academic researchers, graduate and undergraduate students shows how unionization is becoming a tactic of choice for change.

Adrianna Kezar, Professor and Director of the Pullias Center for Higher Education and the Delphi Project on the Changing Faculty and Student Success, University of Southern California

This comprehensive and timely report and update on developments in collective bargaining in higher education provides a treasure trove of data and an inventory of contracts that will serve as invaluable resources to researchers and practitioners working in this sector. Bravo to the army it took to collect, assemble, summarize, and make available all these useful data.

Thomas A. Kochan, Professor Emeritus, MIT Sloan School of Management and Institute for Work and Employment Research

The first step towards better labor conditions in academia is *knowing* the labor conditions of academia. By collecting a broad swath of the collective bargaining agreements that cover academic employees today, the National Center's 2024 Directory sets us on the right path. The 2024 Directory's painstakingly gathered yet highly accessible data is an invaluable resource for everyone interested in learning more about employment relationships in academia, from the campus organizer to the scholar of higher education to the parent or legislator.

Deepa Das Acevedo, JD, PhD , Associate Professor of Law, Emory University