
QUFA Bargaining Survey Results

March 2026



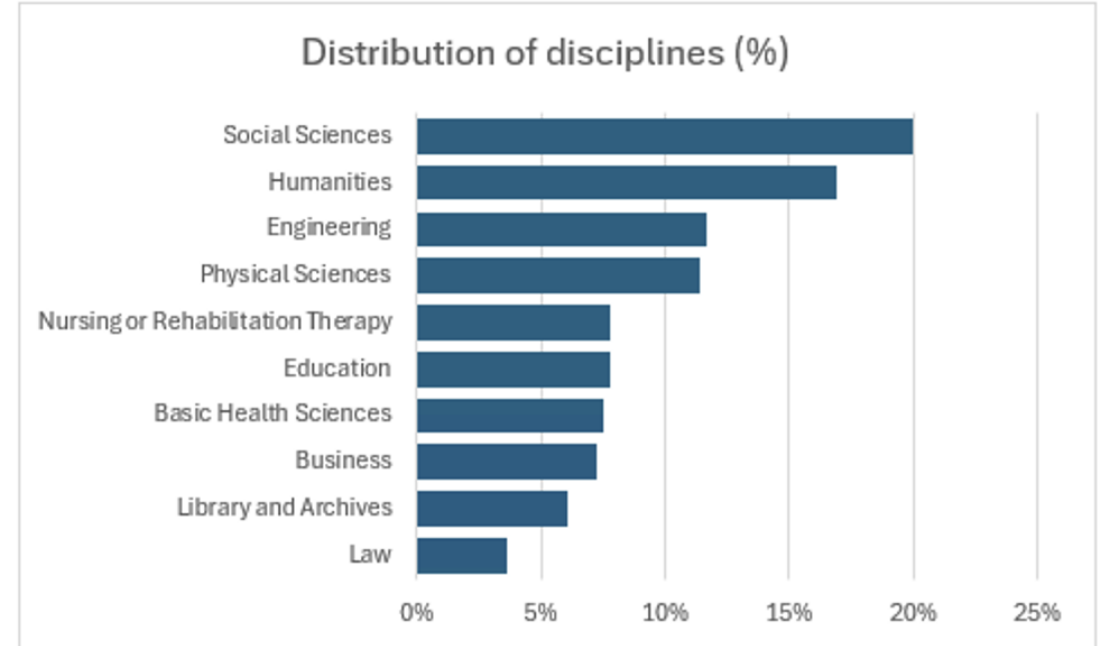
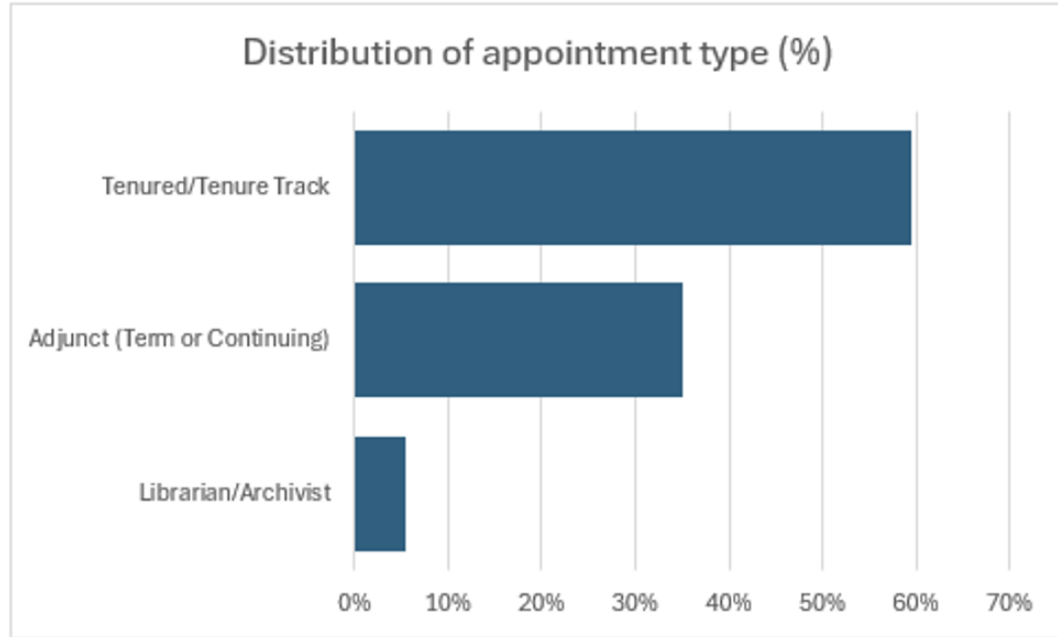
Survey 1 (Dec 2025): Open-text member priorities

	Tenured	Tenure Track	Librarians	Term Adjunct	Cont. Adjunct
Number responding (N = 276)	162	31	12	37	34
Top Priorities	1. Workload/ working conditions 2. Salary 3. Benefits	1. Salary 2. Workload/ working conditions	1. Salary 2. Library complement 3. Stipends and merit	1. Adjunct rights (Article 32) 2. Salary 3. Benefits	1. Job security (esp. in FAS) 2. Path to permanence for Term Adjuncts 3. Workload/ working conditions
Other Priorities	Collegial governance, faculty complement, restructuring of units in FAS	Benefits, collegial governance, faculty complement	Benefits, workload, library forum, leaves	AI, IP, cleanliness, collegial governance, adjunct fund, spousal hires	Benefits, access to research time, salary

Bargaining Town Halls (January-Feb 2026)

12 Town Halls:

- January 12 – Law
 - January 19 – Health Sciences
 - January 20 – Physical Sciences
 - January 21 – Social Sciences
 - January 26 – Library
 - January 27 – Business
 - January 28 – Adjuncts
 - February 2 – Smith Engineering
 - February 4 – New Faculty
 - February 9 – Nursing/Rehabilitation Therapy
 - February 10 – Education
 - February 11 – Humanities
- Information sharing on bargaining processes
 - Problem solving for current issues using existing CA
 - Themes:
 - Workload, faculty complement, supports
 - Working conditions and cleanliness
 - Technology (e.g. AI, IP, Endpoint)
 - Compensation (salary, merit, benefits)
 - Adjunct rights

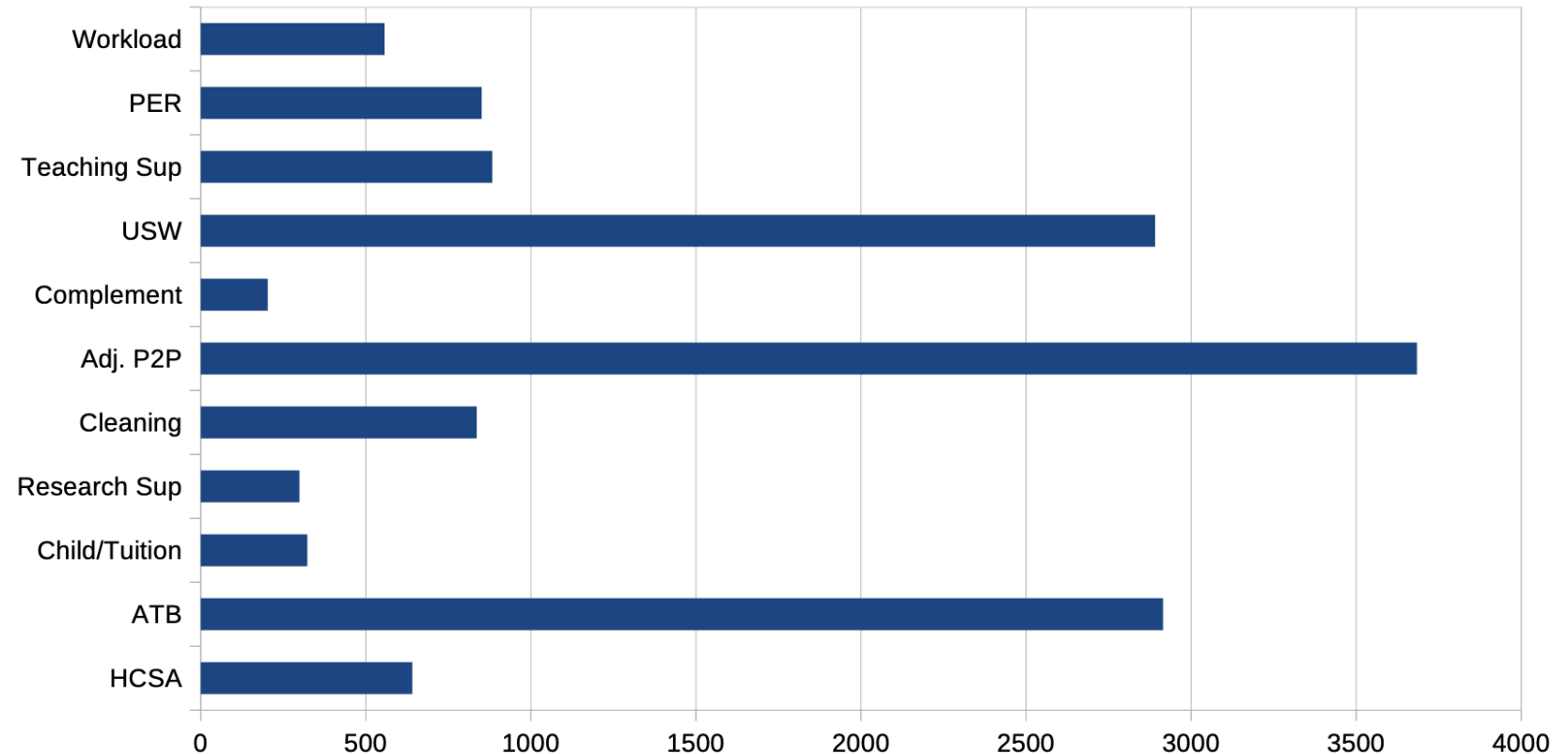


Survey 2 (March 2026): Demographics (N =349)

Term and Continuing Adjuncts (n = 118)

Top dollar allocation:

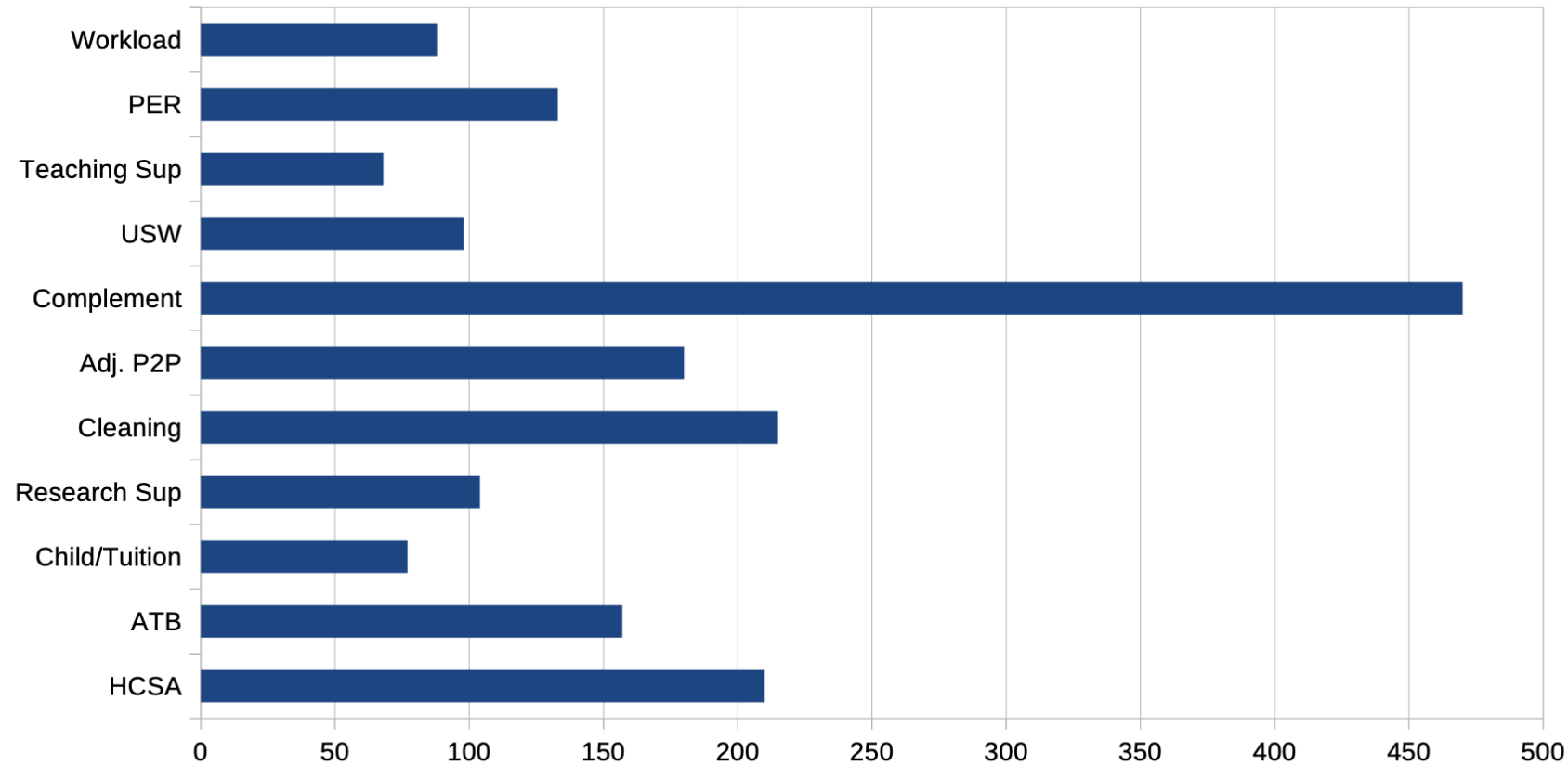
1. Adjunct paths to permanence and promotion
2. Salary ATB increase
3. Support staff (USW)



Librarians (n = 18)

Top dollar allocation:

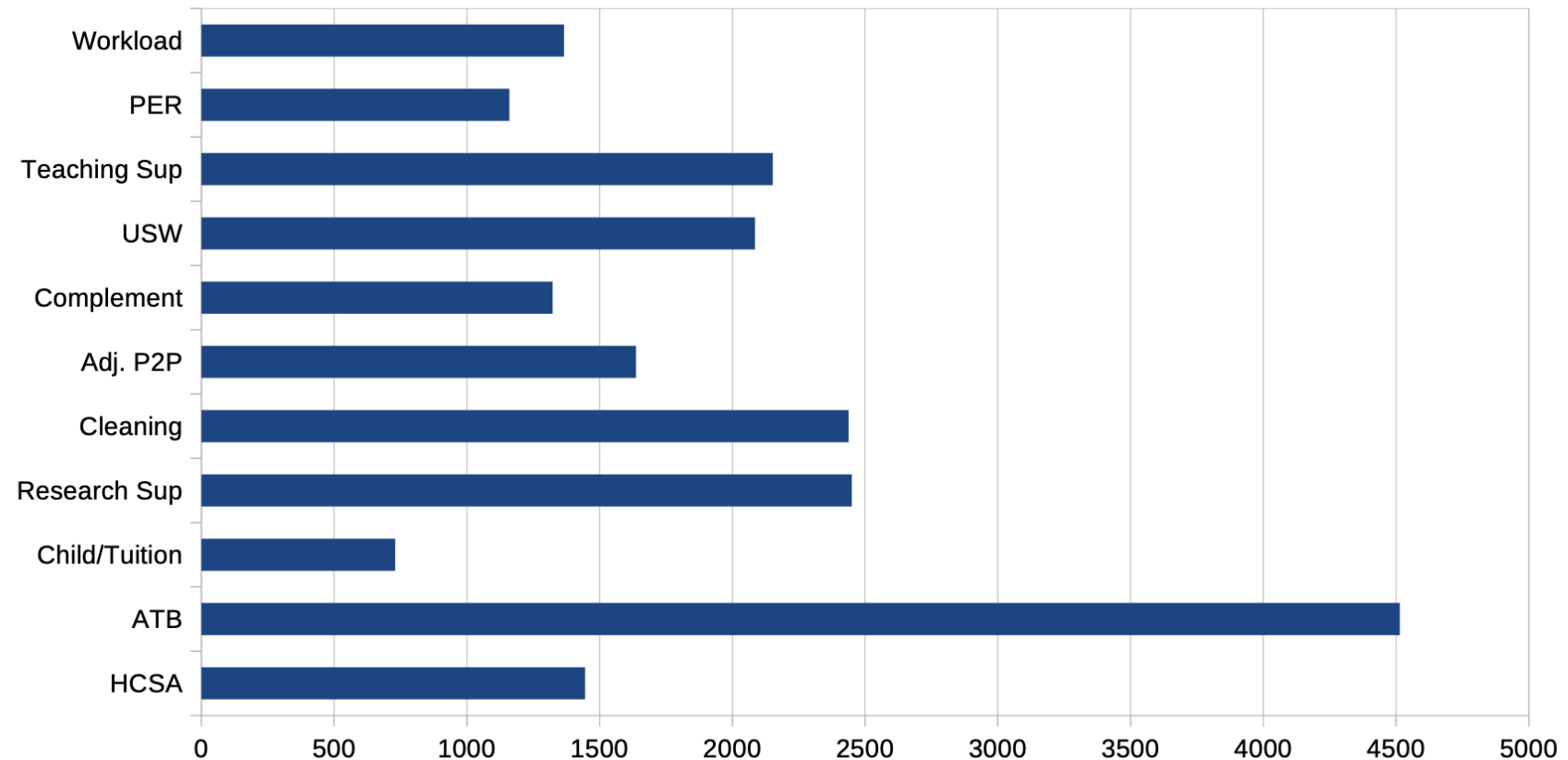
1. QUFA
faculty/librarian
complement
2. Cleaning and
maintenance
3. Healthcare
spending account
(HCSA)
4. Adjunct paths to
permanence/
promotion



Tenured and Tenure Track (n = 213)

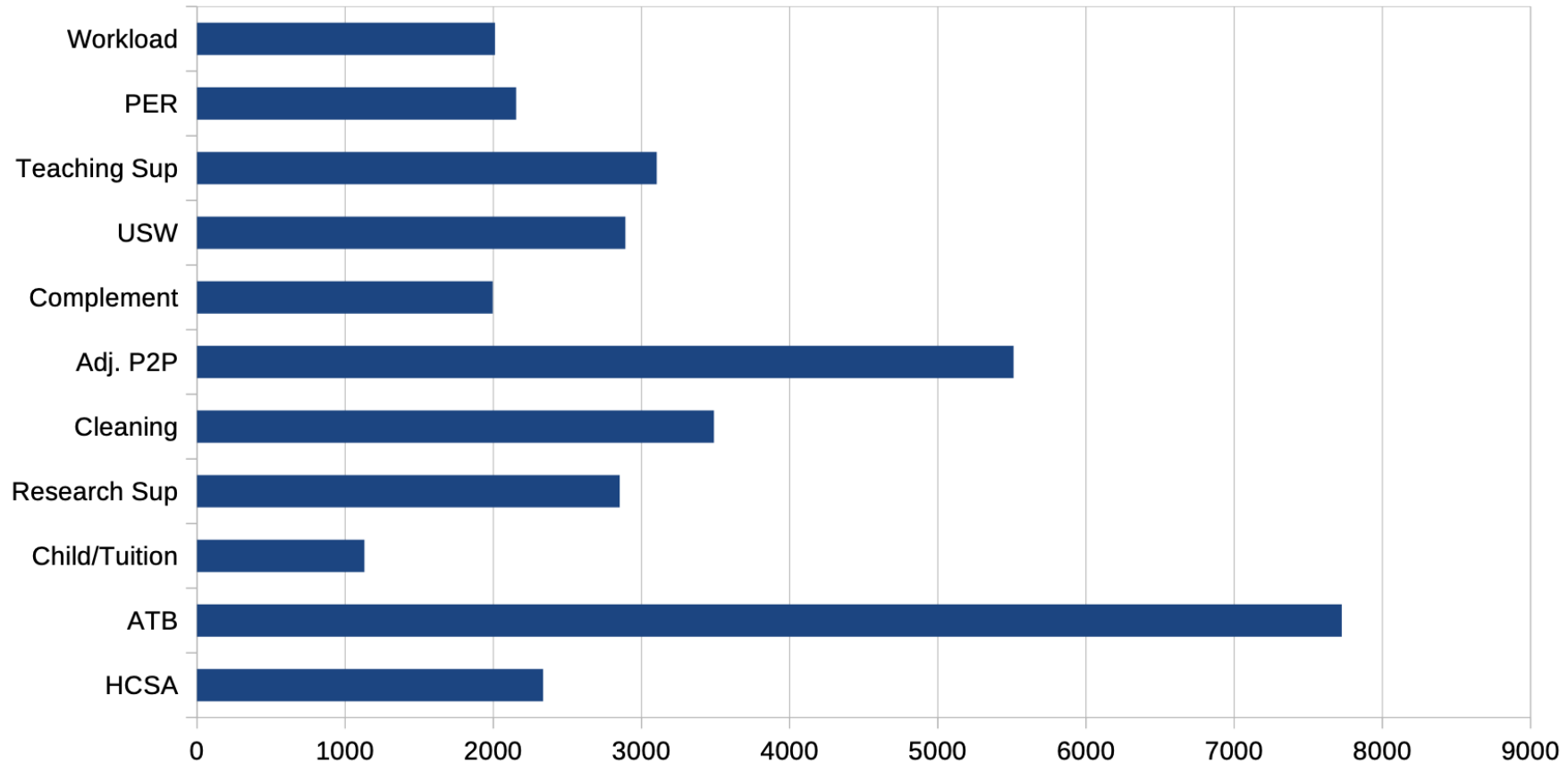
Top dollar allocation

1. Salary ATB increase
2. Cleaning and maintenance
3. Research supports
4. Support staff (USW)
5. Teaching supports



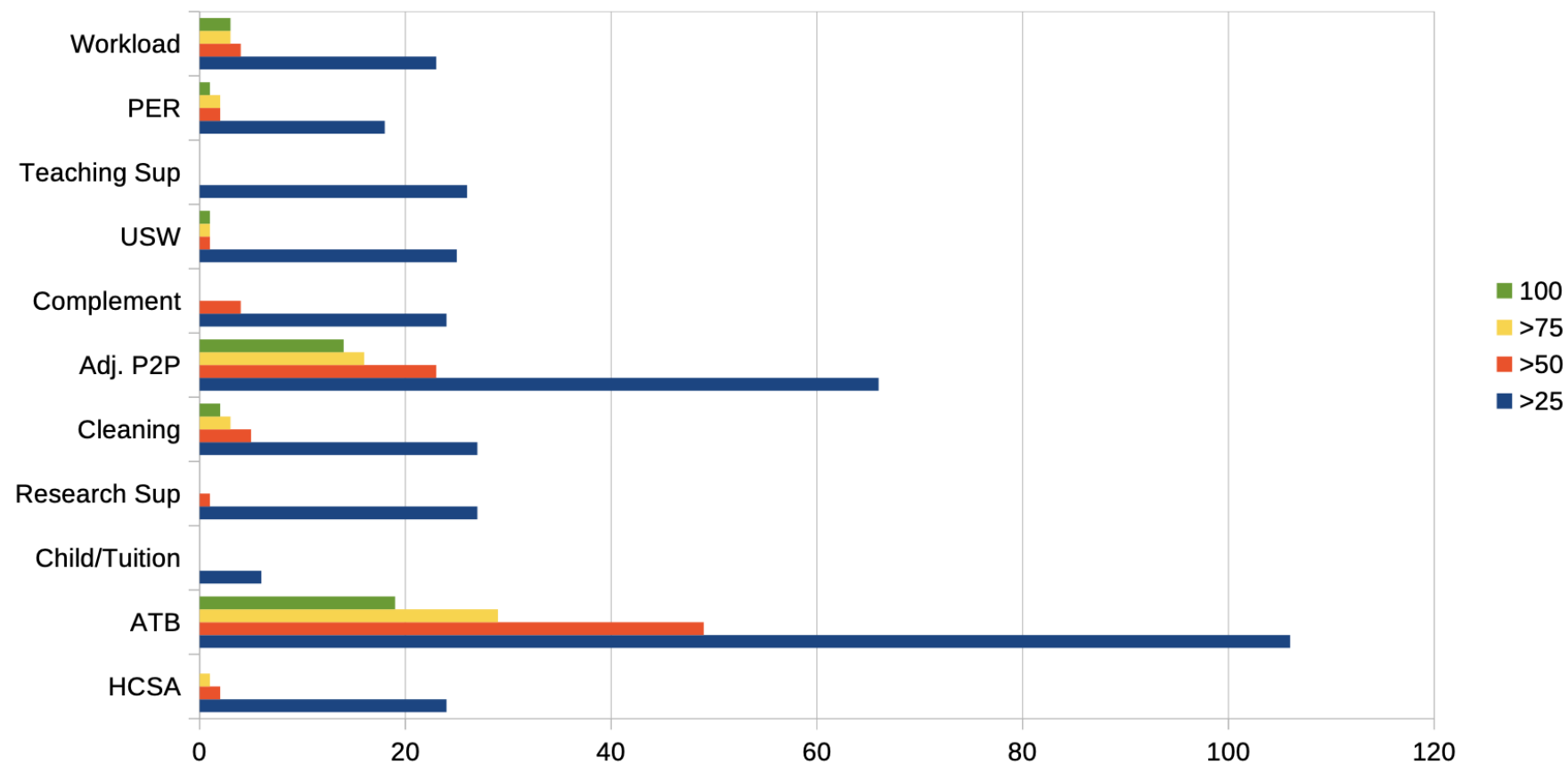
Overall Top Dollar Allocation

1. Salary ATB increase
2. Adjunct paths to permanence and promotion
3. Cleaning and maintenance
4. Teaching supports
5. Support staff (USW)
6. Research supports



Overall Dollar Allocation Strength

1. Salary ATB increase
2. Adjunct paths to permanence and promotion
3. Workload
4. Cleaning and maintenance



Open-text Comments (162)

Theme	Sentiment	Key Issues / Concerns	Representative Quotes
1. Workload & Teaching Conditions	Strongly Negative	Excessive workloads, uneven distribution, large class sizes, lack of TA support, administrative burden (esp. accommodations)	“An impossible teaching workload plus admin for small units... no room left for research.” “Overwhelming burden with student accommodation negotiation.”
2. Compensation & Benefits	Strongly Negative	Low salaries (esp. adjuncts), pay disparities, declining health benefit quality, inaccessible benefits for term faculty	“I can’t get health insurance because I am on a year-to-year contract... seems really unjust.”
3. Adjunct Job Security & Promotion Paths	Negative	Adjunct job insecurity, delayed or absent pathways to tenure / permanence, inequity in promotion criteria and status	“Continuing adjuncts do same work as tenured but face deliberate undermining in promotions.” “Early conversion from adjunct to tenure-track needed.”
4. Administration & Governance	Negative	Excessive bureaucracy, centralization, lack of faculty governance power, disproportionately high admin overhead	“Lower salaries for executive roles. Too many overpaid positions.” “Need stronger collegial governance and faculty representation in admin hiring.”

Theme	Sentiment	Key Issues / Concerns	Representative Quotes
5. Technology, AI & Privacy	Concerned / Cautious	Fear AI will replace jobs, request for protections against AI misuse, opposition to mandatory corporate device control	“Require stronger language refusing AI assessment and unauthorized IP use.” “Remove forced Endpoint Protection and Microsoft software usage.”
6. Equity, Diversity & Inclusion	Concerned / Hopeful	Calls for equitable hiring/retention, awareness of racism, criticism of teaching evaluations, support for marginalized	“Student evaluations disproportionately harm underrepresented groups.”
7. Research & Institutional Support	Negative	Lack of research funding, especially for adjuncts, cuts to research infrastructure, requests for dedicated award funds	“No adjunct research support unless applying every semester.” “Bring back Chancellor award to free time for institutional initiatives.”
8. Miscellaneous	Mixed	Campus safety, daycare expansion, parking fees, cleaning services, gym access	“We need more cleaning staff, not more vehicles.” “If strapped for cash, why no free gym membership?”

Overall Member Bargaining Priorities

01

Compensation:

Salary ATB increase,
merit, stipends,
benefits

02

Adjunct rights:

Job security, paths to
permanence, fair
promotion processes

03

Working conditions:

Cleaning and
maintenance,
workload, collegial
governance

04

Supports:

Teaching supports,
USW staff, research
supports