

## Who are NYU contract faculty?

Depending on where they work and what they teach, the NYU administration calls contract faculty Lecturers, Language Lecturers, Teachers, Instructors, Clinical Professors, Arts Professors, Industry Professors, Music Professors, Research Professors, Professors of Practice, or Librarians of Practice. They make up half of NYU's full-time faculty.

Like tenured professors, they are full-time employees with a wide range of teaching, research, and administrative roles. However, most of them teach more than their tenured colleagues. They don't have the security of tenure. And they earn, on average, 36% less than their tenured peers. Every few years, they have to reapply for their jobs, with no guarantee they'll get to keep them.

In February 2024, contract faculty across NYU voted overwhelmingly to form their union, Contract Faculty United - UAW, the largest union of private-university full-time non-tenure track faculty in the country.

Two years later, they're still fighting for a first contract that will give them improved job security, compensation, and benefits that will support their work with students and their lives — and they're fighting to protect academic freedom and the integrity of an NYU education.

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**NYU CONTRACT  
FACULTY NEED  
A CONTRACT!**

**How can  
students help?**

Students can stand with their contract-line professors by signing the CFU Contract Faculty Pledge.

Join us in calling on President Mills and the NYU Board of Trustees to respect contract faculty's contributions to NYU and agree to a fair contract.

ADD YOUR NAME!

**@cfuuaw**

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## What's at stake in the contract faculty's union negotiations?

CFU is fighting for the future of NYU. They're opposing the misuse of AI to teach or design classes, and they're demanding intellectual property rights and protections against discrimination and harassment. They are fighting to safeguard the academic freedom that American universities uphold: decisions about what to teach, whom to teach, how to teach, and who should teach must be made on the basis of faculty expertise, not the whims of administrators, politicians, or donors. Sadly, the NYU administration has not yet agreed to fair terms on these crucial topics.

**Fair compensation.** Contract faculty salaries lag far behind their tenured colleagues. Contract faculty need a fairer compensation structure that addresses salary compression, corrects inequities, and ensures that their pay reflects the cost of living in New York City.

**Job security and academic freedom.** Defending academic freedom has never been more important. Contract faculty need a fair reappointment and promotion process, including presumptively renewable appointments for long-serving faculty, and a guarantee of their full participation in the shared governance of their schools, programs, and departments.

**Protecting NYU's scholarly and creative mission.** Contract faculty's research, their creativity, and their pedagogy is the foundation of NYU's international reputation. Contract faculty need better support for research and professional development and the continued right to conduct research as principal investigators.

**Support for their careers and their families.** NYU's contract faculty are overworked and struggling to meet new demands at home. They need fair workload policies and improved benefits to support themselves across their careers and into retirement, their children and aging relatives. Contract faculty deserve to be able to afford to raise families in the city where they teach.

## Are contract faculty going on strike?

Strikes — the collective withdrawal of labor — are the most powerful tool workers have. Since in general workers don't want to go on strike, strikes happen when bosses refuse to negotiate reasonably. That's exactly what's happening now.

From February 9 to February 20, CFU members are voting on whether to authorize a strike. If two-thirds vote yes, their elected bargaining committee will be empowered to set a deadline and, if necessary, call a strike. A strike will necessarily disrupt the functioning of the university — and only way to avoid it is for the NYU administration to settle a fair contract.

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