



ANTIOCH UNIVERSITY

# Antioch University Faculty

Bargaining Priorities 2026



# Our Bargaining Survey

Members completed a bargaining priorities survey

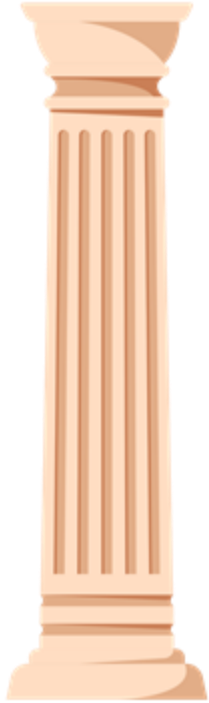
Responses were from all Schools, Locations, and Modalities

All faculty classifications were represented

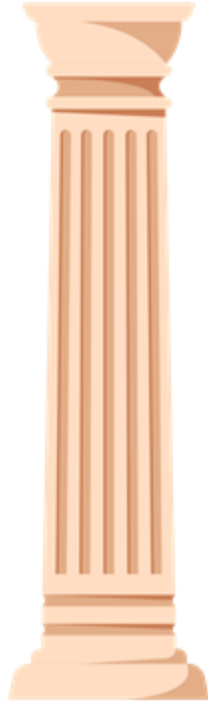
Experience ranged from new faculty to those serving 35+ years



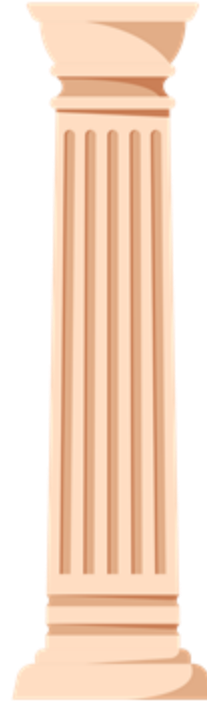
# Exceptional and Sustainable Education



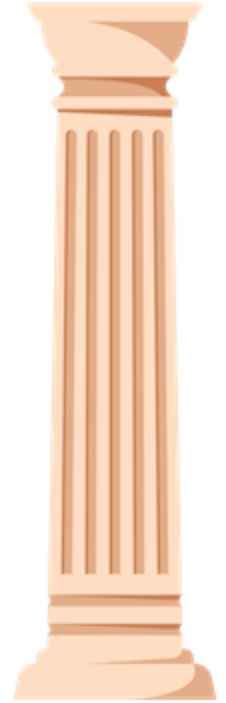
Competitive  
Compensation



Sustainable  
Workloads



Professional  
Well-Being



Collaboration &  
Climate

# Competitive and Sustainable Wages to Promote Academic Excellence

- As a teaching institution, programs need to attract and retain exceptional faculty
- We hope to work together to strengthen Antioch's reputation for academic excellence by looking at
  - Cost-of-living increases
  - Overall salary improvements
  - Adjunct pay
  - Compensation for Administrative Roles
  - Overload

80%

of Respondents who completed the bargaining Survey said this was a high priority

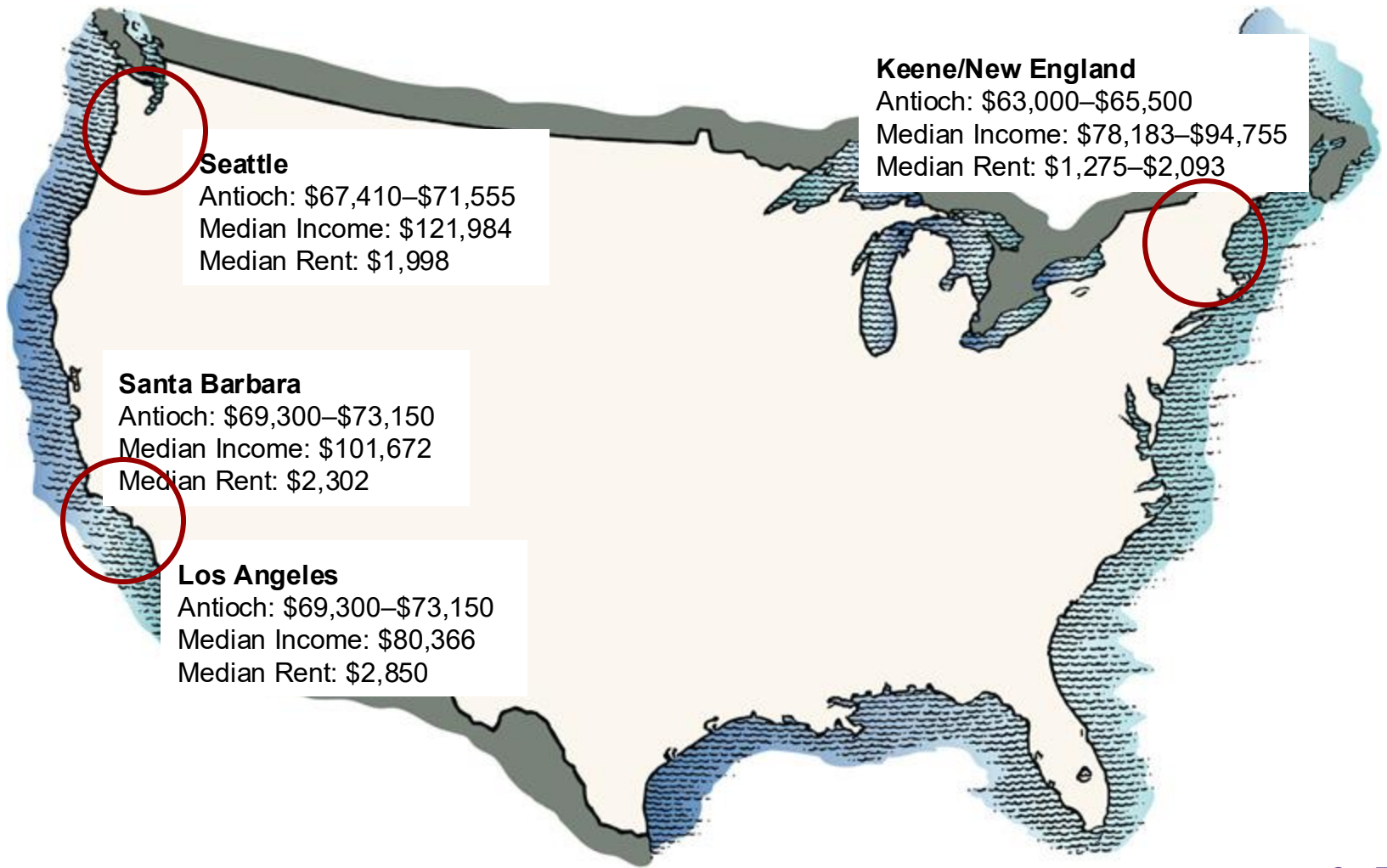
# Meet the Average Full-Time Antioch Faculty

I've worked at Antioch for **6.5 years** and make an annual base salary of about **\$74,000**, but because I take on extra classes or have a stipended position, my pay is about **\$3,300** higher. Some of my colleagues have been working here longer than I have and may make about the same or maybe less depending on where they live. Though I'm passionate about my work, colleagues in other universities likely make about **\$10,000–\$15,000 more than I do.**



*Note.* All data are medians. Data for other institutions are estimated by the National Education Association.

*The average cost to rent an apartment in Los Angeles is \$2700/month. Many faculty working full-time at Antioch cannot afford this on our salaries.*



**Seattle**  
Antioch: \$67,410–\$71,555  
Median Income: \$121,984  
Median Rent: \$1,998

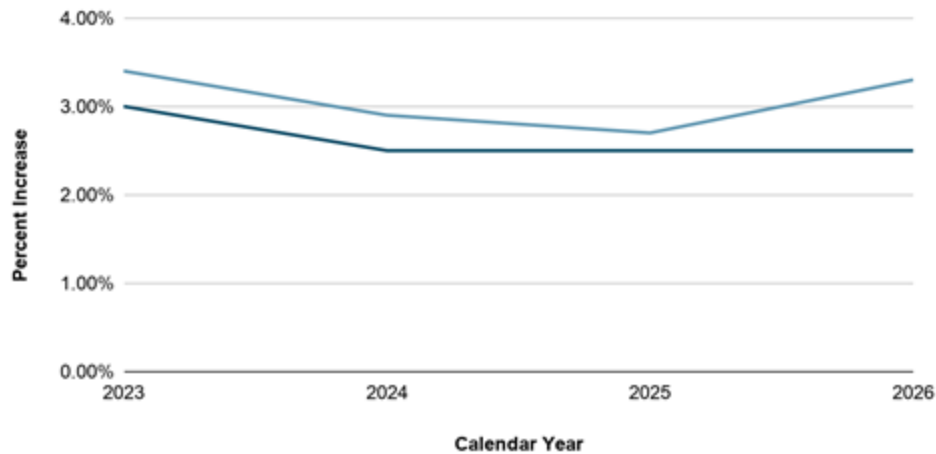
**Keene/New England**  
Antioch: \$63,000–\$65,500  
Median Income: \$78,183–\$94,755  
Median Rent: \$1,275–\$2,093

**Santa Barbara**  
Antioch: \$69,300–\$73,150  
Median Income: \$101,672  
Median Rent: \$2,302

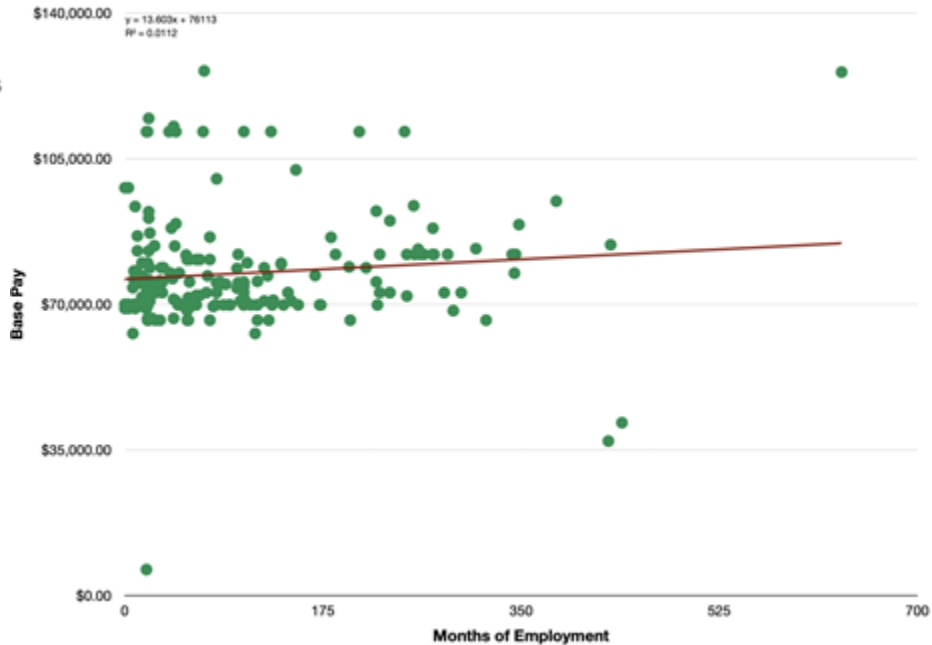
**Los Angeles**  
Antioch: \$69,300–\$73,150  
Median Income: \$80,366  
Median Rent: \$2,850

### Inflation vs. Salary

Inflation Salaries



### Full Time Faculty Salary: Months of Employment x Base Pay



## Key Facts

- Longevity with Antioch predicts only 1% of the variance in salaries (*nb.* Used FT faculty salaries to
- Salary is problematically correlated
  - Salary Inversion (SB, AP)
  - Flat (NE, AC, AU)
  - Good Fit (LA, SE)
- At best, 25% of the variance in salary is predicted by longevity (SE)
- At worst, 0% of the variance in salary is predicted by longevity (NE)
- Outliers likely due to phased retirement or other similar exceptions

## Key Take Aways

- Faculty in high cost of living areas are affected greatly by not keeping pace with cost of living and inflation even under more promising conditions where longevity aligns with salary
- Salaries are flat or inverted for most AU locations
- Salary is inconsistent across locations and length of employment
- From history, collaborative bargaining helps!

# Sustainable Workloads to Support Quality Education

70%

of Respondents who  
completed the bargaining  
survey

- Exceptional faculty need support to provide exceptional education for students
  - Non-instructional Labor
  - Overload Pay
  - Dissertation/Thesis and Advising
  - Course Cancellations
  - Accreditation Consideration
- 94% of full-time faculty take on additional roles that are stipended or overloaded.

*I have been asked to do more without compensation, and my department does not have a leader to define what the job is (CTO). There has been a vacant Clinical Training Director position for over a year and the Clinical Faculty have taken this on without additional compensation.*

# Professional Well-Being and Advancement

- In order to retain exceptional faculty who can promote Antiochian values in training, teaching, and research, we look forward to ways to reduce burnout.
- We look forward to addressing issues such as
  - Job Security
  - Work-Life Balance
  - Benefits
  - Institutional Climate



*I have taught at this university for decades and the process for advancement is completely opaque. Job security overall is a must.*

# Collaboration and Climate



- Our faculty are dedicated to Antioch and want to be involved in our institution
- We hope to increase collaboration between faculty and administration by engaging around the following
  - Increase clarity around roles
  - Clarify promotion and evaluation processes
  - Increase communication and collaboration

*We understand that sometimes difficult decisions have to be made, but the lack of communication, respect, and humanity shown to workers during this time was against everything that our institution says it stands for.*

We look forward to  
our bargaining with  
you!