



The Union Difference

Decades of salary data don't lie.

Full-time faculty are paid best when they have collectively bargained contracts. In states where some public institutions have faculty contracts and others don't, faculty with contracts get paid an additional \$6,000 a year, on average, over faculty teaching in the same state without a contract. The difference is biggest at community colleges, where faculty with union contracts make \$18,000 more, on average, than faculty who work in the same state without contracts.

The salary advantage for community college faculty with collectively bargained contracts over their colleagues who live in states without collective bargaining is even larger—\$23,000 a year, on average. Regional economies and cost of living differences may contribute to this.

Michigan is one example of how faculty on campuses with collective bargaining can benefit from the union difference. At every level, those faculty make more money, on average, than their non-unionized colleagues on other campuses.

HIGHER SALARIES ARE RELATED TO THE PRESENCE OF COLLECTIVE BARGAINING AGREEMENTS

Salaries for faculty on 9/10-month contracts in public institutions: 2018-19 (in thousands)

- Institutions in states with no faculty contracts
- Institutions in states with collective bargaining but no faculty contracts
- Institutions with contracts



Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 2018-19.

MICHIGAN

Salaries for the full-time faculty on 9/10-month contracts in public institutions: 2018-19 (in thousands)

- Institutions without contracts
- Institutions with contracts



FROM THE FACULTY SALARY ANALYSIS: 2018-19, PUBLISHED IN 2020