

The **Union Advantage** for Non-Tenure-Track Faculty

“Successful union organization has substantially improved levels of pay, benefits, job security, and institutional support.”

“Adjuncts: Solutions for a Mistreated Majority,” *Chronical of Higher Education*: 6/4/2009

Job Security and Opportunity for Promotion

- ▶ Lecturers in the **University of California System** who are employed continuously for six years earn job security as Continuing Appointees. Continuing Appointees earn seniority rights, one-year notice of lay-offs, and a mandatory merit-pay review process every three years.
(<http://ucaft.org/content/unit-18>)
- ▶ Lecturers at the **University of Michigan** have established a path to continuous employment through a multi-tiered seniority system that culminates in up to five-year appointments and “the presumption of continuous employment.”
(http://www.umd.umich.edu/hr_leo/)
- ▶ After teaching six semesters within three academic years, part-time faculty at **Wayne State University** receive multiple semester appointments and the opportunity to receive two-year appointments.
(<http://www.uptf.org/>)
- ▶ In the **CUNY** (City University of New York) System, full-time contingent faculty receive a minimum of one-year appointments with the opportunity to earn continuous employment after multiple reappointments.
(<http://www.psc-cuny.org/contract.htm>)

Fair Evaluation, Prompt and Transparent Notification of Appointment, and Grievance Procedures

- ▶ All unionized faculty locals have bargained formal grievance and arbitration procedures, in particular regarding appointments and reappointments. Unionized faculty at **Portland State University** retain the right to union representation and due process in the course of pursuing these grievances.
(<http://www.psuaaup.net/grievances.html>)
- ▶ At **Cornell University**, contract language devoted to the seniority system and course appointments gives adjunct faculty easy access to the rules by which they may seek or retain course appointments and the timelines during which they may expect notification of appointment or reappointment.
(<http://hr.cornell.edu/policies/contracts/>)
- ▶ The Collective Bargaining Agreement between the faculty and **Rutgers University** requires the university to provide all faculty with promotion criteria at the time of hire.
(http://www.rutgersaaup.org/contract/FT_Agreement_2007-2011.pdf)

Professional Development

- ▶ Part-time faculty at **Wayne State University** and the **University of Michigan** have access to all professional development workshops and grants made available to full-time professors. They also bargained for their own Part-Time Faculty Development Fund.
(http://www.umd.umich.edu/hr_leo/) (<http://www.uptf.org/>)

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