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Panel: Contingent Faculty Participation in Shared Governance

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A PLACE AT THE TABLE

**Two examples of Adjunct Participation in Shared
Governance**

Henry Ford College & Wayne State University

- Presenter was Grievance Officer and Lead Negotiator for the Adjunct Local, the AFO, AFT Local 337 from 2009 through August of 2015.
- He is also VP, Grievance Officer and Lead Negotiator for Wayne State's part-time faculty Local, the UPTF, AFT Local 477.
- Both Locals are at heavily unionized campuses with AFT affiliated Full-time Faculty Locals (the FT faculty local at WSU is both an AAUP and AFT affiliate). Both adjunct locals are exclusively composed of part-time faculty.

Background at HFC

- History of agitation from 2010
- Newsletter grading divisions on Adjunct participation: [Newsletter](#).
- Full-Time Faculty Local position: not a union matter
- New College President hired in Spring 2013.
- Task force assembled (Fall 2013), 3 adjuncts sat on it, as well as 3 representatives from every other stake holder.
- New Constitution was adopted that took effect in the fall of 2014.

New Structure

- Faculty Senate
- Academic Council
- Operations Council
- Coordinating Council
- Faculty Organization.

Adjunct Representation

- Adjunct representation was set at 8 senators (9 Full time faculty)
- 2 representatives at both Coordinating Council and Operations Council for each group.
- 3 on the Academic Council; I do not believe it met until the current academic year.
- In the Faculty Organization, adjunct representatives are elected and set numerically at fifty percent of full time faculty.

How has it worked?

- Participation is an issue
- So is engagement by some elected adjuncts.
- In Faculty Organization adjuncts have the right to have about 100 voting members. About 30-40 have been elected as voting Adjunct Representatives; perhaps a few more show up at most meetings.

Lessons Learned

- Compensation attracts adjuncts to attend meetings and run for positions, but not everyone is attracted by service to the College.

Adjunct Governance Compensation Chart

- Division meeting \$ 50.00
- Faculty Org meeting \$ 50.00
- CPIT or Task Force \$1,000.00
- Continuing committee: ≥ 20 hrs. per semester \$500.00
- Committee > 10 hrs. and < 20 hrs. per semester \$250.00
- Committee > 5 hrs. and < 10 hrs. per semester \$150.00
- Committee < 5 hrs. per semester \$100.00.
- **Senate, CC, or Operational Council: 47 contact hours at current lane & step**

Comparison Between Wayne State University & HFC

- The UPTF at Wayne State has about 720 bargaining unit members this semester, the AFO about 610.
- Both units have suffered some attrition over the last several years, more at HFC than at WSU. Five years ago the units were roughly the same size, both coming in at about 800+ in the fall semester, and about 775 in the winter.

Comparison (concluded)

- HFC, in Dearborn Michigan is located in a city with a strong union presence. The campus is compact. The campaign for adjunct participation in shared governance had numerous allies in the broader campus community.
- WSU is located in Detroit Michigan and the home to the Walter Reuther Labor Library and Archives. While Detroit has a strong union presence, WSU adjuncts are drawn from over 80 cities and towns in southeast Michigan and beyond. With a Medical, Business, Law and Engineering School, as well as campuses in the suburbs, there are many UPTF members that pay dues to the local but do not really identify as adjunct faculty.

Past Efforts

- Some UPTF leaders have agitated unsuccessfully for a dedicated PTF position on Department Chair Review and Textbook Committees.
- Some Departments nevertheless will explicitly seek input from all faculty and graduate students regarding Chair Reviews or New Chair appointments.
 - At least one has given part-time faculty the same voting rights as Full time.
- While shared governance had never been the highest priority for the Local, that has started to change.

Changes over the Last Twelve Months

- Latest CBA established that up to three annual \$5,000 grants could be awarded from the UPTF-negotiated fund (which is administered by the Provost's Office).
 - Intended to support our members, but also to establish a committee of adjuncts that would broaden the base of UPTF activists that could be asked to take on governance roles.
- Last Spring UPTF leadership approached the Academic Senate Policy Committee and requested representation. Senate bylaws were changed in October 2016 to permit UPTF liaisons on all Senate Committees, except the Policy Committee.

Liaisons on Senate Committees

- We were informed that, depending on the level of commitment to the process demonstrated, over time, UPTF liaisons could be turned into voting members of the Senate, and, presumably, at least a Liaison on the Policy Committee.
- As of this time, UPTF Liaisons have served for about 4-5 months.

Early Lessons

- As at HFC, one of the issues at WSU is finding the folks to step up.
- First election of UPTF members to Senate Committees will be this spring at the UPTF General Membership Meeting.
- We will have a better understanding of our members commitment to Shared Governance next spring.

Going Forward

- The differences between the geographic size of campus communities, the area from which adjuncts are drawn, the number of campuses, and the existence or absence of professional schools all impact a campaign for Adjunct inclusion in Shared Governance.
- A successful campaign needs to emerge organically from the structure of the institution and it needs adjuncts willing to take on the burden.