Taking the Adjunct Out of Adjunct Faculty

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Taking the Adjunct out of Adjunct Faculty

Successes and Challenges at UMass Amherst

National Center for the Study of Collective Bargaining in Higher Education and the Professions

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Synonyms for Adjunct

Temporary

Part-time

Continuing Education Faculty or Instructors

Non-Tenure-Track Faculty

Contingent
University of Massachusetts

Our Amherst and Boston campuses bargain together.

Terms we use most: adjunct, part-time, and non-tenure-track.

We apply the following meanings to these terms. Each tends to hinge on a relationship to continuing education.
Adjunct

Someone hired through the continuing education program to teach one course with no other affiliation to the University
Part-time

Someone hired through the continuing education program or through the main campus on an FTE basis

Responsibilities could include teaching, service, and/or scholarship
Non-tenure-track

Someone hired – usually full time – through the main campus to teach and/or perform service

Responsibilities may include scholarship
From Adjunct Faculty to Faculty

Three Main Goals:

• Proration
• Proration
• Proration

...or making someone whole
Salary Proration

Floors established in consideration of both internal and external market factors so that non-tenure-track faculty are compensated on an equivalent basis to faculty within a given department – more work to be done on this

Part-time employment is compensated on an FTE equivalent basis – faculty hired at a percentage of FT employment

Promotion opportunities parallel TT – Lecturer, Senior Lecturer, Senior Lecturer II
Benefit Proration

Health insurance coverage for all faculty 50% FTE or greater

All leaves granted on an FTE basis – sick leave, family leave, Sick Leave Bank

Still working on this: sabbatical or professional leave granted on an FTE basis
Employment Rights Proration

Initial hiring on contract duration sequence – 1, 2, 2 years

Continuing employment after 3 years – just cause, due process, and seniority rights

Obligation to offer new work to current qualified part-time faculty before going outside bargaining unit

Retrenchment/layoff language applicable to NTT faculty

Still working on this one: integration within departmental structure – assure by-laws address need for effective input of NTT faculty
Contract Language: Salary Proration

Floors: Art 26.14

Part-time equivalent: Art 21A.1

Promotion: Art 21A.9 and 10
Contract Language: Benefit Proration

Health insurance coverage: Art 21A.3

Leave: Art 27.5 Vacation, Personal, Sick, Bereavement, Sick Leave Bank
Contract Language: Employment

Proration

Additional hiring: Art 21A.7.1

Continuing employment: Art 21A7.6, 7

Obligation for new-work hires: Art 21A.8

Retrenchment/layoffs: Art 21A7.9, 10 and 11
Contact and Follow Up

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Our whole contract is online

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