

April 2015

Due Process Issues for Non-Tenured Track Faculty: How Much Process is Due?

James Castagnera
Rider University

Follow this and additional works at: <https://thekeep.eiu.edu/jcba>



Part of the [Collective Bargaining Commons](#), and the [Higher Education Commons](#)

Recommended Citation

Castagnera, James (2015) "Due Process Issues for Non-Tenured Track Faculty: How Much Process is Due?," *Journal of Collective Bargaining in the Academy*. Vol. 0, Article 55.

DOI: <https://doi.org/10.58188/1941-8043.1511>

Available at: <https://thekeep.eiu.edu/jcba/vol0/iss10/55>

This Proceedings Material is brought to you for free and open access by the Journals at The Keep. It has been accepted for inclusion in *Journal of Collective Bargaining in the Academy* by an authorized editor of The Keep. For more information, please contact tabruns@eiu.edu.

The Case Study

Dr. Sara Anderson has been teaching at _____University for the past ten years. On campus to teach one of her classes, she picked up a copy of the student newspaper from which she learned that the Provost's Office had issued an announcement that a series of proposed budget cuts for the next academic year included a plan to decrease the salaries of all part- and full-time contingent faculty by 10%. "This will help hold down tuition for all our students," an Assistant Provost was quoted as saying.

Pulling out her iPhone and logging onto her Facebook account, Dr. Anderson wrote, "How cheap and mercenary can they get? According to the University News, the administration wants to cut all of our already puny salaries by 10%. I heard the Provost makes \$250,000 a year. Why isn't somebody chopping his

salary? What the heck does that egghead do in that Ivory Tower of his all day anyway? Apparently just think up ways to make us even poorer. We need to make our anger felt now, before this crackpot, cheapskate scheme gets any further down the road!"

She also Tweeted a condensed version of this message, knowing that, like many of her Facebook Friends, numerous Twitter Followers were also contingent faculty at _____ University. And, indeed, many of her Followers and Friends did weigh in with their (similar) views and also re-Tweet Dr. Anderson's message.

Nothing was ever said to Dr. Anderson by her dean or department chair about the Facebook and Twitter messages. But a month later in early June, when the following academic year's contracts are routinely sent to the full- and part-time contingent faculty, Dr. Anderson waited in vain for her usual contract to arrive in the

mail. When she called her chair and he finally retuned the call, he (sheepishly, she thought) told her that, due to the "financial situation" and pending budget cuts, the department was running fewer sections and he had nothing to offer her. He said he was "really sorry" and "felt very bad" about it.