Adjunct Faculty: Recently Negotiated First Contracts at Private Institutions

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United Steelworkers

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Bargaining Adjunct Appointments

Experimentation & Automation
Bargaining Goals

University
- Flexibility
  - Enrollment fluctuations
  - Program changes
- Compliance with FT Faculty CBA
- Control labor costs
- Compliance with accreditation & licensure

Union
- Reducing precarity
- Deference for seniority, protection for more junior
- Eliminating arbitrariness & favoritism
- Accommodating schedule & course preferences
Experimental MOUs

- Needed courses assigned while bargaining first CBA (July 2015 – April 2017)
  - cf. Alan Ritchey & ILWU (NLRB 2012)
- Bargained Assignments MOUs for each semester
- Then revised language based on experience
- Final MOU incorporated into CBA
The Algorithm

When two or more bidders on the same course, apply tie-breakers in order until the tie is broken:

1) Existing course load (e.g., F17→F16)
2) Course experience (within last 2 AYs)
3) University seniority (initial hire)
4) Faculty seniority (initial hire as PT Faculty)
### Available Times

<table>
<thead>
<tr>
<th>Time</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Saturday</th>
<th>Sunday</th>
</tr>
</thead>
<tbody>
<tr>
<td>Morning 6:00 AM - 10:00 AM</td>
<td>✔️</td>
<td></td>
<td>✔️</td>
<td></td>
<td>✔️</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Morning 10:00 AM - 12:00 PM</td>
<td>✔️</td>
<td></td>
<td>✔️</td>
<td></td>
<td>✔️</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Afternoon 12:00 PM - 2:00 PM</td>
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<td>✔️</td>
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<td>✔️</td>
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</tr>
<tr>
<td>Afternoon 3:00 PM - 5:00 PM</td>
<td></td>
<td></td>
<td>✔️</td>
<td></td>
<td>✔️</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Evening 6:00 PM - 10:00 PM</td>
<td></td>
<td></td>
<td>✔️</td>
<td></td>
<td>✔️</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Max number of courses I wish to teach this semester:** 3

### Desired Courses

<table>
<thead>
<tr>
<th>Desired Rank</th>
<th>Number of Sections Requested</th>
<th>Code</th>
<th>Title</th>
<th>Location</th>
<th>School</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3</td>
<td>INF5020</td>
<td>Fund Of Information Technology</td>
<td>Moon Campus</td>
<td>Undergraduate</td>
<td>3</td>
</tr>
</tbody>
</table>

**Comments/Notes:**

By checking this box, you are signing this form electronically. You agree that you are the individual who submitted the form for consideration for the course sections requested above.
The Chair View

PART TIME COURSE ASSIGNMENT

INFS1020-A: Fund Of Information Technology
6/25/2018 - 12/15/2018
Monday, Wednesday, Friday from 8:00 AM to 8:50 AM
3 Credit Hours

Select an Applicant to Teach This Section

John Johnson
- Available at scheduled time.
- Assigned to this course (INFS1020) on-ground in Spring 2018.
- Assigned to this course (INFS1020) on-ground 12 times in the last two academic years.
- Assigned to 3 courses with a 9 credit load this semester.
- Would like to teach a maximum of 3 sections this semester.
- Would like to teach a maximum of 3 sections of this course.
- Assigned to 3 courses with a 9 credit load in Fall 2017.
- Assigned to 8 courses with a 16 credit load this calendar year.
- Course Rank: 1
- Hire Date: 1/1/1996
- Assigned to more than 18 credits this calendar year.

Fake Name
- Available at scheduled time.
- Assigned to this course (INFS1020) on-ground in Spring 2018.
- Assigned to this course (INFS1020) on-ground 9 times in the last two academic years.
- Assigned to 3 courses with a 9 credit load this semester.
- Would like to teach a maximum of 3 sections this semester.

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### Upsides
- Experimental MOUs help test & tweak implementation
- Algorithm balances flexibility & job security
- Automation will reduce error & increase compliance

### Downsides
- Complexity makes educating constituencies challenging
- Algorithm impedes accommodating unusual preferences
- Additional costs in education & automation