#### Journal of Collective Bargaining in the Academy

Volume 0 National Center Proceedings 2018

Article 14

April 2018

#### Adjunct Faculty: Recently Negotiated First Contracts at Private Institutions

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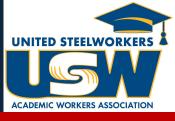
Sowards, Robin (2018) "Adjunct Faculty: Recently Negotiated First Contracts at Private Institutions," Journal of Collective Bargaining in the Academy: Vol. 0, Article 14.

DOI: https://doi.org/10.58188/1941-8043.1757

Available at: https://thekeep.eiu.edu/jcba/vol0/iss13/14

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# Bargaining Adjunct Appointments

# Experimentation & Automation

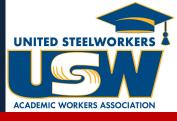
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# Bargaining in the Academy, Vol. 0, Iss. 13 (2018), Art. 14 Bargaining Goals



### University

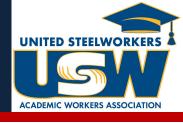
- Flexibility
  - Enrollment fluctuations
  - Program changes
- Compliance with FT Faculty CBA
- Control labor costs
- Compliance with accreditation & licensure

### 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



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## 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)



# The Instructor View



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
lorning 00 AM - 10:00 AM	~		<b>✓</b>		<b>V</b>		
lorning 0:00 AM - 12:00 PM	<b>✓</b>		$\checkmark$		$\checkmark$		
fternoon 2:00 PM - 3:00 PM							
fternoon 00 PM - 6:00 PM							
vening 00 PM - 10:00 PM							
Desired Courses			Max nun	nber of courses I w	ish to teach this s	emester: 3	ber of Courses
Desired Rank	Number of Code Sections Requested		Title	Locati	on Sch	iool	Credit Hours
1	3	INFS1020	Fund Of Technol	Information Moon	Campus Und	dergraduate	3
Comments/Notes							0/1
							0717

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SLIDE 5

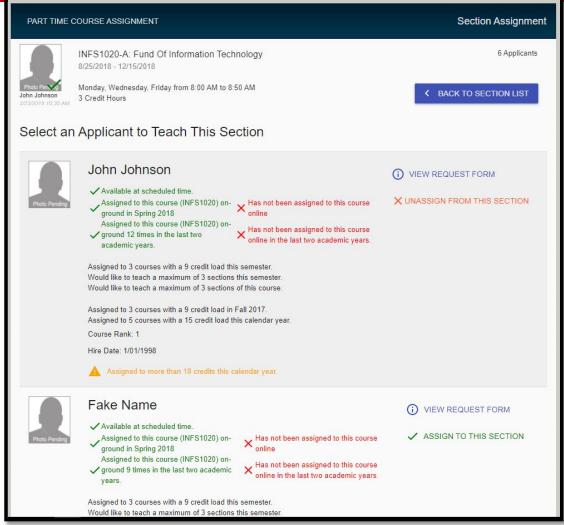
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## The Chair View







## owards: Adjunct Faculty: Recently Negotiated First Contracts at Private I Takeaways



## 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