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

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# Bargaining Adjunct Appointments

## Experimentation & Automation

## 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



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# 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

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)



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# The Instructor View



Jay Instructor - Fall 2018
✕

Available Times

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Morning <small>8:00 AM - 10:00 AM</small>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Morning <small>10:00 AM - 12:00 PM</small>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Afternoon <small>12:00 PM - 3:00 PM</small>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Afternoon <small>3:00 PM - 6:00 PM</small>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evening <small>6:00 PM - 10:00 PM</small>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Number of Courses

Max number of courses I wish to teach this semester:

Desired Courses

Desired Rank	Number of Sections Requested	Code	Title	Location	School	Credit Hours
1	3	INFS1020	Fund Of Information Technology	Moon Campus	Undergraduate	3

Comments/Notes

0 / 1750

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.

PART TIME COURSE ASSIGNMENT
Section Assignment

John Johnson  
3/23/2018 12:30 AM

**INFS1020-A: Fund Of Information Technology**  
8/25/2018 - 12/15/2018

Monday, Wednesday, Friday from 8:00 AM to 8:50 AM  
3 Credit Hours

6 Applicants

[← BACK TO SECTION LIST](#)

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 5 courses with a 15 credit load this calendar year.  
Course Rank: 1  
Hire Date: 1/01/1998

⚠ Assigned to more than 18 credits this calendar year.

[VIEW REQUEST FORM](#)

[UNASSIGN FROM THIS SECTION](#)

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.

[VIEW REQUEST FORM](#)

[ASSIGN TO THIS SECTION](#)

## 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