Adjunct Faculty: Recently Negotiated First Contracts at Private Institutions

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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)
The Instructor View

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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: 1/1/1998
- 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.
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