April 2014

Taking the Adjunct Out of Adjunct Faculty

Holly Lawrence

*University of Massachusetts, Amherst*

Follow this and additional works at: [http://thekeep.eiu.edu/jcba](http://thekeep.eiu.edu/jcba)

Part of the [Higher Education Commons](http://thekeep.eiu.edu/jcba), and the [Labor Relations Commons](http://thekeep.eiu.edu/jcba)

**Recommended Citation**


Available at: [http://thekeep.eiu.edu/jcba/vol0/iss9/28](http://thekeep.eiu.edu/jcba/vol0/iss9/28)

This Proceedings Material is brought to you for free and open access by 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.
Taking the Adjunct out of Adjunct Faculty

Successes and Challenges at UMass Amherst

National Center for the Study of Collective Bargaining in Higher Education and the Professions

Holly Lawrence, Ph.D.
Senior Lecturer
Vice President, MSP
April 8, 2014
Synonyms for Adjunct

Temporary

Part-time

Continuing Education Faculty or Instructors

Non-Tenure-Track Faculty

Contingent
University of Massachusetts

Our Amherst and Boston campuses bargain together.

Terms we use most: adjunct, part-time, and non-tenure-track.

We apply the following meanings to these terms. Each tends to hinge on a relationship to continuing education.
Adjunct

Someone hired through the continuing education program to teach one course with no other affiliation to the University
Part-time

Someone hired through the continuing education program or through the main campus on an FTE basis

Responsibilities could include teaching, service, and/or scholarship
Non-tenure-track

Someone hired – usually full time – through the main campus to teach and/or perform service

Responsibilities may include scholarship
From Adjunct Faculty to Faculty

Three Main Goals:

- Proration
- Proration
- Proration

...or making someone whole
Salary Proration

Floors established in consideration of both internal and external market factors so that non-tenure-track faculty are compensated on an equivalent basis to faculty within a given department – more work to be done on this.

Part-time employment is compensated on an FTE equivalent basis – faculty hired at a percentage of FT employment.

Promotion opportunities parallel TT – Lecturer, Senior Lecturer, Senior Lecturer II.
Benefit Proration

Health insurance coverage for all faculty 50% FTE or greater

All leaves granted on an FTE basis – sick leave, family leave, Sick Leave Bank

Still working on this: sabbatical or professional leave granted on an FTE basis
Employment Rights Proration

Initial hiring on contract duration sequence – 1, 2, 2 years

Continuing employment after 3 years – just cause, due process, and seniority rights

Obligation to offer new work to current qualified part-time faculty before going outside bargaining unit

Retrenchment/layoff language applicable to NTT faculty

Still working on this one: integration within departmental structure – assure by-laws address need for effective input of NTT faculty
Contract Language: Salary Proration

Floors: Art 26.14

Part-time equivalent: Art 21A.1

Promotion: Art 21A.9 and 10
Contract Language: Benefit Proration

Health insurance coverage: Art 21A.3

Leave: Art 27.5 Vacation, Personal, Sick, Bereavement, Sick Leave Bank
Contract Language: Employment

Proration

Additional hiring: Art 21A.7.1

Continuing employment: Art 21A7.6, 7

Obligation for new-work hires: Art 21A.8

Retrenchment/layoffs: Art 21A7.9, 10 and 11
Contact and Follow Up

Holly Lawrence, Ph.D.
lawrence@isenberg.umass.edu
413-577-2110

Massachusetts Society of Professors,
413-545-2206

Our whole contract is online