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NON-TENURE FULL-TIME FACULTY

- 140 Non-tenure full time faculty
- - 27 “Master Instructors”
- - 1 “Instructor” (School of Social Work)

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■ 112 Lecturers

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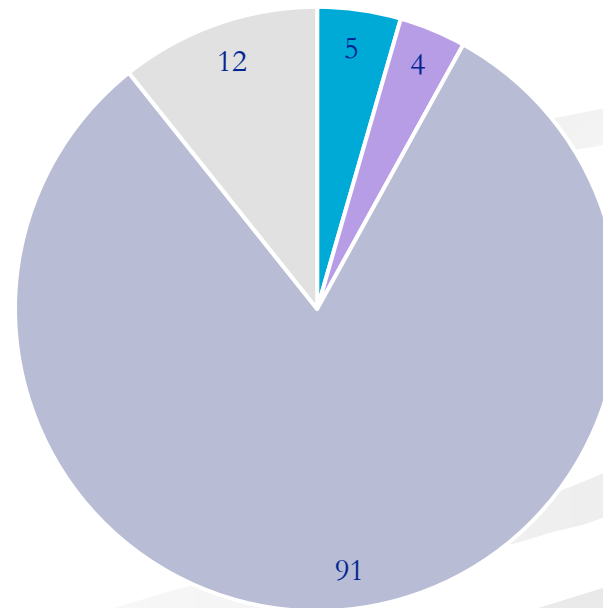


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NON-TENURE FULL-TIME FACULTY

Lecturers

- Communications
- Engineering & Architecture
- Arts & Sciences
- Fine Arts



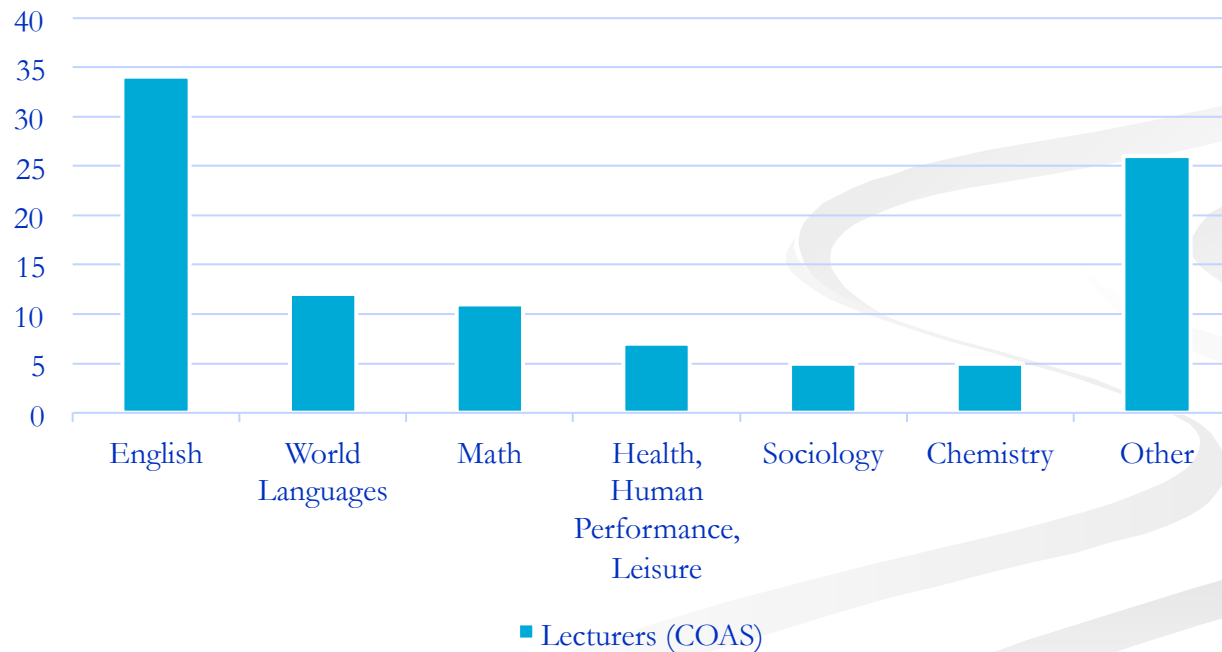
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NON-TENURE FULL-TIME FACULTY

Lecturers (COAS)



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FORCED PRECARITY

- **Lecturers re-hired as adjuncts, with decreased pay + no health insurance nor retirement contributions**
 - **Limiting of contracts to 1 year adversely impacts academic freedom**
 - **University loses its most experienced teaching faculty every year**
 - **Creates a huge administrative burden**
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TENURE TRACK AND NON-TENURE TRACK

- No inherent tension between a strong tenure system and stable employment for non-tenure faculty
- Teaching faculty will continue to be necessary, with or without 7 year rule

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FACULTY SOLIDARITY

TEACHING



RESEARCH



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FACULTY HANDBOOK

- The following is the description of the Lecturer role in the Faculty Handbook (page 43)

“C.13 Temporary Faculty (Full-time and Part-time/Adjunct)

Temporary faculty members are appointed for one (1) year (or for one semester) and may work full-time or part-time. Most temporary faculty members serve in instructional capacities only, with minimal, if any, expectation of conducting research and producing scholarship or creative work or of performing service. The terms of conditions of employment of faculty members who are members of a collective bargaining unit are determined by the current collective bargaining agreement.

Temporary faculty members are not eligible for tenure, nor may they serve more than seven (7) years in full-time status.”

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FACULTY HANDBOOK

- A February 2018 Proposed Amendment includes language about a cap on Master Instructor positions:

“C1.2.3.3 Other Provisions

Master Instructors shall constitute no more than 20 percent of the full-time faculty in any department, as provided in the Board-approved authorizing document for this category of faculty appointments. The position of Master Instructor may not be filled by a person who has previously occupied a tenure-track position. The Board-approved authorizing document for this category of faculty appointments contains additional details.”

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“CAPS” IN THE UNION CONTRACT

- During negotiations, the administration has attempted to migrate these caps into contract language
- These arbitrary caps do **not** reflect the needs of individual departments
- Caps are forcing faculty into more precarious employment situations despite clear track records of teaching excellence

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OUR PROPOSAL

- 1-year initial appointment followed by 2 or 3 year appointments for Lecturers
 - This would supersede the Faculty Handbook's statement about 1-year appointments (C.13)
- Move to Master Instructor as a promotion (no cap on number or percentage) based on evaluations, rather than arbitrary caps
 - This would supersede the caps (20% of full-time faculty) proposed by the administration in February 2018 Faculty Handbook, stipulated in the "board-approved authorizing document," and proposed by the administration's attorney in union negotiations
- If a promotion or re-appointment is approved by the department and ATP, but then denied by Dean, Provost or President, then there is a recourse through the grievance and arbitration procedure
 - See the following page for clarification of grievance process. The grievance process would follow the process outlined in the union contract (different from faculty grievance process for tenure track faculty)
- Evaluations utilize review of cv, classroom observation, syllabi, courses taught and enrollment, self-evaluation, student evaluations and other feedback, any other evidence useful to evaluate effective teaching and advising, assessment methods
- If Lecturer doesn't apply for Master Instructor or is reasonably denied the promotion, then they are not reappointed after their 7th year.

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OUR PROPOSAL

- Non-reappointments are not grievable if the decision was based upon the following reasons:
 - a. Elimination or downsizing of a department or program; a reduction in the number of courses or sections offered; or other general curriculum modifications or needs reducing the need for a full time Lecturer's services;
 - b. The hiring of a full-time tenure-track faculty member that has the effect of reducing the need for a full time Lecturer's services;
 - c. Financial exigency that warrants reduction in teaching staff.
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