

The Delphi Project Database of

Non-Tenure-Track Faculty Example Practices

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University Council of the American Federation of Teachers (UC-AFT) Contract for Faculty in the University of California System

Website: <http://ucaft.org/>

- ✓ Compensation and Benefits
- ✓ Evaluations
- ✓ Job Security
- ✓ Grievance/Due Process
- ✓ Professional Development Funds

Through activism and organization, the University Council of the American Federation of Teachers has been able to help improve job security, equity, and engagement for part-time faculty in the University of California system. Having a union with required membership fees and a connection to a statewide and national organization has allowed the faculty to negotiate with the administration to improve conditions facing non-tenure-track faculty.

The union's priorities have included fair compensation and benefits for non-tenure-track faculty, better evaluations and a path to greater job security, and having a grievance process in place for faculty to appeal employment decisions made by the administration. The union regularly surveys its members and holds meetings on each campus before collective bargaining begins to hear from the faculty and determine priorities for the contract.

Compensation and Benefits

In 2012, the average annual salary for a non-tenure-track lecturer teaching a full course load of six courses was \$62,000. In other words, lecturers are paid approximately \$10,000 per course; the contract stipulates prorated salaries for faculty, making the per course compensation better than the national average of around \$3,000. These wages were nearly a third less just over a decade ago. Moreover, unlike most other faculty working outside of the tenure system, UC lecturers who work more than 50% time receive full medical, dental, and vision care. They also participate in a defined benefits pension plan. More than half of the lecturers in the system are teaching more than 50% FTE.

Except for benefits, all rights and salary policies are applied to all faculty members regardless of whether they teach just one course or a full teaching load. By basing compensation on a percentage appointment, the university is able to cater to its particular needs, while the union is able to provide for a just and fair wage and work level.

Evaluations and Job Security through Continuing Appointments

Similar to the traditional tenure-track career path, non-tenure-track faculty in the system go up for a comprehensive review in their sixth year of teaching. If they are deemed to be performing well, they are granted a continuing appointment. Receiving a continuing appointment gives them additional job security; they can only be dismissed by their institution for just cause or a proven lack of instructional need.

Another vital aspect of this contract is that departments can no longer use student evaluations as the sole criteria for judging lecturers' performance. Rather, departments are required to develop robust methods of assessment, which are centered on the peer review of instruction and involvement in professional development. Lecturers are required to demonstrate their knowledge of their field, but are also eligible to apply for funding for professional development in order to remain current.

Grievance Process and Creating Pressure to Ensure Due Process

An effective grievance process has also been put in place to prevent departments from trying to prevent lecturers from gaining continuing appointments or replacing them with less expensive lecturers. When layoffs of lecturers with continuing appointments were sought during the fiscal crisis in 2008-9, the grievance process helped the union to save virtually all of these jobs. On one campus, one-year layoff notices were issued to a large number of lecturers with continuing appointments.

To create additional pressure to ensure due process, the union worked with students and other concerned faculty groups to protest against the potential loss of hundreds of classes and a rapid expansion of class sizes. The union also met with university officials to show them that lecturers were teaching a majority of the required undergraduate courses and there was no one else qualified to teach these important classes.

Professional Development Funding

Non-tenure-track faculty members are eligible to apply to receive funding to participate in professional development opportunities. The most recent contract, which was ratified in December 2013 increased the pool of funding for professional development. Prior to ratification, each campus received \$135 per lecturer FTE. That amount has been increased to \$200 per lecturer FTE, ensuring more funding is available to fund participation in important professional development opportunities for lecturers.

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