

March 2017

Panel: Multi-Institutional Labor-Management Committees for Contingent Faculty

Peter Doeringer
Boston University

Follow this and additional works at: <http://thekeep.eiu.edu/jcba>

 Part of the [Collective Bargaining Commons](#), and the [Higher Education Commons](#)

Recommended Citation

Doeringer, Peter (2017) "Panel: Multi-Institutional Labor-Management Committees for Contingent Faculty," *Journal of Collective Bargaining in the Academy*: Vol. 0 , Article 23.
Available at: <http://thekeep.eiu.edu/jcba/vol0/iss12/23>

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.

Area-Wide Labor-Management Committees for Contingent Faculty

Prof. Peter Doeringer
Department of Economics
Boston University
doeringe@bu.edu

44th Annual National Conference of the National Center for Collective Bargaining in Higher
Education and the Professions

Creating Solutions in Challenging Times

March 27, 2017

Elements of an Area-wide Committee

□ No One Model

- Committees designed and operated by agreement of the Parties
- Breaking new ground and experimentation may be needed

□ A Neutral Meeting Place

- Moving beyond adversarialism
- Adding value to existing bargaining relationships

Elements (cont.)

□ A Forum

- Exchanging ideas and experiences
- Anticipating long-term problems
- Discussing win-win solutions to issues cutting across institutions
 - Health care costs
 - Faculty governance
 - Alternate mechanisms for resolving conflict
 - Public policy issues affecting contingent faculty

□ No Bargaining Responsibilities

- Remaining arms-length from bargaining-unit contracts
- Getting a head-start on future negotiation issues

Opportunities: All Contingent Faculty Units

❑ Collecting Resource Materials and Exchanging Information

- Salaries and benefits
- Teaching loads
- Professional development and job ladders
- Job satisfaction
- Best practices

❑ Developing Long-term Peer-to-Peer Contacts

❑ Fostering Relationships Between Employer and Union

❑ Liaising with Bargaining-unit Labor-Management Committees

Opportunities: Part-time Faculty Units

- ❑ **Faster and Better Matching of Part-time Faculty and Jobs**
 - Job fairs
 - Data banks for faculty qualifications and position descriptions

- ❑ **Shared Programs for Faculty Development**

- ❑ **Multi-institution Fringe Benefit Programs**

Pitfalls and Concerns

❑ Aren't Bargaining Unit Contracts All That Matter?

- Mandatory bargaining topics
- Rights, responsibilities, and governance issues
- Dispute resolution
- Bargaining unit Labor-Management Committees

❑ Are Area-wide Committees a Pre-mature Idea?

- Takes time to learn what unit-based bargaining means and whether another forum is needed

Pitfalls and Concerns (cont.)

- ❑ Won't Sharing Information Raise Bargaining Expectations and Undermine Bargaining Strategies?

- ❑ Won't There Be Area-wide "Bargaining Creep"?
 - Eroding unit-based bargaining
 - Disturbing competitive relationships in the academic market place?

For the Panelists and Audience Q & A

- Other Opportunities and Pitfalls?**
- How to Strengthen Opportunities, Minimize Pitfalls?**
- Other Comments?**