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Unionization and the Development of Policies for Non-Tenure Track Faculty:

A Comparative Study of Research Universities

Table 3

NTT faculty policies at six research universities

Type of policy ^a	Alpha University (unionized; public)	Beta University (not unionized; private)	Gamma University (unionized; public)	Delta University (not unionized; private)	Epsilon University (unionized; public) ^b	Zeta University (not unionized; public)
1. Employment equity						
a. Standardized hiring procedures	Yes, for appointments of two semesters or longer (other)	Yes, except for temporary appointments that terminate in one year or less (HB)	Yes (CBA)	Varies by unit (HB)	Yes (other)	Yes (other)
b. Access to office space and other teaching resources	Yes (CBA)	Not specified	Yes (CBA)	Not specified	Yes (CBA)	Not specified
c. Defined expectations for teaching and service	Yes (HB)	Yes (HB)	Yes (CBA)	Yes (HB)	Yes (CBA)	Varies by unit (other)
d. Multi-year contracts	Available by application (CBA)	Yes (HB)	Available (CBA)	Varies by unit (HB)	Available (CBA)	Available (HB)
2. Academic freedom						
	Extends to NTT faculty (CBA); policy addresses participation in governance (HB)	Extends to NTT faculty (HB)	Extends to NTT faculty (CBA); policy addresses participation in governance (HB)	Extends to NTT faculty (HB)	Extends to NTT faculty (CBA)	Not specified
3. Participation in governance; right to vote						
a. University-level governance bodies	Yes (CBA); faculty must recuse themselves as to matters relating to "wages, hours, or supervisory functions"	No right to participate or to vote (HB)	No participation in senate (voting body); assembly open to NTT faculty (HB)	Yes (HB)	No (HB) ^b	Yes (HB)

b. School and department level	Yes, if unit allows it (CBA)	Varies by unit; NTT faculty have right to participate for decisions "directly related" to roles within unit (HB)	Varies by unit (HB)	Yes, except for tenure decisions (HB)	Not specified, except that service on certain committees counts towards workload (CBA)	Varies by unit; NTT faculty generally are responsible for matters relating to teaching (other)
4. Professional development						
a. Performance evaluation	Yes (CBA and HB)	Not specified	Yes (CBA)	Varies by unit (HB)	Yes (CBA)	Varies by unit (HB)
b. Opportunity for promotion	Yes (HB)	Yes (HB)	Yes (CBA)	Varies by unit (HB)	Yes (CBA and HB)	Not specified
c. Leave to pursue professional development	Paid leave available by application (CBA and HB)	Paid leave available by application (other)	Unpaid leave available (CBA)	Varies by unit (HB)	Paid leave available (CBA)	Unpaid leave available (other)
d. Funding to attend conferences	Not specified	Not specified	Yes (CBA)	Not specified	Yes (CBA)	Not specified
e. Mentoring, training, and orientation	Not specified	Not specified	Orientation (CBA)	Not specified	Mentoring (CBA)	Varies by unit (HB)
f. Eligibility for teaching awards	Not specified	Not specified	Some awards are available to NTT faculty (HB)	Not specified	NTT faculty are eligible (CBA)	Not specified
5. Grievance procedures	Applicable to disputes arising out of the CBA (CBA); HB also provides a grievance procedure	Varies by unit, but subject to institutional standards. Not applicable to disputes about reappointment or promotion; limited review available for adverse decisions on promotion or contract renewal (other).	Applicable to disputes arising out of the CBA (CBA); HB also provides a model grievance procedure (procedures vary by unit)	Grievances over disputes about reappointment or promotion are limited to procedural violations, issues of illegal bias or academic freedom (HB)	Applicable to disputes arising out of the CBA; reappointment disputes are only grievable for procedural violations; grievances about discrimination or academic freedom are subject to special procedures (CBA and HB)	Grievance procedure does not apply to disputes over negative evaluations, salary disputes, or contract non-renewal (HB). Non-renewal of NTT faculty contracts can be appealed on limited grounds (other).

Note. See Table 2 for sources.

^aSource of each policy (collective bargaining agreement (CBA), handbook (HB), or other policy document) is indicated in parentheses. ^bThe Epsilon Academic Personnel Manual provides for two types of full-time lecturer appointments: (i) lecturers with the potential for security of employment, who are academic senate-eligible and are not included in the bargaining unit; and (ii) other lecturers, who are included in the bargaining unit. Only policies applicable to the latter category of lecturers are summarized in Table 3.