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## FACE: Faculty And College Excellence - Handouts

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*American Federation of Teachers*

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## **DISCUSSION ITEMS**

1. Promoting “visionary” legislation in tough political times.
2. Winning narrower legislative victories at the same time as you push comprehensive legislation.
3. Addressing the cost issue.
4. Convincing decision makers and the general public that in order to have quality higher education, the public needs to buy a better system for hiring and compensating faculty.
5. Bringing about a broader understanding of the face of faculty (pun intended) and the work they do.
6. Building bridges with others, particularly administrators.
7. Union questions-Potential job loss?

# Students are our future. Isn't it time we solve this puzzle?



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Full-Time  
Professors**



**Equal Pay for  
Equal Work for  
Contingent Faculty**

Go to [www.aftface.org](http://www.aftface.org)  
to show your support for the  
**Faculty and College Excellence Campaign**



*A Union of Professionals*





*A Union of Professionals*

## CONFERENCE WORKSHOP

Tuesday, April 17, 10:45am -12:30 pm

### LEVERAGING BARGAINING POWER THROUGH LEGISLATIVE ACTION

Only thirty percent of the college instructional staff today has tenure or is on the tenure track. Under the pressure of reduced state budgets, and facing a public that is already troubled by higher tuitions, colleges and universities around the country have curtailed full-time tenure track appointments and instead have staffed their classrooms with a huge cohort of part-time/adjunct faculty, full-time non-tenure track faculty and graduate employees. At the same time, contingent faculty members, particularly part-time/adjunct faculty, are paid disproportionately low salaries, receive few if any benefits and often lack the most basic professional supports such as paid office hours.

Unions and management bargain over these issues with each contract and some contracts have achieved very concrete gains for full-time and contingent faculty. But this is a systemic problem that requires a systemic solution, one that would involve more public investment in academic staffing. This workshop will describe how the American Federation of Teachers decided to launch **a national campaign to bring full pro rata equity to the compensation of contingent faculty and at the same time slowly reverse the erosion in full-time tenure jobs. The campaign is called FACE, the Faculty and College Excellence Campaign.** On the reverse side of this flyer is a poster that was used in a FACE campaign in Oregon.

Model FACE legislation has been introduced in ten states over the first six months of the Campaign. The workshop will address the issues that led AFT to begin this effort as well as the successes and challenges faced by the Campaign so far. Most of the session will be spent in group discussion about the hard issues involved in achieving the Campaign's goals, including questions about cost, public perceptions and coalition building, especially with administrators.

