

Academic Assembly
January 13, 2014
2:05 – 4:00pm, STCN 130

MINUTES

Present: Jeffrey Anderson, David Arnesen, Brady Carlson, Brooke Coleman, Karen Cowgill, Isiaah Crawford, Tito Cruz, Lynn Deeken, Bill Ehmann, Terry Foster, Chuck Lawrence, Kristi Lee, Michael Matriotti, Sean McDowell, Patrick Murphy, David Neel, Erik Olsen, Katherine Raichle, Roshanak Roshandel, Rob Rutherford, Health Spencer, John Strait

Minutes taken by Rosa Hughes

- I. Review of 12-2-13 Minutes
 - A. Approved with one abstention
- II. Non-Tenure Track Faculty/ Unionization
 - A. Faculty Staff Assembly of College of Arts and Sciences (*Guests: Teresa Earenfight, Arun Iyer*)
See below for Attachment I: FSA Statement
 1. CAS faculty numbers
 - a. 121 tenured or tenure track faculty
 - b. 62 non-tenure track full time
 - c. No current numbers for part time adjunct (last year was 71)
 - d. Non-tenure track outnumber tenure track faculty and non-tenure track FTE significantly outweighs tenure track FTE
 2. Goals
 - a. Don't want to be in conflict with upper administration
 - b. Released a letter at the end of 2013 encouraging administration to take a neutral stance
 - c. Anti-union position is not aligned with Jesuit teaching
 3. Issues for non-tenure track faculty
 - a. Lack of job security
 - b. Lower pay
 - c. Lack of representation in faculty governance
 - d. Difficulty conducting research to stay attractive in job market
 - e. Lack of possibility for job growth into tenure track positions
 - f. Non-tenure track faculty members who are not U.S. residents have no assurance of long-term job security to stay in the country
 - g. Collapse of job market for tenure track position, which feeds the cycle of adjunct dependence
 - B. Provost comments
 1. Seattle University is not anti-union but feels the current collaborative governance process is the best approach to address faculty issues as they arise
 2. Measures to improve full-time non-tenure track (FTNTT) faculty positions
 - a. Since 2008, secured funding for \$5.6m faculty & staff market equity program addressing needs of full time tenured and tenure track (FTT/TT) and FTNTT faculty
 - i. Increased base salary for FTNTT faculty, which in some areas of the university as low as \$24,000/year to \$42,000 (non-terminal degree)/ 45,000 (terminal degree)

- ii. Increasing each year, which FY15 budget requests seeking to increase FTNTT salary minimums to \$45,000/\$48,000 and plan to seek funding for FY16 to further increase them to \$48,000/\$50,000
 - b. Faculty growth since 2003
 - i. FTNTT faculty has grown 80% from 95 to 171
 - ii. FTT/TT faculty has grown 27% from 266 to 338
 - iii. Part time (PT) faculty has grown 31% from 161 to 212
 - iv. Total faculty growth of 38% from 522 to 721
 - c. Seattle University Academic Appointments, Titles and Conditions of Employment Document (AKA the Faculty Titles Document)
 - i. Approved for use as a Working Document by AcA on May 9, 2011
 - ii. Structure and outline the duties associated with each type of faculty appointment
 - iii. Will be codified within the SU faculty handbook that is currently under revision
 - iv. Provides a path for promotion for FTNTT and PT faculty
 - d. Appointment Notifications and Accommodations
 - i. Since 2010, the majority of FTNTT faculty receive their letters of continuing appointment in the spring for the following academic year similar to TT/T faculty
 - ii. Colleges/Schools have the ability to provide FTNTT faculty multi-year appointments and have done so over the past three years
 - iii. Colleges/Schools needing a position that is more than half time (i.e., teach more than the equivalent of four courses during an academic year) but less than full-time (1.0 FTE) can offer modified full-time appointments to individuals to fill these unique needs that provide salary and benefits, calculated as a percentage of the full-time salary
 - 3. The university provides benefits to part time, non-tenure track faculty who teach four courses during an academic year, an arrangement that is uncommon at most other universities
 - 4. Future measures
 - a. As part of the university's ongoing PT Faculty Initiative, the Division of Academic Affairs in conjunction with HR is attempting to benchmark PT faculty salaries and the Division's FY15 budget proposal will include a request for funds to increase PT faculty salaries based on the outcome of this research
 - b. AcA is considering a request from the Provost to amend its bylaws to provide PT faculty with voice and vote on its body (FTNTT hold seats on AcA)
- C. Discussion
- 1. Faculty have expressed fear about losing their job if they talk about this, so there will be further communication from Provost office addressing those concerns
 - 2. There is a distinction between the FTNTT faculty (whose situation has improved) and the part time (whose situation has not improved, for the most part)
 - a. Limit of four courses for part time faculty
 - b. Only partly mitigated by the modified full-time contracts
 - c. Don't want too many of these appointments because it obscures the need for full time or tenure track positions
 - 3. AcA leadership has not received representation requests from part time faculty, members should encourage their part time colleagues to submit a formal request

III. Executive Session

Attachment I: FSA Statement

Theresa Earenfight: College of Arts and Sciences = 121 tenured or tenure-track faculty, 62 NTT contracted for full-time for AY 2013/2014. The number of part-time adjunct faculty in the College is anyone's guess (the Dean's office is trying to get us hard numbers), but according to last year's numbers, it could be as many as 71. 121 T/TT and 133 NTT, or more NTT than tenured or TT. When you calculate the # of FTEs taught by adjunct faculty, the percentage of courses taught by adjunct significantly outweighs that of tenured and tenure track.

We are all faculty. Faculty Staff Assembly of the College advocates collegiality. We do not want an adversarial relationship between the Provost and the faculty. Therefore:

1. FSA and the Academic Assembly have advocated that the University adopt a stance of neutrality towards a NTT/adjunct faculty union. The administration's current anti-union stance is not in keeping with deep-seated Catholic tenets honoring workers' right to collectively bargain, and contrary to Seattle University's mission of teaching and promoting justice.
2. NTT/adjunct faculty members are an unprotected class of employees at Seattle University. They have excellent qualifications and experience and are our peers in academia, but they have no job security, are paid a fraction of what tenured and TT faculty earn, have reduced access to professional activities, and have no vote in our faculty governance.
3. Faculty who have organized at other universities, such as our Jesuit colleagues at Georgetown, enjoy a productive, open, and collaborative relationship with their administrations, and we are very confident that such a healthy relationship is possible here.
4. We are saddened that the Provost has chosen to toe a union-busting line, especially when there are already other union-represented groups of employees on our campus. Social justice refers to the ability people have to realize their potential in society and in the communities in which they live and work. As a University with a rich Jesuit tradition, it also saddens us that the University would ignore a core Jesuit principle and ironically hide behind the guise of "freedom of religion" to prevent a majority of faculty from working to improve the education they provide to our students, and to their own lives and the lives of their families.

Finally, Provost Crawford, in his letter to faculty with contingent appointments, argued that there is no need for a union because existing institutions of shared governance can handle the concerns better than a union. If shared governance at SU functioned at all, there would be no call for a union. As the call for a union strongly suggests, in its current state, shared governance is either lacking entirely or does not work.

Arun Iyer: The recent spate of unionizing activity across the country is not an accident. It is rooted in the serious problems adjuncts have been facing for the past 2 decades and which have only gotten more acute over time. The following are what I see as the universal problems confronting adjuncts throughout the United States:

- The issue of job insecurity among adjuncts.
- The absolute collapse of the job market feeding the rise of adjunct appointments and vice versa as a vicious circle.
- The teaching requirements of adjuncts coupled with the lack of research funding making it impossible to do research and thereby keep oneself attractive in the job market (despite which adjuncts continue to do research and publish on their own dime).

- The abolition of any avenues for internal promotion of the adjuncts. No plans to convert positions of long-teaching adjuncts into permanent positions, absolute vagueness on the status of the so called senior lecturer position and what it entails.
- Institutional support needed for foreign adjuncts to help with transition to permanent residency etc.

Given what I have outlined above it should not at all be surprising that adjuncts are resorting to unionizing as one way to gain a legitimate voice with the structures of the university.