



## North Central State Faculty Association

A Chapter of the AAUP

### **Position Statement on the Creation of a Two-tiered Full-time Faculty System**

Recently, the NCSFA-AAUP was asked to consider a proposal by the Administration. This position statement is the response to that proposal.

The Administration explained at the Nov. 13, 2009, Labor-Management meeting that because of some of the challenges surrounding the current use of adjunct faculty, the College was considering offering temporary full-time faculty contracts to qualified applicants. These faculty would then not be limited in the number of hours they are allowed (by the College) to teach, as adjunct faculty currently are. These faculty would also receive benefits, like any other full-time employee of the College. However, these faculty would NOT be members of the collective bargaining unit, which means that the NCSFA-AAUP would NOT be able to represent them. Furthermore, these faculty would be on one-year-only contracts and therefore would not be eligible to move through the probationary-to-non-probationary system through which permanent full-time faculty move. In essence, this proposal would result in the creation of a two-tiered full-time faculty system: one tier consisting of faculty on one-year contracts, unprotected by the conditions of employment spelled out in the CBA, and the other tier consisting of those of us who are currently employed under the conditions spelled out in the CBA.

#### **The NCSFA-AAUP is strongly opposed to the creation of a two-tiered full-time faculty system.**

- We believe that such a system is NOT in the best interest of the faculty themselves, the College, or the students we are here to serve.
- We further believe that the current probationary-to-non-probationary system through which faculty currently move – and which is spelled out clearly in the CBA – permits the administration adequate latitude to make sure that they have the best qualified individuals on the job before making the long-term commitment to the individual that a non-probationary contract represents.
- Finally, we believe that in the event that an unforeseen drop in enrollment occurs that is not offset by the normal attrition of aging faculty members, the administration already has a tool to use in the event that a reduction in force is necessary. That policy is spelled out clearly in the CBA.

For these reasons, the NCSFA-AAUP respectfully but strongly objects to the proposal put forth by the administration at the Nov. 13, 2009, Labor-Management meeting.