

COMPARISON: COLUMBIA COLLEGE PROPOSALS AND CFAC PROPOSALS:

ISSUE	ADMIN. CONTRACT OFFER	CFAC UNION PROPOSAL
<p>RECOGNITION</p>	<p>DIVIDE FACULTY & FOSTER DIVISIVENESS:</p> <p>NONE *</p> <p>* (College proposals and communications refuse to accept a majority vote for recognition in CFAC)</p>	<p>UNIFICATION OF NTT FACULTY:</p> <ul style="list-style-type: none"> ▪ The college will recognize ALL NON-TENURE TRACK (NTT) Faculty in CFAC – including Profs. of Instruction (Lecturers) and Graduate Student Instructors (GSIs) – upon receiving a majority vote of each group through card check. * <p>*(Today in Higher Ed it is common to have all NTT Faculty in the same Union bargaining unit. Columbia is an outlier in treating its non-tenured faculty differently.)</p>
<p>APPOINTMENT/ REAPPOINTMENT</p>	<p>NONE*</p> <p>*(The administration can expand ALL non-CFAC faculty at any time and eliminate/fire any CFAC member no matter how many accrued hours or years of service to Columbia without recourse or payment.)</p>	<p>WORK PRESERVATION</p> <ul style="list-style-type: none"> ▪ After all Tenured and Tenure Track Faculty receive assignments, CFAC members receive no less than 80%* of the remaining credit hours. ▪ After a showing of “true need”** by College to hire a new non-CFAC faculty, the affected CFAC member(s) with over 51 accrued hours shall retain a minimum of one three-credit hour course or its equivalent pay. <p>*(this percentage represents approx. the current number of credit hours assigned to CFAC in fall 2018.)</p> <p>** (The term “True Need” reflects a commitment Dr. Kim made to value CFAC faculty who have accrued over fifty-one (51) credits) hours. True need requires that no CFAC member is available to teach the course and that no CFAC member over 51 accrued hours would be terminated.)</p>

<p style="text-align: center;">APPOINTMENT/ REAPPOINTMENT (CONT.)</p>	<p style="text-align: center;">PRIORITY OF ASSIGNMENTS</p> <ul style="list-style-type: none"> ▪ The assignment of courses shall be prioritized as follows: <ul style="list-style-type: none"> First assignments are made to all Tenured and tenure track faculty with NO LIMITATIONS ON THE SIZE OF THIS GROUP OR NUMBER OF CREDIT HOURS TAUGHT; Next assignments shall be made to ALL Teaching Track Faculty/Lecturers or other non-unionized full time faculty with NO LIMITATIONS ON THE SIZE OF THIS GROUP OR NUMBER OF CREDIT HOURS TAUGHT; Next assignments shall be made to Staff Who teach as part of their Job Description; Next assignments shall be made to all GSI and graduate students teaching with NO LIMITATIONS ON THE SIZE OF THIS GROUP OR CREDIT HOURS TAUGHT; Next 125 courses are assigned to CFAC members regardless of credit hours accrued, years of service and even if it eliminates CFAC members with over 51 accrued hours. Next assignments are made to CFAC members using the following: 	<p style="text-align: center;">PRIORITY OF ASSIGNMENTS</p> <ul style="list-style-type: none"> ▪ The assignment of courses shall be prioritized as follows: <ul style="list-style-type: none"> First assignments are made to all Tenured and tenure track faculty; GSI shall be assigned courses as outlined in the Fall 2018 program (CFAC has a placeholder to negotiate all terms for GSI members) Any expansion of GSI, graduate students teaching or TAs or the like from the current practice as of Fall 2018 must be bargained with Union. All current Professors of Instruction/Lecturers as of fall 2018 shall be assigned courses prior to CFAC members only under the following conditions: <ul style="list-style-type: none"> • Their course assignment(s) would not eliminate any CFAC member with over 51 accrued credit hours from having a minimum of one course assignments (3 credit hours) or equivalent pay. When professors of instruction as of fall 2018 leave the college for whatever reason, their positions shall only be filled by following the CFAC CBA process on how full time renewable appointments are made. Any expansion of teaching track faculty from the fall 2018 list of names shall not increase without a “true need” established and mutually agreed upon by the college and the union. Any such appointments will follow the CBA process.
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	<ul style="list-style-type: none"> • CFAC members over 51 credit hours are assigned 1 course (3 credit hours equivalent), then a second course (3 credit equivalent) shall be assigned to CFAC member over 51 accrued credit hours. Next one course (3 credit hour equivalent) shall be assigned to CFAC members between 33-51, next a third course those over 200 accrued hours, then the college shall assign remaining courses to the entire BU. <p>**The college proposal is silent on the new on-line learning division.</p>	<p>If the College and Union agree there's a true need to hire a full time non-tenure track position, these "academic year renewable appointments" shall be in CFAC. Appointments range from 1 to 4 years and are renewable. These positions will not eliminate any members over 51 accrued hours having course assignments. At least 90% of all appointments shall be made by a selection process from the over-51 accrued tier pool of CFAC faculty.</p> <p>Next assignments are made to CFAC members using the following:</p> <ul style="list-style-type: none"> • CFAC members over 120 credit hours shall be assigned 1 course (3 credit hours equivalent), then 1 course (3 credit equivalent) shall be assigned to CFAC members between 51-120 credit hours, then a second course to CFAC members over 120 credit hours, next a second course to CFAC members between 51-120 credit hours, Next one course (3 credit hour equivalent) shall be assigned to CFAC members between 33-51, next a third course those over 200 accrued hours, then the college shall assign remaining courses to the entire BU. <p>All courses or the equivalent including the new on-line learning or the like shall follow the same seniority system and pay.</p> <p>If the College can hire Robert De Niro, or another superstar, the Union will accommodate the opportunity.</p>
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	<p>* The college assignment process and the 125 CFAC assignments are particularly troublesome. The result of these assignments place CFAC members in competition and erodes academic freedom and the ability for the union to assert any basic protections for all of us. The administration control over these 125 CFAC appointments pressures CFAC members to be compliant with administrative desires. The result is it erodes the Union and every Union right we seek to protect for our full membership.</p> <p>**The administration will allow CFAC members to teach in the on-line learning only if we waive ALL seniority rights, waive ALL qualification rights, waive the pay scale and agree to pay that cannot exceed \$2,000 for the equivalent of a 3 credit hour course but can be paid less.</p>	<p>*Flexibility for the college – we showed through data that the college retained their flexibility in the C tier through the years. It was the top tiers where we saw the decrease in assignments and the increase in grievances. When we asked the college for data or examples of the college needing to be more flexible none was provided except to say “well we just want it” and “what if Robert De Niro want to teach.” We address the latter.</p>
<p>EVALUATIONS REMEDICATION</p>	<ul style="list-style-type: none"> ▪ College administration can change the system of evaluation, the criteria, the policy, and when someone is evaluated with NO input from the Union, and can do so at any time for any reason. Furthermore, evaluations are punitive and linked to remediation. No notice to Union is required when re-evaluations are taking place or remediation. Union cannot grieve remediation. 	<p>Clear systems of evaluations:</p> <ul style="list-style-type: none"> ▪ Ensures due process with the ability to grieve. ▪ Evaluation is not meant not meant to be punitive but rather improve quality instruction. ▪ Union receives notice in the event of remediation ▪ Ability to grieve remediation.
<p>GOVERNANCE</p>	<ul style="list-style-type: none"> ▪ College removes the One Faculty approach. ▪ Union loses election and appointment process and protections, and replaces it with admin. Appointments. ▪ Union has no right to grieve <p>-----</p>	<ul style="list-style-type: none"> ▪ CFAC seeks to retain and ensure the One Faculty approach to Governance and to ensure and protect the election and appointment process for Unions. <p>-----</p>

	<ul style="list-style-type: none"> ▪ CFAC will have voting seats on curriculum but College can continue to have sub committees, working groups and other decision making bodies related to curriculum with no CFAC elected representative. <p style="text-align: center;">-----</p> <p style="text-align: center;">NONE</p> <p style="text-align: center;">-----</p> <ul style="list-style-type: none"> ▪ The administration creates process for curriculum with no Union input or ability to bargain. 	<ul style="list-style-type: none"> ▪ CFAC will have voting seats on Curriculum and any sub committees or working groups addressing curriculum. <p style="text-align: center;">-----</p> <p>CFAC will have voting seats on any faculty governance body, including Senate or the equivalent.</p> <p style="text-align: center;">-----</p> <p>The College shall use American Association of University Professors (AAUP) recommending procedures for making curriculum changes.</p>
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<p style="text-align: center;">BENEFITS</p>	<p style="text-align: center;">NONE*</p> <p style="text-align: center;">-----</p> <p style="text-align: center;">NONE*</p> <p style="text-align: center;">-----</p> <ul style="list-style-type: none"> ▪ Increase the faculty development to \$100,000 with the following restrictions: ▪ The college limits the individual grant amount, excludes use for conference attendance, technology, and much more. The admin. can change any aspect of who, why and for what purpose funds are given and grants approved. They can limit and restrict any aspect of funding at any time without negotiating with CFAC. When funds remain at the end of the fiscal year they are lost. <p style="text-align: center;">-----</p>	<p>CFAC members who have accrued over 51 credit hours:</p> <ul style="list-style-type: none"> • Equal access (same as full time faculty or staff) to employee benefits including Health Insurance, 401K, and all others. <p style="text-align: center;">-----</p> <p>CFAC members under 51 accrued hours.</p> <ul style="list-style-type: none"> • Access to all employee benefits including Health Care at cost, 401K non- employer matching, and access to all other employee benefits at cost. <p style="text-align: center;">-----</p> <ul style="list-style-type: none"> ▪ Increase faculty development funds to \$100,000 a year – we broadened the language to remove current restrictions on accessibility (i.e. use for conferences, technology and to enhance diversity, equity, inclusion and globalization). We maintain this funding on a roll over basis and increased the individual allotment to \$4,500/year. We removed the two-year limit if funding is still available. The criteria for receiving a grant cannot change unless mutually agreed upon by CFAC and the College. <p style="text-align: center;">-----</p>
<p style="text-align: center;">BENEFITS (cont.)</p>	<p style="text-align: center;">NONE</p> <p style="text-align: center;">-----</p>	<ul style="list-style-type: none"> ▪ One paid sick day per class. The instructor can arrange for substitute instructor or make other arrangements deemed appropriate for the class. Any such substitute instructor is paid by the College <p style="text-align: center;">-----</p>

	<ul style="list-style-type: none"> ▪ One professional development day subject to chair approval and subject to review of class arrangements. <p style="text-align: center;">-----</p> <p style="text-align: center;">NONE</p> <p style="text-align: center;">-----</p> <p style="text-align: center;">NONE</p> <p style="text-align: center;">-----</p> <p style="text-align: center;">NONE</p>	<ul style="list-style-type: none"> ▪ One paid day for professional development per class. The instructor can arrange for substitute instructor or make other arrangements deemed appropriate for the class. Any such substitute instructor is paid by the College. <p style="text-align: center;">-----</p> <ul style="list-style-type: none"> ▪ Disability and Serious Illness Support – In the event of serious illness, appropriate accommodation will be made and include up to 5 days paid per class. <p style="text-align: center;">-----</p> <ul style="list-style-type: none"> ▪ Adoption and maternity/paternity leave - appropriate accommodation will be made and include up to 3 days paid per class. <p style="text-align: center;">-----</p> <ul style="list-style-type: none"> ▪ Sabbaticals: When a unit member reaches over 51 credit hours they will be eligible for a one semester paid sabbatical and upon receiving such sabbatical can receive another sabbatical after an additional 6 years.
<p style="text-align: center;">INTELLECTUAL PROPERTY RIGHTS</p>	<p style="text-align: center;">NONE</p>	<ul style="list-style-type: none"> ▪ Ensures protections of all material you create for your class. You retain and protect copyright to your work. If your work is published on a learning platform, i.e. canvas; or used in an on-line course, it does not make it the property of the college. Your material can only be used by other parties through written agreement and with compensation.

<p>COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION/BELONGING</p>	<p>NONE</p>	<ul style="list-style-type: none"> ▪ Inclusion/belonging implies ensuring that those who are hired to teach will find themselves central to considerations regarding the physical or virtual workplace, instruction, and all other roles associated with teaching. We seek to increase the diversity of our faculty – including a wide range of individuals who contribute to a robust academic environment as this is critical to achieving excellence in education, research, educational access and services in an increasingly diverse society. <p style="text-align: center;">Areas Addressed: Hiring, Equity, and Retention</p>
<p>ECONOMICS</p>	<p>New members would receive \$4,600 for a course (3 credit hour equivalent)*</p> <p>* CFAC will have no Jobs security but they will receive increase pay if anyone is left to be assigned and at the whim of any chair. The admin. can eliminate rights and change anything at anytime. The college provided no rationale. Columbia College graduate students of Instructors are paid \$4,000 for a 3 credit hour class.</p>	<p>New members would receive \$6,800 for a course (3 credit hour equivalent)*</p> <p>* We have job security based on fair system of evaluation. This is the first proposal the Union submitted on pay which allows room to negotiate. We looked at schools in the Chicago area that have first time contracts offering new hires comparable starting pay and outside schools that offer pay for teaching preparation and health insurance. In addition, we compared this pay to the teaching portion of pay for tenured faculty at Columbia and other schools and pay for other NTT faculty.</p>

<p>WORKLOAD</p>	<p style="text-align: center;">NONE*</p> <p style="text-align: center;">-----</p> <p style="text-align: center;">NONE**</p> <p style="text-align: center;">-----</p> <p style="text-align: center;">NONE***</p> <p style="text-align: center;">-----</p> <ul style="list-style-type: none"> ▪ CFAC members must be present from the start of class to the end of class unless authorized by chair <p>*Admin. Wants CFAC to waive rights to mandatory subject to bargain and allow College to change qualifications at any time for any reason. Union would waive all rights to bargain over such changes.</p> <p>**College wants ability to change working conditions including class size and workload. Union would waive all rights to bargain over such changes.</p>	<p>Qualifications - CFAC has protections against changes to qualifications and protects rights to bargain over changes.</p> <p style="text-align: center;">-----</p> <p>If a course enrollment increases over 10% from the prior academic year (beginning with Fall 2017), or if a bargaining unit member teaches a course consisting of prior multiple courses that have been consolidated, the College and the Union shall negotiate and must agree to an increase in pay and provide appropriate accommodations to ensure the faculty member is able to continue to provide the same level of instruction as in the smaller class size.</p> <p style="text-align: center;">-----</p> <ul style="list-style-type: none"> ▪ If a class changes in credit hours but the work expectations and contact hours remains the same the college must pay an additional \$1,500 to each member impacted by the change for three consecutive semesters. <p style="text-align: center;">-----</p> <ul style="list-style-type: none"> ▪ It is understood that class instruction may include activities on line, and /or outside, and/or within a different space, dependent upon what the instructor determines is the most appropriate for meeting the class assignments goals and objectives and the specific needs of the students.
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	<p>***College wants ability to change working conditions including changing credit hours paid but retain the same or more work contact hours. Union would waive all rights to bargain over such changes.</p>	
<p>ENTIRE AGREEMENT</p>	<ul style="list-style-type: none"> ▪ Union waives any rights to negotiate anything that the College left out of the Contract and cannot file grievances over these matter. 	<ul style="list-style-type: none"> ▪ Union retains all rights to Grieve and Bargain over mandatory subject of bargaining and any changes the College shall attempt to unilaterally change the Union does not waive its collective bargaining protections.