**Faculty Rights and Responsibilities Committee**

**Report to Faculty Congress**

Wednesday, March 15, 2017, 1:30-3:00, Mendel 103

Minutes

In the past month, FRRC has been working on the following items:

1. Compensation for new faculty orientation

Craig Wheeland reported that he and Tim Hoffman have continued to work on establishing a compensation plan for new faculty during orientation. We will look at a proposal for this in April.

1. Grievance Procedure

The committee voted to approve the most recent draft of the Grievance Procedure we’ve been working on this year.

1. Chair Selection Procedure

The committee voted to approve the most recent draft of the Chair Selection Procedure we’ve been working on this year.

1. Initiatives on Diversity/Inclusion in Hiring:

With few members present after the previous day’s snow closure and attendant schedule disruptions, we were not able to get reports from those who had met with their Deans to gather information about current college-level initiatives. We discussed initiatives currently underway by the Provost’s office and the Office of Diversity and Inclusion, especially the development of a document to be circulated to all departments (particularly when engaged in hiring) that offers examples of conversation threads, questions, and discussion topics that should not be pursued in interviews or deliberations around hiring. In particular, the document will address implicit bias: what it is, what it looks like when it’s happening, and how to avoid it.

V. Discussion of Unionizing of Adjunct Faculty

At a recent meeting, the FCEC discussed the general notion of adjunct faculty unionization. After asking one of our more knowledgeable colleagues to look into the issue, it is possible that FRRC might wish to explore this avenue to address some of the workplace hardships facing part-time contingent professors.

The Service Employees International Union (SEIU) has been especially successful in organizing adjunct faculty unions at private universities such as George Washington, Georgetown, and American. Wages, benefits, and job protection have improved significantly at these campuses, and real grievance procedures are now in place. We were only able to ascertain union dues at American University. For those making more than $5500 per year, membership dues are approximately $18 per biweekly pay period. The “agency fee” is slightly less for those who prefer not to be union members but who benefit from the contract.

Many of the contracts between adjunct faculty unions and their universities are available on line. Adjunct faculty are not subject to some of the legal restrictions applying (somewhat) to full-time faculty as a result of the landmark 1980 *Yeshiva v NLRB* decision.