

NATIONAL EDUCATION ASSOCIATION

Proposed Resolution

Resolutions:

- are formal expressions of opinion, intent, belief, or position of the Association
shall set forth general concepts in clear, concise language
shall be broad in nature and shall state the positions of the Association positively and without ambiguity
shall be consistent with the goals of the Association as stated in the Preamble of the Constitution

Amendment New Resolution Information Item Other (Specify)

RESOLUTION (No. and Title): New F. Contingent Faculty and Professional Staff Protection

Amend by addition of new resolution "F" as shown below:

New F. Contingent Faculty and Professional Staff Protection

The National Education Association actively supports the creation of new full-time faculty positions within colleges, universities, and community colleges. The excessive use of academic appointments on contingent, temporary, non-tenure track, and/or multiple long-term contracts undermines academic and intellectual freedom, tenure, the governance structure, and education quality . Contingents should be treated no differently than full-time, tenure, or permanent faculty or professional staff for purposes of employment conditions, including eligibility to collectively bargain.

Equitable treatment of contingent faculty must include—

- Salary and benefits proportionate (pro rata pay and benefits) to their work, including course preparation time, office hours, committee assignments and involvement in governance.
Equal treatment with tenure system faculty regarding issues of resource allocation, including office space, access to phone and computer equipment, library facilities, secretarial support, and required professional development.
Contingent positions should be converted to full-time tenure positions, and the faculty in these positions offered the opportunity to convert into-full-time tenure track faculty. Contingents seeking tenure-track positions should have the opportunity to ensure their qualifications are competitive for the new positions. Institutions in collaboration with exclusive representation or appropriate governance procedures must develop and implement an appropriate evaluation system for contingents.

The Association further believes that the over-reliance on contingent faculty and professional staff in response to government under-funding or other fiscal crises is detrimental to the institution, the employees, and the students. Equitable policies and practices must be in place so contingents can function as professionals in institutions of higher education.

Adopted 2/23/2008 tk

MAKER'S RATIONALE: NEA's response to the massive reliance on contingent labor. SEE ATTACHED

EDITING COMMITTEE: RECOMMENDS DOES NOT RECOMMEND
RECOMMENDS AS EDITED NO RECOMMENDATION

Rationale for Editing Committee Recommendation:

Submitted by: Contingent Faculty Subcommittee Report State: Date: 2/22/08
Seconded by: State: Date: 2/22/08

Check appropriate box: Open Hearing SPEAKER #
Other Representative Assembly
(Specify regional conference or Annual Meeting)
(Specify name of conference or meeting)

Record of RC Action: Adopted as Printed Adopted as Amended Referred to Subcommittee

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Referred to President **Referred to Maker**

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Postponed/Tabled

Revised: May 1999