

JANUARY 2006

# DIRECTORY OF FACULTY CONTRACTS AND BARGAINING AGENTS IN INSTITUTIONS OF HIGHER EDUCATION

Joan Moriarty and Michelle Savarese  
Richard Boris, Series Editor

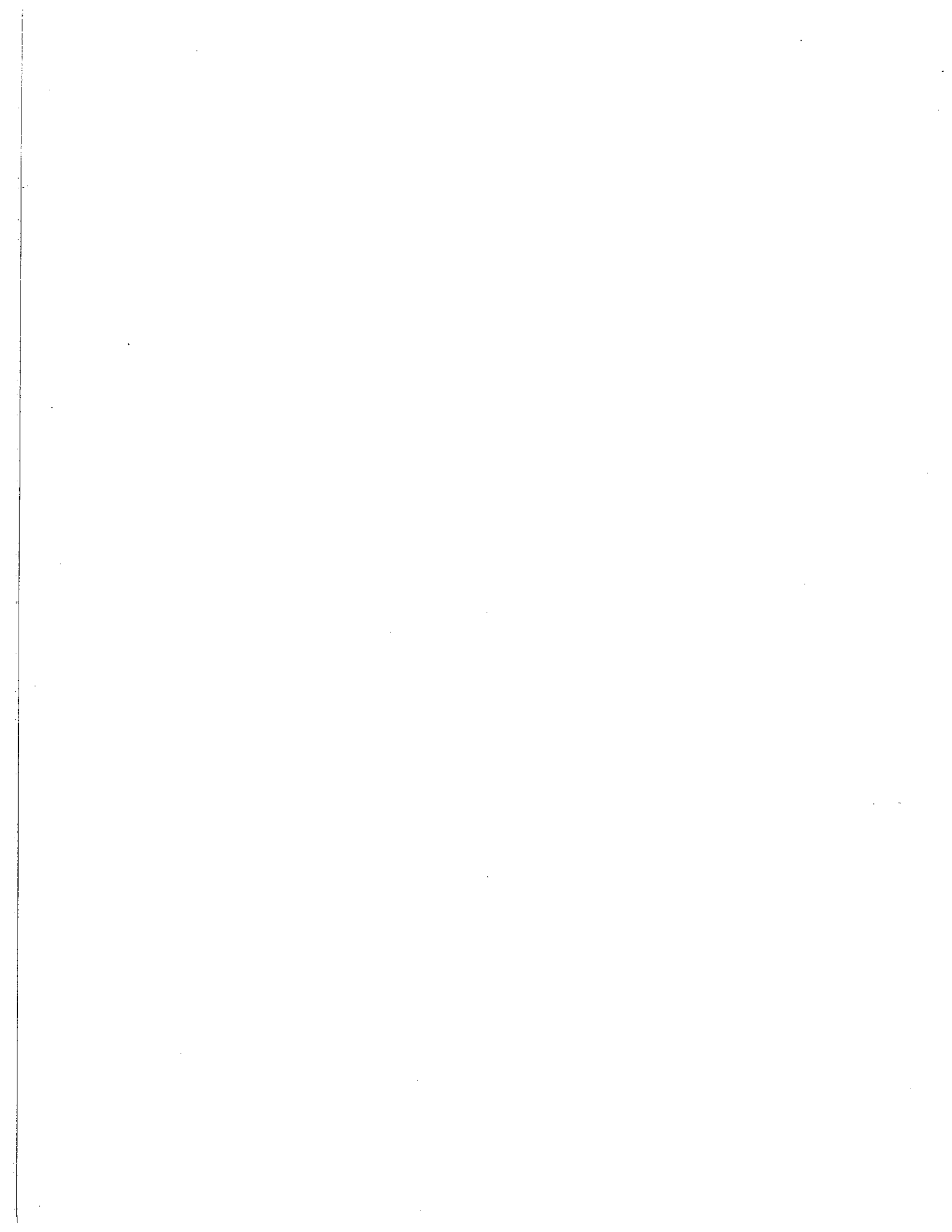
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National Center for the Study of Collective Bargaining in  
Higher Education and the Professions  
Hunter College, 425 E. 25th Street – Box 615, New York, NY 10010



NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN HIGHER  
EDUCATION AND THE PROFESSIONS

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## Forward

Without the strong and consistent financial support from TIAA-CREF neither this volume nor the other activities of the National Center would be possible. We have worked with a wonderful team from TIAA-CREF during the last four years. Rosemary Markowski, Ted Gullo, Samantha Wreaks, and Todd Dawson are consummate professionals whose grace and talents are more than appreciated.

The volume's content and conclusions are the National Center's responsibility. TIAA-CREF is not responsible for its content or conclusions.

Hunter College President Jennifer J. Raab's robust institutional support and personal assistance has provided the National Center a welcoming home.

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Joan Moriarty and Michelle Savarese have worked as a team for over two years to bring this volume to print. What they have achieved merits our professional respect. And I must acknowledge my personal admiration for their persistence, intelligence, and loyalty to this project.

Richard Boris  
Executive Director  
Series Editor



## Table of Contents

	<b>Page</b>
Acknowledgements	i
Authors' Notes	iii
Summary of Findings	vii
Definition of Terms	xiii
Table 1: Bargaining Agents Cited in the Directory	1
Table 2: Faculty Collective Bargaining Agreements in U.S. Institutions of Higher Education	3
Table 3: Graduate Student Employee Collective Bargaining Agreements in U.S. Institutions of Higher Education	75
Table 4: Institution Closings and Collective Bargaining Agent Decertifications	81
Table 5: Institution Name Changes, 1998 to 2006	84
Table 6: Distribution of Organized Institutions, Campuses, Units and Represented Faculty in U.S. Institutions of Higher Education, by Union Affiliation	85
Table 7a: Distribution of Organized Institutions, Campuses, Units and Represented Faculty in U.S. Public Institutions of Higher Education, by Union Affiliation	86
Table 7b: Distribution of Organized Institutions, Campuses, Units and Represented Faculty in U.S. Private Institutions of Higher Education, by Union Affiliation	87
Table 8: Distribution of Organized Institutions, Campuses, Units and Represented Faculty, in U.S. Institutions of Higher Education, by State	88
Table 9a: Distribution of Organized Institutions, Campuses, Units and Represented Faculty in U.S. Public Institutions of Higher Education, by State	89
Table 9b: Distribution of Organized Institutions, Campuses, Units and Represented Faculty in U.S. Private Institutions of Higher Education, by State	91
Table 10a: Distribution of Full-Time and Part-Time Represented Faculty in U.S. Public Institutions of Higher Education, by State	93
Table 10b: Distribution of Full-Time and Part-Time Represented Faculty in U.S. Private Institutions of Higher Education, by State	95
Table 11: Distribution of Organized Institutions, Campuses, Units and Represented Graduate Student Employees in U.S. Institutions of Higher Education, by State	97

## Table of Contents

	<b>Page</b>
Table 12: Distribution of Organized Institutions, Campuses, Units and Represented Graduate Student Employees in U.S. Institutions of Higher Education, by Union Affiliation	98
Appendix A: Survey	99

## Acknowledgements

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Joan Moriarty & Michelle Savarese



## Authors' Notes: Data Gathering Process

Below is a description of the data gathering process, the included sample and the metrics we used to aggregate the information about faculty and graduate student employee (GSE) unions presented in this *Directory*.

### DATA SOURCES

The data on organized faculty and GSE units comes from a variety of sources. Most of the data on bargaining units, including unit size, campuses covered, unit composition, and the years of first contract, first collective bargaining contract ratification and current contract expiration, are self-reported. Please see data definitions on pages xiii-xiv.

The process of collecting this information – identifying the universe of bargaining units, gathering institution and union contacts and collecting the data on each unit from these contacts – was a considerably time-intensive one. Since the *Directory* has not been produced since 1998, not only did we have to identify and find contacts for the 78 new bargaining units that have formed since 1998, but nearly all of the previous contacts for pre-1998 units had to also be updated.

We pursued a variety of methods to gather both the contact information and the data for each bargaining unit. In the fall of 2004 through the winter of 2005, we gathered current contact information for union and institution representatives for both the units that were listed in the 1998 *Directory* and for new units we identified. We identified new units by using lists provided to us from the national offices of the AAUP, AFT and NEA as well as from union press releases and news searches. After merging our information on new units we developed a contact database; in most cases, an institution contact (i.e. a Human Resources Officer) and a union contact were identified for each bargaining unit.

Next, we developed a unit-level instrument (included in the appendix) that we used to survey our contacts for each bargaining unit. As part of the process, we contracted with the Cornell University Survey Research Institute to transform the survey into an on-line instrument and to administer the survey electronically. In the spring of 2004, the contacts were initially either mailed the survey by the Center or emailed the survey by the Survey Research Institute. Two email follow-ups were sent following the initial email and rounds of phone calls were made to the mail recipients. Of the roughly 600 contacts that were emailed the survey, we received 225 responses. We also received nearly 200 mailed responses.

While the initial wave of information moved us considerably closer to our goal of updated information on all units, we needed to fill considerable data gaps. Hence, we spent the next year contacting each of the units for which we received incomplete information or no information at all. As this process moved forward, we discovered numerous new units and had to develop contacts for them. In addition to the calling and emailing contacts to urge their response, we gathered significant amounts of information from the internet, principally through press releases (usually by the collective bargaining agent) and news articles about contract ratifications and union representation elections. We also enlisted the assistance of officers and staff of the national and state affiliates of many of the bargaining agents. Further, many institutions and/or collective bargaining agents post their collective bargaining contracts online, which were useful in filling in many of the gaps.

In the cases in which we received conflicting data from multiple sources, we followed up with the contacts that completed the surveys to ensure only correct information made its way into the

final *Directory*. In cases where conflicting information was provided for the number in the unit, we averaged the figures unless they differed substantially.

It is also important to note that we attempted to make contact with both a representative of the bargaining agent and a representative of the institution with which they share the collective bargaining relationship. Once we received complete information about a unit from a representative of either the collective bargaining agent or the institution, we considered the unit's entry complete and did not pursue information about that unit from other contacts.

## SAMPLE

This publication includes only bargaining units that enjoy full recognition from both the institutions of higher education with which they bargain and the NLRB and/or the state public employee relations boards that govern the relationship. This is a departure from previous directories in which units that enjoyed something less than full collective bargaining were included, like units with 'meet and confer' relationships with their respective institutions.

The *Directory* includes full- and part-time faculty, administrators, chairpersons and other professional staff (i.e. librarians). Excluded from the *Directory* are academic support staff (non-professional) and health care support staff. Further, we recognize that at some institutions job classifications like counselors and librarians have faculty status while at other institutions they do not. We acknowledge this irregularity and hope to develop a way to deal better with it in the future.

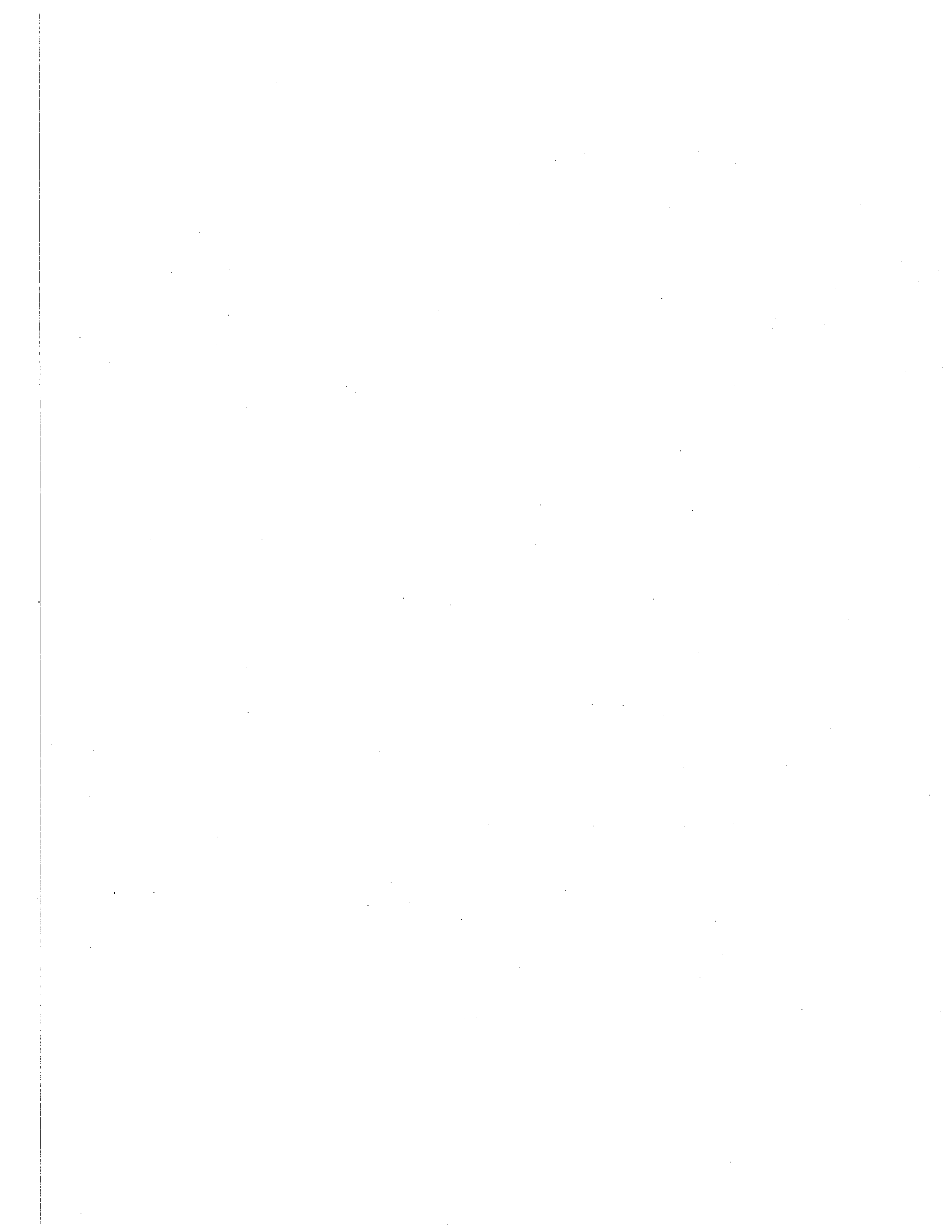
## HOW WE COUNT

In another departure from the previous editions of the *Directory*, we describe the distribution of faculty and GSE union representation using four different metrics. The advantage of examining the data using various metrics is that it allows for a more comprehensive understanding of the distribution of faculty/GSE unionization. The data are described using the following metrics:

- **Number of Institutions Covered:** The number of institutions or systems of higher education (hereafter referred to simply as institutions) with faculty or GSEs covered by collective bargaining contracts. Institutions that are composed of multiple campuses are only counted once.
- **Number of Campuses Covered:** The number of component campuses within the institutions that have faculty or GSEs covered by collective bargaining contracts. A campus, as defined by the National Center for Education Statistics, has a permanent administration, offers programs at least two years in length, and is located in a community different from parent institutions so as not to be within commuting distance. The number of campuses will be equal to or greater than the number of institutions. Further, it is true in some cases that not all campuses within an institution are included because these campuses are not covered by the collective bargaining agreement(s) for that institution.
- **Bargaining Unit:** The number of individual bargaining units, where a unit is defined as a group of employees (faculty and/or GSEs in this case) with their own collective bargaining agreement. In the American higher education sector, all bargaining units are contained within an institution, but an institution may contain several bargaining units



- that differ on several dimensions, including faculty status (i.e. full-time or adjunct) or campus coverage.
- **Represented Faculty/Graduate Student Employees:** The total number of employees covered by the collective bargaining agreement.



## Summary of Findings

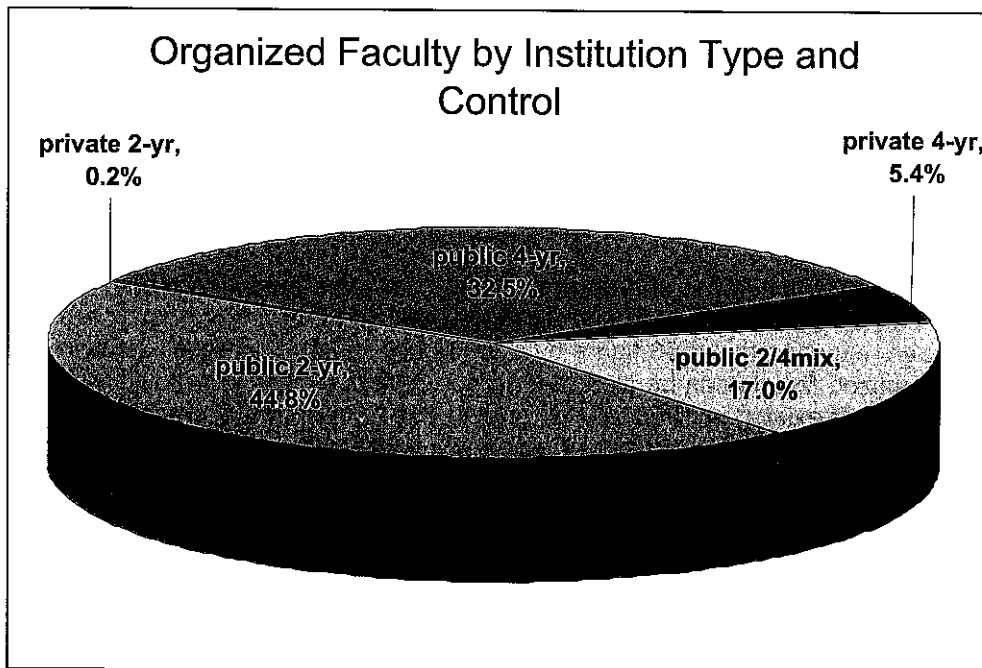
Today, over 375,000 faculty and graduate student employees (GSEs) enjoy union representation in the United States – 318,504 faculty and 57,045 GSEs. Below is a brief summary and analysis of our findings about the distribution of these organized academic workers on numerous dimensions including geographic region, union affiliation and institution type and control. The considerable growth in both faculty and graduate student employee unionization since the last publication of the *Directory* in 1998 is also discussed.

### Faculty Unionization

In the United States, 318,504 faculty members are represented by a recognized collective bargaining agent. These organized faculty members are broken into 575 separate bargaining units and are distributed across 491 institutions or systems of higher education with 1,125 campuses (Table 8).

Organized faculty members are heavily concentrated in public institutions; less than six percent are employed by private colleges or universities. This difference is driven in part by the employee status of private university faculty under the National Labor Relations Act. The current precedent, *Yeshiva*, is a hurdle to organizing in the private sector, particularly of units that include ranked faculty.

While there is a significant skew towards public institutions, organized faculty are more evenly divided across institution type (two- or four- year institutions). Specifically, 45% of organized faculty are employed at two-year institutions relative to 37.9% at four-year institutions; the other 17% are located in public systems that have both two- and four-year components.



Among organized private school faculty, though, 96% work in four-year institutions; only 765 organized faculty members in the United States (0.2% of total) are employed at private two-year institutions (Table 9b).

A alternative way to analyze the distribution of organized faculty in the United States is to disaggregate the data by employment status of the represented faculty – full-time or part-time (Tables 10a and 10b). For the institutions for which data are available on employee status, 54.8% of organized faculty in the United States are employed on a full-time basis.

Further parsing the data by institution type and control, differences emerge with respect to full-time status. Organized faculty at public four-year institutions are the most likely to be employed full-time (67.5%) while faculty at private four-year institutions (32.5%) are the least likely to enjoy similar status. Faculty with collective bargaining agreements at both two-year public and two-year private institutions fall in between these extremes.

<b>Percent of Organized Faculty Employed Full-time by Institution Type and Control</b>	
<b>Institution type/control</b>	<b>% Full-time</b>
Public 2-year	43.40%
Public 4-year	67.50%
Private 2-year	47.10%
Private 4-year	32.50%
All 2-year	43.40%
All 4-year	62.60%
All Public	53.60%
All Private	33.20%

Focusing on growth, the number of organized faculty has increased significantly since 1998, the last year the *Directory* was published prior to this report. The current number of organized faculty members exceeds the 1998 figure by over 62,000, a 24% increase. Growth in the number of organized faculty can be attributed to two distinct factors: (1) growth *within* the bargaining units that existed in 1998 and (2) growth due to the formation of *new bargaining units* after 1998. The increase in the number of organized faculty between 1998 and 2005 is nearly evenly split between these two factors. Growth within units that were formed in 1998 or earlier added roughly 33,000 new unionized faculty while the organization of 78 new units since 1998 brought approximately 29,000 faculty members into the union fold for the first time.

Looking at the organized faculty geographically, organized faculty members in the United States are distributed across 31 states and the District of Columbia with the preponderance of union faculty located in the West, Mid-Atlantic and Midwest regions (Table 8). In fact, a majority of unionized faculty are concentrated in three states: California, New York and New Jersey. The states with the largest number of organized faculty are listed in the table on the next page:

<b>Geographic Distribution of Organized Faculty</b>		
<b>State</b>	<b>Organized Faculty</b>	<b>% of Total</b>
California	81,449	25.6%
New York	73,326	23.0%
New Jersey	18,356	5.8%
Illinois	17,565	5.5%
Michigan	13,980	4.4%
Washington	12,979	4.1%
Massachusetts	12,723	4.0%
Pennsylvania	12,169	3.8%
Florida	11,026	3.5%
Connecticut	9,862	3.1%
All Other States	55,069	17.3%
<b>Total</b>	<b>318,504</b>	<b>100%</b>

Of the organized faculty, 89% are represented, in whole or part, by one of the three national unions that have historically represented academic workers – the American Association of University Professors (AAUP), the American Federation of Teachers (AFT), and the National Education Association (NEA). Including joint affiliations, the AFT represents, in whole or part, the most faculty members with a total of 158,108 (Table 6). The NEA and AAUP come in second and third, respectively, representing 110,381 and 38,785 faculty members, including joint affiliations.<sup>1</sup> The roughly 35,000 unionized faculty that are not represented by the AAUP, AFT or NEA are represented by a mix of other unions. Seventy percent of these unionized faculty belong to unions that have no national affiliation (independent unions), while the rest are affiliated with other national unions, including the United Auto Workers (UAW), the Communication Workers of America (CWA) and the Service Employees International Union (SEIU).

Interesting trends emerge by examining the distribution of faculty represented by the national affiliates on two institutional dimensions – institution type (2-year or 4-year) and control (public or private). The AFT and NEA exhibit similar patterns with respect to both these dimensions (see table on next page). The AFT and NEA represent more faculty at two-year institutions than four-year colleges and universities, with the AFT's two-year proportion slightly higher than that of the NEA. Also, the AFT and NEA almost exclusively represent faculty at public institutions. The AFT and NEA's proportions of represented faculty employed at private institutions is 3.6% and 1.1%, respectively, and less than the proportion of total organized faculty at private institutions nationwide (5.6%).

On the other hand, the AAUP units differ significantly from those of the AFT and NEA. First, the AAUP's faculty membership is nearly exclusively confined to four-year institutions; ninety-three percent are employed at four-year institutions, which is twice the respective percentages for the AFT and NEA. Second, the AAUP is also distinctive in that fifteen percent of AAUP-represented faculty are employed at private institutions, a substantially larger proportion than either the AFT or the NEA.

<sup>1</sup> In all but three cases (the California State University system, the City University of New York and the State University of New York), members that belong to unions with multiple national affiliations are counted multiple times.

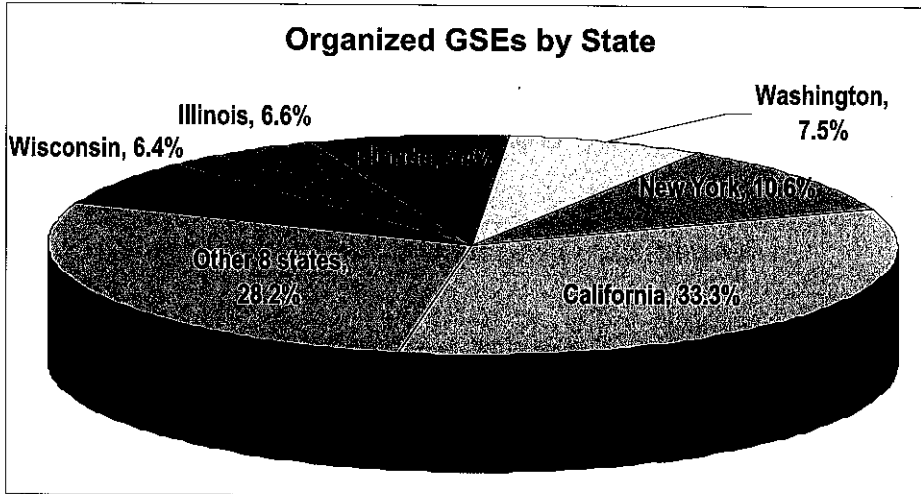
### Distribution of Organized Faculty by National Union Affiliation

National Affiliate	% 2-Year Institutions	% 4-Year Institutions	% Public Institutions	% Private Institutions
AAUP	6.7%	93.3%	85.0%	15.0%
AFT	62.9%	37.1%	96.7%	3.3%
NEA	56.4%	43.6%	98.4%	1.6%
Independent	62.0%	38.0%	97.8%	2.2%
UAW	0.0%	100.0%	0.0%	100.0%

Independent unions – those without national union affiliation – follow patterns similar to the AFT and NEA with respect to institution type and control. Lastly, the UAW, which represents significantly fewer faculty members but is growing in significance among academic workers, displays a distinctive pattern as well. All of the faculty represented by the UAW are employed at four-year private institutions.

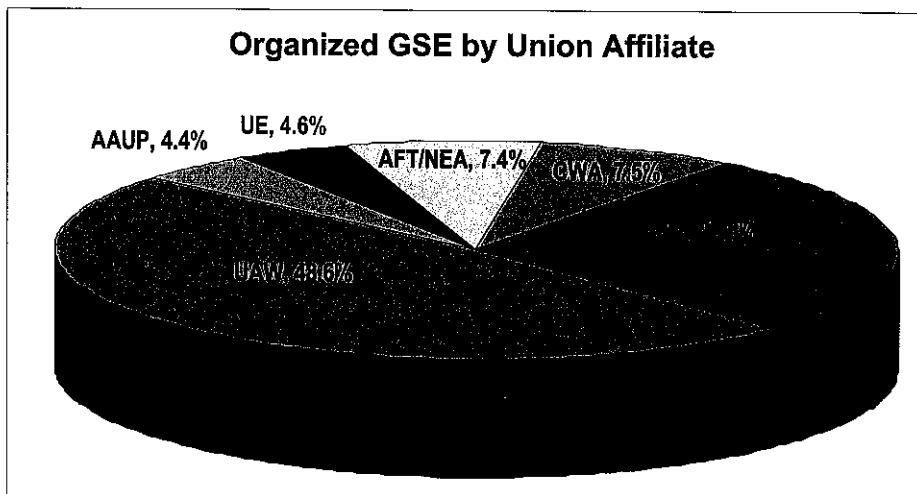
## Graduate Student Employee Unionization

Today, 57,045 graduate student employees (GSEs) in the United States are represented by recognized collective bargaining agents. These organized GSEs are distributed among 26 institutions or systems of higher education, all but one of which are under public control (Table 11).



While unionized GSEs can be found in fourteen states across the country, a majority of organized GSEs are concentrated in three states: California (33% of total), New York (11% of total) and Washington (8% of total).

Similar to organized faculty, GSEs are represented by a variety of unions, all of which also represent faculty units with the exception of the United Electrical Workers (UE) (Table 12). Further, while there is considerable overlap between the unions that represent faculty and GSEs, the relative representation proportions differ significantly. The unions that historically are associated with academic organizing – the AAUP, AFT and NEA – represent, in whole or part, 89% of the organized faculty in the United States (Table 6) but only 39% of GSEs. Rather, industrial unions have a significant presence among organized GSEs, with the UAW representing 49% of all organized GSEs. The combined GSE membership of the Communication Workers of America (CWA) and the United Electrical Workers (UE) represent another 12% of the total.



It is important to note, however, that while the industrial unions represent more GSEs, they do not represent the most in terms of units or institutions. Put differently, the industrial unions' GSE membership is concentrated in large units while the traditional academic unions represent more, but smaller, units spread across more institutions.

The pace of GSE unionization has increased significantly in the past decade. The first GSE union was established in 1969 at the University of Wisconsin-Madison. In the 25 years since this initial GSE union was formed, another eleven units were organized; today, these units represent over 37% of the total number of organized GSEs.

<b>Time Period of election</b>	<b>GSE units</b>	<b>Union GSEs</b>	<b>% of total union GSEs</b>
	<b>No.</b>	<b>No.</b>	<b>%</b>
1969-1994	12	21,333	37.4
1995-1999	5	17,700	31.0
2000-2005	9	18,012	31.6
<b>Total</b>	<b>26</b>	<b>57,045</b>	<b>100.0</b>

As depicted in the table above, however, the number of GSEs organized in the past ten years is nearly double the number organized in the previous 25 years. In the last ten years, not only have sixteen GSE units been added, but the units, on average, are larger than the previously organized units. The University of California, California State University system and the University of Washington are prime examples of this phenomenon. Further, this acceleration of GSE unionization has been largely constant during the entire 1995 - 2005 period, with approximately 18,000 members added in each of the last two five-year periods.



## Definition of Terms

**Institution:** The name of the higher education institution or system. Only institutions with *recognized* collective bargaining agents were included; institutions that only have 'meet and confer' relationships are not included.

**Unit:** A group of workers who bargain collectively with their employer, institutions of higher education in this case. The final unit is determined by the National Labor Relations Board, a state-level public employee labor board, or otherwise agreed to jointly by the union and the employer. In the higher education context, an institution or system may have more than one bargaining unit with which it shares a collective bargaining relationship. If multiple bargaining units of faculty or graduate student employees (GSEs) exist at a particular institution or system, they are enumerated separately in Tables 2 and 3.

**2/4 Year Institution:** The highest terminal degree that the institution confers, either at the associate (2) or the baccalaureate (4) level.

**Campus No.:** The number of campuses covered by the collective bargaining contract. This may differ from the total number of an institution's component campuses since the faculty at some, but not all, component campuses may be covered by the contract.

**Unit No.:** The number of distinct faculty or GSE bargaining units.

**Bargaining Agent:** An organization, a labor union in this context, which is designated by an appropriate government agency and recognized by the employer as the exclusive representative of all employees in the bargaining unit for purposes of collective bargaining. In Tables 2 and 3, the bargaining agent(s) are listed with national affiliation(s) first followed by state affiliation(s), if any. Please see Table 1 for a list of the union acronyms and their full names.

**Unit Size:** The total number of employees covered by the collective bargaining agreement, regardless of union membership. If more than one respondent provided information for a unit and the unit size number differed, an average was taken.

**Bargaining Unit Composition:** The categories of employees included in the bargaining unit. Employees with varying titles are included in bargaining units. In order to simplify, however, the following four employee categories are broken out in Table 2:

**Full-Time Permanent Faculty (FT Perm):** Faculty employed on a full-time basis that are not term-to-term appointments.

**Part-Time Permanent Faculty (PT Perm):** Faculty employed on a part-time basis that are not term-to-term appointments.

**Adjunct Faculty (Adj):** Faculty employed on a term-to-term basis.

**Librarians (Lib):** Librarians who may or may not be classified as faculty.

The following four employee categories are broken out in Table 3:

**Teaching Assistants (TAs):** Graduate student employees whose primary duties are to teach their own courses, course sections or otherwise aide in instruction.

**Research Assistants (RAs):** Graduate student employees whose primary duties are to conduct research.

**Graduate Assistants (GAs):** Graduate student employees whose primary duties vary according to the needs of their employer.

**Other GSE:** Graduate student employees (GSE) with all other titles including grader and tutor.

It is important to note that if a bargaining unit contains members of an employee category, not all members of that employee category need be in the unit.

**Percent of the Unit Full-Time (% FT):** The percent of the bargaining unit that is employed on a full-time basis. If more than one respondent provided information for a unit and the percent full-time differed, an average was taken.

**Current Agent Elected:** The year in which the current bargaining agent was elected or otherwise recognized as the representative of the bargaining unit.

**Initial Agent Elected:** The year the first bargaining agent was elected or otherwise recognized as the representative of the bargaining unit. This may differ from the year that the current agent was elected because the bargaining agent may have changed once or more since the initial agent was recognized. In Table 2, this date is provided if the following two conditions are met: (1) the initial agent was elected in a year different from the current agent and (2) information about the date is available from previous editions of the *Directory* or from surveys or contacts. The survey did not include a question that addressed initial bargaining agents.

**Initial CBA Ratified:** The year the members of the bargaining unit first ratified a collective bargaining agreement (CBA).

**Current CBA Expire:** The year the current collective bargaining agreement expires.

**Table 1: Bargaining Agents Cited in the Directory**

<b>Acronym</b>	<b>Name</b>	<b>National Union Affiliation</b>
AAUP	American Association of University Professors	
AFGE	American Federation of Government Employees	
AFSCME	American Federation of State, County and Municipal Employees	
AFT	American Federation of Teachers	
AFTWA	American Federation of Teachers Washington	AFT
CCA	Community College Association (California)	NEA
CCCC	Congress of Connecticut Community Colleges	SEIU
CFT	California Federation of Teachers	AFT
CSEA	California State Employees Association	SEIU
CTA	California Teachers Association	NEA
CWA	Communication Workers of America	
EM	Education Minnesota	AFT/NEA
GAU	Graduate Assistants United	AFT/NEA
GEO	Graduate Employees Organization	AFT
IEA	Illinois Education Association	NEA
IFT	Illinois Federation of Teachers	AFT
ISEA	Iowa State Education Association	NEA
KNEA	Kansas National Education Association	NEA
MEA	Maine Education Association	NEA
MEA	Michigan Education Association	NEA
MEA-MFT	Montana Education Association-Montana Federation of Teachers	AFT/NEA
MCCC	Massachusetts Community College Council	NEA
MFT	Massachusetts Federation of Teachers	AFT
MFT	AFT Michigan	AFT
MFT	Missouri Federation of Teachers	AFT
MNEA	Missouri National Education Association	NEA
MSEA	Maine State Employees Association	SEIU
MSP	Massachusetts Society of Professors	NEA
MTA	Maine Teachers Association	NEA
MTA	Massachusetts Teachers Association	NEA
NEA	National Education Association	
NEANH	National Education Association New Hampshire	NEA
NEANY	National Education Association New York	NEA

**Table 1: Bargaining Agents Cited in the Directory (Cont.)**

<b>Acronym</b>	<b>Name</b>	<b>National Union Affiliation</b>
NEARI	National Education Association Rhode Island	NEA
NHFT	New Hampshire Federation of Teachers	AFT
NJEA	New Jersey Educational Association	NEA
NJFT	New Jersey Federation of Teachers	AFT
NSEA	Nebraska State Education Association	NEA
NYSUT	New York State United Teachers	AFT
OEA	Ohio Education Association	NEA
OEA	Oregon Education Association	NEA
OFT	Ohio Federation of Teachers	AFT
OFT	AFT Oregon	AFT
PaFT	Pennsylvania Federation of Teachers	AFT
PSC	Professional Staff Congress	AFT
PSEA	Pennsylvania State Education Association	NEA
SDEA	South Dakota Education Association	NEA
SEIU	Service Employees International Union	
UAW	United Auto Workers	
UE	United Electrical Workers	
UFF	United Faculty of Florida	AFT/NEA
UPI	United Professionals of Illinois	AFT
WEA	Washington Education Association	NEA
WEA	Wisconsin Education Association	NEA
WFT	AFT Wisconsin	AFT

TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Bargaining Unit										Election & Contract Years			
	2/4 Yr. Inst	Cam-pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>ALASKA</b>														
Univ. of Alaska System		19	3											
Unit 1: C.C. Faculty in Univ. Alaska system		16		AFT	280	1			1	98	1973	1974	2007	
Bristol Bay Campus	2													
Chugiak-Eagle River Campus	2													
Chukchi Campus	2													
College of Rural Alaska	2													
Interior Aleutians Campus	2													
Kachemak Bay Campus	2													
Kenai Peninsula College	2													
Ketchikan Campus	2													
Kodiak College	2													
Kuskokwim Campus	2													
Matanuska Susitna Campus	2													
Military Programs Campus	2													
Northwest Campus	2													
Prince William Sound C.C.	2													
Sitka Campus	2													
Tanana Valley Campus	2													
Unit 2: FT Faculty at Univ. of Alaska		3		AAUP/AFT	847	1			1	100	1996	1998	2007	
Univ. of Alaska-Anchorage	4													
Univ. of Alaska-Fairbanks	4													
Univ. of Alaska-Southeast	4													
Unit 3: PT/Adjunct Faculty at Univ. of AK		3		AAUP/AFT	667		1	1		0	1997	1999	2004	
Univ. of Alaska-Anchorage	4													
Univ. of Alaska-Fairbanks	4													
Univ. of Alaska-Southeast	4													

^ Private Institution FT = Full-Time PT = Part-Time \* 1998 Unit Figure C.C. = Community College Univ. = University C T = Community Technical

TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Bargaining Unit										Election & Contract Years			
	2 1/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>CALIFORNIA</b>														
Allan Hancock College	2	1	1	AFT/CFT	400	1	1	1	0	2002	1999	2001	2007	
Antelope Valley College	2	1	1	AFT/CFT	420	1	1	1	40	1990		1990	2005	
Barstow C.C.	2	1	1	NEA/CTA/CCA	33	1			100	1979		1979	2006	
Butte College		1	2											
Unit 1: FT Faculty at Butte College	2	1	1	NEA/CTA/CCA	154	1		1	100	1978		1978	2005	
Unit 2: PT Faculty at Butte College	2	1	1	CWA	525 *		1		0	1990		1991		
Cabrillo College	2	1	1	AFT/CFT	590	1	1	1	34	1984		1986	2004	
California State Univ. System		23	1	AAUP/NEA/CTA/SEIU/CSEA <sup>1</sup>	22461	1	1	1	60	1983		1983	2006	
Cal. Maritime Academy	4													
Cal. Polytech. State Univ.- San Luis Obispo	4													
Cal. State Polytech. Univ.-Pomona	4													
Cal. State Univ.-Bakersfield	4													
Cal. State Univ.-Channel Islands	4													
Cal. State Univ.-Chico	4													
Cal. State Univ.-Dominguez Hills	4													
Cal. State Univ.-East Bay	4													
Cal. State Univ.-Fresno	4													
Cal. State Univ.-Fullerton	4													
Cal. State Univ.-Long Beach	4													
Cal. State Univ.-Los Angeles	4													
Cal. State Univ.-Monterey Bay	4													
Cal. State Univ.-Northridge	4													

<sup>1</sup> The AAUP represents 970 of the 22,461 faculty members in the California State University system.

TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst		Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Election & Contract Years			
	FT Perm	Current Agent Elected										Initial Agent Elected	Initial CBA Ratified	Current CBA Expire	
<b>CALIFORNIA (Cont.)</b>															
California State Univ. System (Cont.)															
Cal. State Univ.-Sacramento	4														
Cal. State Univ.-San Bernardino	4														
Cal. State Univ.-San Marcos	4														
Cal. State Univ.-Stanislaus	4														
Humboldt State Univ.	4														
San Diego State Univ.	4														
San Francisco State Univ.	4														
San Jose State Univ.	4														
Sonoma State Univ.	4														
Cerritos College	2		1	1	AFT/CFT	850	1	1	1	1	35	2004	2004	2005	
Chabot-Las Positas Community College District			2	1	Independent	1275	1	1	1	1	22	1990	1978	1991	2005
Chabot College	2														
Las Positas College	2		1	1	NEA/CTA/CCA	400	1	1	1	1	50	1980	1981	2007	
Chaffey College	2		1	2											
Citrus College	2		1	1											
Unit 1: Permanent Faculty at Citrus College			1	1	NEA/CTA/CCA	359	* 1	1	1	1		1976	1977	2007	
Unit 2: PT Faculty at Citrus College			1	1	AFT/CFT	375			1	1	0	2001	2002	2007	
City College of San Francisco			10	1	AFT/NEA/CFT/CTA	1775	1	1	1	1	41	1978	1979	2005	
Alemany Campus	2														
Castro/Valencia Campus	2														
Chinatown/North Beach Campus	2														
Downtown Campus	2														
Evans Campus	2														
Fort Mason Campus	2														
John Adams Campus	2														

^ Private Institution FT = Full-Time PT = Part-Time \* 1998 Unit Figure C.C. = Community College Univ. = University C T = Community Technical

TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst		Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years				
	FT	PT					FT	PT	FT	PT	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>CALIFORNIA (Cont.)</b>															
City College of San Francisco (Cont.)															
Mission Campus	2														
Phelan/Ocean Campus	2														
Southeast Campus	2														
Coast C.C. District			3	2											
Unit 1: Permanent Faculty at Coast C.C.			3		AFT/CFT	731	1	1	1	1	1	79	1979	1980	2006
Coastline College	2														
Golden West Campus	2														
Orange Coast College	2														
Unit 2: Adjunct Faculty at Coast C.C.			3		NEA/CTA/CCA	580			1	1		0	1979	1980	2006
College of Marin	2		2	1	AFT/CFT	360	1	1	1	1	1	33	1978	1980	2004
Kentfield Campus	2														
Novato Campus	2														
College of the Canyons	2		1	2											
Unit 1: FT faculty at College of the Canyons			1		NEA/CTA/CCA	155	1		1	1	1	97	1977	1978	2004
Unit 2: PT faculty at College of the Canyons			1		AFT/CFT	390			1	1		0	2003	Bargaining 1st CBA	
College of the Desert	2		1	2											
Unit 1: FT Faculty at College of the Desert			1		NEA/CTA/CCA	125	1					100	1988	1988	2006
Unit 2: Adjunct Faculty at College of the Desert			1		NEA/CTA/CCA	326			1	1		0	1995	1996	2006
College of the Redwoods			3	1	Independent	350	1	1	1	1	1	31	1977	1977	2007
Del Norte Campus	2														
Eureka Campus	2														
Mendocino Campus	2														

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst			Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm			PT Perm			Adj Lib			Election & Contract Years			
	FT	Perm	%					FT	Perm	Adj	Lib	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire					
<b>CALIFORNIA (Cont.)</b>																				
College of the Sequoias	2	1	2			NEA/CTA/CCA	138	1									1976		1977	2006
Unit 1: FT Faculty at College of the Sequoias																				
Unit 2: Adjunct Faculty at College of the Sequoias						CWA	216 *			1							1994			
College of the Siskiyou	2	1	1			NEA/CTA/CCA	102	1		1							1996		1997	2005
Compton C.C.	2	1	1			AFT/CFT	205	1		1							1978		1979	2004
Contra Costa C.C. District		3	1			Independent	790	1		1		1					1976		1977	2006
Contra Costa College	2																			
Diablo Valley College	2																			
Los Medanos College	2																			
Copper Mountain C.C.	2	1	1			NEA/CTA/CCA	26	1				1					2000		2001	2004
Cuesta College	2	1	1			AFT/CFT	487	1		1		1					1994		1996	2005
El Camino C.C.	2	1	1			AFT/CFT	941	1		1		1					1976		1977	2007
Feather River C.C.	2	1	1			AFT/CFT	28	1				1					1989		1990	2004
Foothill-DeAnza C.C. District		3	1			Independent	1200	1		1		1					1977		1977	2004
DeAnza College	2																			
Foothill College	2																			
Middlefield Center	2																			
Gavilan College	2	2	1			NEA/CTA/CCA	70	1				1					1977		1977	2007
Glendale C.C.	2	1	1			AFT/CFT	700	1		1		1					1979		1980	2005
Grossmont/Cuyamaca C.C. District		2	1			Independent	1100	1		1		1					1984		1978	2003
Cuyamaca College	2																			
Grossmont College	2																			
Hartnell C.C.	2	1	1			NEA/CTA/CCA	500	1		1		1					1979		1979	2004
Imperial Valley College	2	1	1			NEA/CTA/CCA	76	1				1					1981		1984	2004

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Campus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years			
						FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>CALIFORNIA (Cont.)</b>													
Kern C.C. District		3	1	NEA/CTA/CCA	360	1		1	100	1977		1977	2005
Bakersfield College	2												
Cerro Coso College	2												
Porterville College	2												
Lake Tahoe C.C.	2	1	1	NEA/CTA/CCA	200	1	1	1	25	1997		1994	2005
Lassen C.C.	2	1	1	NEA/CTA/CCA	150	1	1	1	33	2002	1986	1988	2004
Long Beach City College		2	2										
Unit 1: FT Faculty at L.B. City College		2		NEA/CTA/CCA	326	1			100	1978		1979	2003
Liberal Arts Campus	2												
Pacific Coast Campus	2												
Unit 2: PT Faculty at L.B. City College		2		NEA/CTA/CCA	750			1	0	1990		1991	2004
Los Angeles C.C. System		9	1	AFT/CFT	4000	1	1	1	40	1977		1978	2005
East L.A. College	2												
L.A. City College	2												
L.A. Harbor College	2												
L.A. Mission College	2												
L.A. Southwest College	2												
L.A. Trade-Tech. College	2												
L.A. Valley College	2												
Pierce College	2												
West L.A. College	2												

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Campus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years					
						FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>CALIFORNIA (Cont.)</b>														
Los Rios C.C. System		4	1	AFT/CFT	2243	1	1	1	1	39	1977	1977	2005	
American River College	2													
Cosumnes River College	2													
Folsom Lake College	2													
Sacramento City College	2													
Mendocino College	2	1	2											
Unit 1: FT Faculty at Mendocino College		1		AFT/CFT	55	1				100	2005	Bargaining 1st CBA		
Unit 2: Adjunct Faculty at Mendocino College		1		NEA/CTA/CCA	200		1			0	1994	1994	2005	
Merced College	2	1	1	NEA/CTA/CCA	471	1	1	1	1	27	1976	1977	2003	
Mira Costa College	2	2	1	NEA/CTA/CCA	335			1		0	1999	1999	2007	
Cardiff-by-the-Sea Campus	2													
Oceanside Campus	2													
Monterey Peninsula C.C.	2	1	1	NEA/CTA/CCA	350	1	1	1	1	30	1978	1980	2007	
Mt. San Antonio College	2	1	1	NEA/CTA/CCA	1000	1	1	1	1	37	1976	1978	2005	
Mt. San Jacinto College		3	2											
Unit 1: FT Faculty at Mt. San Jacinto College		3		NEA/CTA/CCA	130	1			1	100	1976	1977	2004	
Central Campus	2													
North Campus	2													
South Campus	2													
Unit 2: Adjunct Faculty at Mt. San Jacinto College		3		CWA	500			1		0	2000	2001	2004	
Napa Valley College	2	1	1	NEA/CTA/CCA	386	1	1	1	1	26	1977	1979	2003	
North Orange County C.C. District		3	2											
Unit 1: FT Faculty North O.C. C.C.		3		NEA/CTA/CCA	600	1				100	1979	1981	2004	
Cypress College	2													
Fullerton College	2													
School of Continuing Education	2													

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Bargaining Unit										Election & Contract Years			
	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>CALIFORNIA (Cont.)</b>														
North Orange County C.C. District (cont.)														
Unit 2: Adjunct Faculty at North O.C. C.C.			3	AFT/CFT	1400	1	1	1	0	2000		2001	2004	
Ohlone College	2	1	1	Independent	500	1	1	1	30	1979		1979	2005	
Palmer College of Chiropractic West	4	1	1	AFT/CFT	60					2001				
Palo Verde C.C. District	2	1	1	NEA/CTA/CCA	78	1	1	1	49	1980	1976	1976	2007	
Palomar College	2	1	1	AFT/CFT	1200	1	1	1	25	2000		2005	2006	
Pasadena City College	2	1	1	NEA/CTA/CCA	1000	1	1	1	38	1979		1979	2003	
Peralta C.C. District		4	1	AFT/CFT	1025	1	1	1	31	1979		1980	2007	
College of Alameda	2													
Laney College	2													
Merritt College	2													
Vista College	2													
Rancho Santiago C.C. District		2	2											
Unit 1: Regular Faculty at Rancho Santiago C.C.		2	2	Independent	800	1	1	1	44	1978		1980	2004	
Santa Ana College	2													
Santiago Canyon College	2													
Unit 2: Continuing Education Faculty at Rancho Santiago C.C.		2	2	NEA/CTA/CCA	550	1	1	1	0	1977		1975	2004	
Rio Hondo C.C.	2	1	1	NEA/CTA/CCA	542	1	1	1	33	1979		1980	2004	
Riverside C.C. District		3	1	NEA/CTA/CCA	1500	1	1	1	22	1978		1979	2007	
Moreno Valley Campus	2													
Norco Campus	2													
Riverside Campus	2													

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Cam-				Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years			
	2 1/4 Yr. Inst	pus No.	Unit No.	FT Perm			FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected
<b>CALIFORNIA (Cont.)</b>													
San Bernardino C.C. District		2	1	1	NEA/CTA/CCA	950	1	1	1	1	1	1989	2007
Crafton Hills C.C.	2												
San Bernardino Valley College	2												
San Diego C.C. District		3	1	1	AFT/CFT	1843	1	1	1	1	1	1977	2005
San Diego City College	2												
San Diego Mesa College	2												
San Diego Miramar College	2												
San Diego Community College Adult Education System		10	1	1	AFT/CFT	500	1	1	1	17	1	1977	2003
Centre City/Skills Center	2												
Cesar Chavez Center	2												
Clairemont Mesa Campus Center	2												
Education Cultural Complex Campus Center	2												
Kearney Mesa Campus	2												
Mid-City Center	2												
Miramar Campus	2												
Mission Bay Campus	2												
Navajo Campus Center	2												
Point Loma Campus	2												
Point Loma Campus	2												
San Francisco Art Institute	4	1	1	1	AAUP	38	1	1	1	n/a	1984	2007	
San Joaquin Delta C.C.	2	1	1	1	NEA/CTA/CCA	595	1	1	1	37	1977	2007	
San Jose/Evergreen C.C. District		2	1	1	AFT/CFT	690	1	1	1	38	1977	2006	
Evergreen Valley College	2												
San Jose City College	2												

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Institution and Units	2/4 Yr. Inst.		Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years					
	FT	PT					Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire	
<b>CALIFORNIA (Cont.)</b>															
San Mateo County C.C. District			3	1	AFT/CFT	1005	1	1	1	1	37	1982	1977	1978	2004
Canada College	2														
College of San Mateo	2														
Skyline College	2														
Santa Barbara City College	2	1	1	1	Independent	198	*	1			100	1986		1987	
Santa Monica C.C. District	2	1	1	1	Independent	944	*	1	1		26	1978		1979	
Santa Rosa Jr. College	2	2	2	2											
Unit 1: Full-time/Adjunct Faculty at Santa Rosa Jr. College		2			Independent	1700	1	1	1	1	18	1989		1990	2004
Santa Rosa campus	2														
Petaluma Campus	2														
Unit 2: Seniors Program Unit "B" at Santa Rosa Jr. College		2			AFT/CFT	51		1			0	1989		1991	2004
Shasta-Tehama-Trinity C.C. District	2	1	1	1	NEA/CTA/CCA	460	1	1	1	1	35	1976		1976	2005
Sierra C.C. District	2	4	1	1	NEA/CTA/CCA	900	1	1	1	1	24	1977		1978	2006
Grass Valley Campus	2														
Rocklin Campus	2														
Roseville Campus	2														
Truckee Campus	2														
Solano C.C.	2	1	1	1	NEA/CTA/CCA	414	1	1	1	1	37	1976		1977	2005
South Orange C.C. College District	2	2	1	1	NEA/CTA/CCA	1044	1	1	1	1	31	1976		1978	2007
Irvine Valley College	2														
Saddleback College	2														
Southwestern C.C. District	2	2	1	1	NEA/CTA/CCA	900	1	1	1	1	39	1977		1979	2006
San Ysidro Education Center	2														
Southwestern College	2														

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Institution and Units	2/4 Yr. Inst		Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years		
	FT	PT					Lib	Adj	Perm	Initial Agent Elected	Initial CBA Ratified	Current Agent Elected
<b>CALIFORNIA (Cont.)</b>												
State Center C.C. District			2	1	AFT/CFT	1044	1	1	1	1977	1977	2007
Fresno City College	2											
Kings River C.C.	2											
Taft College/West Kern C.C. District	2	1	1	1	NEA/CTA/CCA	102	1	1	1	1977	1977	2006
Univ. of California		10	3									
Unit 1: Lecturers at UC System		10			AFT/CFT	2894	1	1	1	1984	1986	2006
Berkeley	4											
Davis	4											
Irvine	4											
Los Angeles	4											
Merced	4											
Riverside	4											
San Diego	4											
San Francisco	4											
Santa Barbara	4											
Santa Cruz	4											
Unit 2: Librarians at UC System		10			AFT/UFL	401	1	1	1	1983	1984	2006
Unit 3: Faculty at UCSC		1			AAUP	464	1	100	1981	1982	2005	
Santa Cruz	4											
Univ. of San Francisco	4	1	2									
Unit 1: FT Faculty at Univ. of S.F.		1			AFT/CFT	306	1	100	1975	1976	2007	
Unit 2: PT Faculty at Univ. of S.F.		1			AFT/CFT	250	1	0	1981	1985	2005	

^ Private Institution FT = Full-Time PT = Part-Time \* 1998 Unit Figure C.C. = Community College Univ. = University C T = Community Technical

TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Bargaining Unit				Election & Contract Years									
	2/4 Yr. Inst	Campus No.	Unit No.	Bargaining Agent(S)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>CALIFORNIA (Cont.)</b>														
Ventura County C.C. District		3	1	AFT/CFT	1400	1		1	1	29	1977	1978	1978	2004
Moorpark College	2													
Oxnard College	2													
Ventura College	2													
Victor Valley C.C.	2	1	2											
Unit 1: FT Faculty at Victor Valley College		1		NEA/CTA/CCA	135	1			1	100	1976	1978	1978	2004
Unit 2: PT Faculty at Victor Valley College		1		AFT/CFT	400			1		0	2004	Bargaining 1st CBA 1977		2003
West Hills C.C.		2	1	NEA/CTA/CCA	85	1				100	1977			
Coalinga Campus	2													
Lemoore Campus	2													
West Valley Mission C.C. District		2	1	Independent	770	*	1			40	1993	1984	1985	
Mission College	2													
West Valley College	2													
Yosemite C.C. District		2	1	Independent	500	1	1	1	1	60	1989	1976	1978	2004
Columbia College	2													
Modesto Jr. College	2													
Yuba College		3	2											
Unit 1: FT Faculty at Yuba C.C.		3		AAUP	130	1			1	100	1993	1976	1978	2005
Clear Lake Campus	2													
Woodland C.C.	2													
Yuba College	2													
Unit 2: PT Faculty at Yuba C.C.		3		AFT/CFT	412			1		0	1994		1995	2006

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Institution and Units	Bargaining Unit				Election & Contract Years									
	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>COLORADO</b>														
Regis Univ.	4	1	1	AAUP	114	1	1	1	1	84	1973	1973	2005	
<b>CONNECTICUT</b>														
Connecticut Community and Technical College System														
Unit 1: C.C. Faculty at Conn. C.&T. System		12	2											
Asnurtuck C.&T. College	2			SEIU/CCCC	3500	1	1	1	1	40	1975	1977	2007	
Capital C.&T. College	2													
Gateway C.&T. College	2													
Housatonic C.&T. College	2													
Manchester C.&T. College	2													
Middlesex C.&T. College	2													
Naugatuck Valley C.&T. College	2													
Northwestern Connecticut C.&T. College	2													
Norwalk C.&T. College	2													
Quinebaug Valley C.&T. College	2													
Three Rivers C.&T. College	2													
Tunxis C.&T. College	2													
Unit 2: Tech. Faculty at Conn. C.&T. System		5		AFT	420	1	1	1	1	28	1976	1976	2005	
Capital C.&T. College	2													
Gateway C.&T. College	2													
Naugatuck Valley C.&T. College	2													
Norwalk C.&T. College	2													
Three Rivers C.&T. College	2													

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years						
						FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire		
Connecticut State Univ. System		4	2													
Unit 1: Faculty at Conn. State Univ.		4		AAUP	2667	1	1	1	1	48	1976	1976	1976	2007		
Central Conn. State Univ.	4															
Eastern Conn. State Univ.	4															
Southern Conn. State Univ.	4															
Western Conn. State Univ.	4															
Unit 2: Admin. Faculty at Conn. State Univ.		4		AFSCME	900											
Mitchell College	4	1	1	AFT	29	1				100	1975	1975	1975	2005		
Post Univ.	4	1	1	AAUP	31	1	1			94	1990	1978	1979	2007		
Quinnipiac College	4	1	1	AFT	232	1			1	100	1975	1975	1975	2006		
U.S. Coast Guard Academy	4	1	1	AFGE	70	1	1		1	79	1975	1975	1978	2004		
Univ. of Connecticut		6	1	AAUP	2013	1	1	1	1	71	1976	1976	1977	2007		
Avery Point	4															
Hartford	4															
Stamford	4															
Storrs	4															
Torrington	4															
Waterbury	4															

CONNECTICUT (Cont.)

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Campus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Bargaining Unit			Election & Contract Years		
											Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>DELAWARE</b>																
Delaware State Univ.			3	1	AAUP	200	1		1	100	1977		1981			2009
Dover Campus	4															
Sussex Campus	4															
Wilmington Campus	4															
Univ. of Delaware		5	1		AAUP	1000	1			100	1972		1973			2005
Dover Campus	4															
Georgetown Campus	4															
Lewes Campus	4															
Newark Campus	4															
Wilmington Campus	4															
<b>DISTRICT OF COLUMBIA</b>																
Univ. of the District of Columbia	4	1	1		NEA	220	1		1	100	1978		1980			2006

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**TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION**

Institution and Units	Cam-		2/4 Yr. Inst No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Bargaining Unit		Election & Contract Years		
	No.	No.										Current Agent Elected	Initial Agent Elected	Current CBA Expire	Initial CBA Ratified	
<b>FLORIDA</b>																
Brevard C.C.	5	1		1	AFT/NEA/UFF	209	1			1	100	1981	1976	1981	2005	
Cocoa Campus			2													
Health Services Campus			2													
Melbourne Campus			2													
Palm Bay Campus			2													
Titusville Campus			2													
Broward C.C.	9	1		1	AFT/NEA/UFF	325	1			1	100	1981	1981	1981	2006	
Allied Health Center Campus			2													
Central Campus			2													
North Campus			2													
South Campus			2													
Centers (5)			2													
Chipola Junior College	1	1		1	AFT/NEA/UFF	61	1			1	100	1976		1977	2004	
Edison C.C.	3	1		1	AFT/NEA/UFF	96	1				100	1976		1979	2008	
Charlotte Co.Campus			2													
Collier Co.Campus			2													
Lee Co.Campus			2													
Edward Waters College	4	1		1	AAUP	50	*					1992				
Florida A&M Univ.	4	1		1	AFT/NEA/UFF	750	1	1		1	90	2003	1976	Bargaining 1st CBA		
Florida Atlantic Univ.	4	1		1	AFT/NEA/UFF	825	1			1	98	2004	1976	2004	2006	
Florida C.C. at Jacksonville	5	1		1	AFT/NEA/UFF	380	1			1	100	2002		2003	2005	
Downtown Campus			2													
Kent Campus			2													
North Campus			2													

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Campus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Bargaining Unit			Election & Contract Years			
								Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>FLORIDA (Cont.)</b>														
Florida C.C. at Jacksonville (Cont.)														
Open Campus	2													
South Campus	2													
Florida Gulf Coast Univ.	4	1	1	AFT/NEA/JFF	204	1		1	100	2003	1976	Bargaining 1st CBA		
Florida International Univ.	4	1	1	AFT/NEA/JFF	1000	1		1	100	2004	1976	Bargaining 1st CBA		
Florida State Univ.	4	1	1	AFT/NEA/JFF	1530	1	1	1	92	2003	1976	Bargaining 1st CBA		
Hillsborough C.C.		4	1	AFT/NEA/JFF	256	1		1	100	1983	1974	1974	2007	
Brandon Learning Center	2													
Dale Mabry Campus	2													
Plant City Campus	2													
Ybor City Campus	2													
Indian River C.C.		4	1	AAUP	200	1		1	100	1973		1975	2005	
Chastain Center	2													
Dixon/Hendry Center	2													
Mueller Center	2													
Port Saint Lucie/Saint Lucie West Centers	2													
Miami-Dade C.C.		6	1	AFT/NEA/JFF	708	1		1	100	1998		2000	2005	
Homestead Campus	2													
InterAmerican Campus	2													
Kendall Campus	2													
Medical Campus	2													
North Campus	2													
Wolfson Campus	2													
New College of Florida	4	1	1	AFT/NEA/JFF	68	1		1	100	2003		Bargaining 1st CBA		

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Campus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years						
						FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire		
<b>FLORIDA (Cont.)</b>																
Palm Beach C.C.		4	1	AFT/NEA/UFF	200 *						1975			1978		
Central Campus	2															
Eissey Campus	2															
Glade Campus	2															
South Campus	2															
Pensacola Junior College		3	1	AFT/NEA/UFF	230	1			1	100	1985			1987	2005	
Milton Campus	2															
Pensacola Campus	2															
Warrington Campus	2															
Saint Leo Univ.	4	1	1	AFT/NEA/UFF	69	1			1	100	1979	1976		1978	2006	
Univ. of Central Florida	4	1	1	AFT/NEA/UFF	1300	1			1	100	2003	1976		2005	2007	
Univ. of North Florida	4	1	1	AFT/NEA/UFF	440	1			1	100	2003	1976		Bargaining 1st CBA		
Univ. of South Florida	4	1	1	AFT/NEA/UFF	1800	1			1	100	2003	1976		2004	2007	
Univ. of West Florida	4	1	1	AFT/NEA/UFF	325	1			1	100	2003	1976		Bargaining 1st CBA		
Univ. of Florida	4	1	1	AFT/NEA/UFF		1			1	100	2005	1976		Bargaining 1st CBA		

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	Bargaining Unit			Election & Contract Years				
							FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>HAWAII</b>														
Univ. of Hawaii System			10	1	NEA	3200	1	1	1	1	94	1974	1975	2009
Hawaii C.C.	2													
Honolulu C.C.	2													
Kapiolani C.C.	2													
Kauai C.C.	2													
Leeward C.C.	2													
Maui C.C.	2													
Univ. of Hawaii - Hilo	4													
Univ. of Hawaii - Manoa	4													
Univ. of Hawaii - West Oahu	4													
Windward C.C.	2													

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Institution and Units	2/4 Yr. Inst	Campus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years			
						FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>ILLINOIS</b>													
Black Hawk College		3	2		217	1		1	100	1984		1982	2005
Unit 1: FT Faculty at Black Hawk College		3		AFT/IFT									
East Campus	2												
Outreach Center	2												
Quad Campus	2												
Unit 2: Adjunct/PT Faculty at Black Hawk College		3		AFT/IFT	74	1	1	1	0	1994		1994	2006
Carl Sandburg College		3	1	NEA/IEA	95	1			92	1975		1974	2008
Bushnell Campus	2												
Carthage Campus	2												
Galesburg Campus	2												
Chicago State Univ.	4	1	1	AFT/IFT/UIP	478	1	1	1	80	1976		1977	2005
City Colleges of Chicago (Cook County)		8	2										
Unit 1: Permanent Faculty at City Colleges of Chicago		8		AFT/IFT	4235	1	1	1	53	1966		1967	2008
Dawson Technical Institute	2												
Harry S. Truman College	2												
Harold Washington College	2												
Kennedy King College	2												
Malcolm X College	2												
Olive Harvey College	2												
Richard J. Daley College	2												
Wilbur Wright College	2												
Unit 2: Adjunct Faculty at City Colleges of Chicago		7		NEA/IEA	650		1	1	0	2003		2004	2005

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Institution and Units	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Election & Contract Years			
											Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>ILLINOIS (Cont.)</b>														
College of DuPage	2	1	2		313	1			1	100	1989	1984	1984	2007
Unit 1: FT Faculty at College of DuPage		1		NEA/IEA							2001		2002	2006
Unit 2: Adjunct Faculty at College of DuPage		1		AFT/IFT	201	1		1		100	1973	1971	1973	2007
College of Lake County	2	2	1		850	1				0	1998		2002	2006
^ Columbia College	4	1	1	NEA/IEA	51	1			1	100	1983		1983	2006
Danville Area C.C.	2	1	1	NEA/IEA										2006
Eastern Illinois Univ.	4	1	2		423	1			1	100	1976		1977	2006
Unit 1: FT Faculty at E. Illinois Univ.		1		AFT/IFT/UIPI	209	1		1		0	1985		1985	2006
Unit 2: Adjunct Faculty at E. Illinois Univ.		1		AFT/IFT/UIPI	240	1	1			48	1984		1984	2006
Elgin C.C.	2	1	1	AFT/IFT	250	1	1		1	98	1976		1977	2005
Governors State Univ.	4	1	1	AFT/IFT/UIPI										2005
Heartland C.C.	2	1	2		69	1				100	1998		2000	2005
Unit 1: FT Faculty at Heartland C.C.		1		AFT/IFT	175	1		1		0	1999		2001	2006
Unit 2: Adjunct Faculty at Heartland C.C.		1		AFT/IFT	47	1				100	1968		1968	2005
Highland C.C.	2	1	1	AFT/IFT	593	1	1			33	1977		1977	2005
Illinois Central College	2	1	1	Independent	98	1				100	1985		1985	2004
Illinois Eastern C.C.		4	1	NEA/IEA										
Frontier C.C.	2													
Lincoln Trail College	2													
Olny Central College	2													
Wabash Valley College	2													
Illinois State Univ.	4	1	1	NEA/IEA	400	1	1	1		0	2003		2004	2005
Illinois Valley C.C.	2	1	1	AFT/IFT	82	1				100	1966		1966	2008

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Institution and Units	2/4 Yr. Inst				Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years			
	2/4 Yr.	Inst	2/4 Yr.	Inst					FT	PT	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>ILLINOIS (Cont.)</b>																
John A. Logan C.C.																
Unit 1: FT Faculty at John A. Logan C.C.	2		1		2	NEA/IEA	100	1					100	1972	2005	
Unit 2: Adjunct Faculty at John A. Logan C.C.			1			NEA/IEA	200		1				0	2000	2005	
John Wood C.C.	2		1		1	AFT/IFT	52	1					100	2000	2007	
Joliet Junior College			3		1	AFT/IFT	184	1		1			100	1967	2007	
City Center Campus	2															
Main Campus	2															
North Campus	2															
Kankakee C.C.	2		1		1	AFT/IFT	55	1					100	1984	2006	
Kaskaskia College	2		1		1	AFT/IFT	75	1		1		1984	100	1991	2005	
Kishwaukee College	2		1		1	AFT/IFT	82	1		1			100	1986	2006	
Lake Land College	2		1		1	AFT/IFT	120	1		1			100	1968	2007	
Lewis and Clark C.C.	2		1		1	NEA/IEA	90	1					100	1979	2005	
Lincoln Land C.C.	2		1		1	AFT/IFT	120	1		1			100	1986	2006	
McHenry County College	2		1		1	NEA/IEA	98	1		1			100	1971	2004	
Moraine Valley C.C.	2		1		2											
Unit 1: FT Faculty at Moraine Valley C.C.			1			AFT/IFT	180	1		1			100	1972	2006	
Unit 2: Adjunct Faculty at Moraine Valley C.C.			1			AFT/IFT	170		1				0	2002	2007	
Morton College	2		1		1	AFT/IFT	49	*	1				100	1967	1967	
Northeastern Illinois Univ.	4		1		1	AFT/IFT/UPI	500	1		1			78	1975	2008	
Northern Illinois Univ.	4		1		1	AFT/IFT/UPI	162	1		1			35	1992	2006	
Oakton C.C.			2		2											
Unit 1: FT Faculty at Oakton C.C.			2			NEA/IEA	154	1		1			100	1986	2005	
Des Plains Campus	2															
Skokie Campus	2															
Unit 2: Adjunct Faculty at Oakton C.C.			2			NEA/IEA	350		1				0	1985	2006	

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Institution and Units	2/4 Yr. Inst	Campus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years			
						FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
Parkland College	2	1	2	Independent	189	1		1				1987	2005
Unit 1: FT Faculty at Parkland College	1	1		AFT/IFT	127			1				2001	2004
Unit 2: Adjunct Faculty at Parkland College	1	1		AFT/IFT	85	1			1			1969	2006
Prairie State College	2	1	1	AFT/IFT	60	1						1986	2007
Rend Lake College	2	2	1	AFT/IFT	72	1						1986	2004
Richland C.C.	2	1	1	AFT/IFT	130	1						2003	2008
Rock Valley College	2	1	1	AFT/IFT	400				1			2000	2008
Roosevelt Univ.	2	2	1	NEA/IEA									
Downtown Chicago Campus	4												
Schamburg Campus	4			Independent	200	1				1		1974	2008
^ Saint Xavier Univ.	4	2	1										
Chicago Campus	4												
Orland Campus	4												
Sauk Valley C.C.	2	1	2										
Unit 1: FT Faculty at Sauk Valley C.C.	1	1		NEA/IEA	60	1						1970	2007
Unit 2: Adjunct Faculty at Sauk Valley C.C.	1	1		NEA/IEA	125			1				2003	2006
Shawnee C.C.	2	1	1	NEA/IEA	39	1						1984	2006
South Suburban College	2	2	2										
Unit 1: FT Faculty at S. Suburban College	2	2		AFT/IFT	125	1			1			1972	2005
City Center Campus	2												
Oak Forest Campus	2												
Unit 2: Adjunct Faculty at S. Suburban College	2	2		AFT/IFT	67			1				Bargaining 1st CBA	

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	FT	Perm	FT	Perm				Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified							Current CBA Expire
<u>Election &amp; Contract Years</u>																				
<b>ILLINOIS (Cont.)</b>																				
Southeastern Illinois College	2	1	1	1	1	NEA/IEA	58	1	1	1	1	100	1985	1984	2007					
Southern Illinois Univ. - Carbondale	4	1	1	1	1	NEA/IEA	677	1	1	1	1	100	1996	1998	2006					
Southern Illinois Univ. - Edwardsville	4	1	1	1	1	NEA/IEA	167	1	1	1	0	0	2004	Bargaining 1st CBA						
Southwestern Illinois College	3	3	2	2	2	AAUP/AFT/FT	138	1	1	1	100	1967	1967	2006						
Unit 1: FT Faculty at SWestern Illinois College	2	2	2	2	2															
Belleville Campus	2	2	2	2	2															
Granite City Campus	2	2	2	2	2															
Red Bud Campus	2	2	2	2	2															
Unit 2: Adjunct Faculty at SWestern Illinois College	2	1	1	1	1	AFT/IFT	290	1	1	1	0	0	2003	2005	2007					
Spoon River College	2	1	1	1	1	NEA/IEA	37	1	1	1	100	1973	1976	2004						
Triton College	2	1	2	2	2															
Unit 1: FT Faculty at Triton College	2	1	1	1	1	AFT/IFT	127	1	1	1	100	1973	1978	2005						
Unit 2: Adjunct Faculty at Triton College	2	1	1	1	1	NEA/IEA	375	1	1	1	0	0	2004	Bargaining 1st CBA						
Waubesa C.C.	2	1	1	1	1	AFT/IFT	85	1	1	1	100	1968	1970	2004						
Western Illinois Univ.	4	1	1	1	1	AFT/IFT/UPI	655	1	1	1	85	1976	1977	2007						
William Rainey Harper College	2	1	2	2	2															
Unit 1: FT Faculty at W. R. Harper College	2	1	1	1	1	AFT/IFT	219	1	1	1	100	1976	1976	2006						
Unit 2: Adjunct Faculty at W. R. Harper College	2	1	1	1	1	AFT/IFT	307	1	1	1	0	2005	2004	Bargaining 1st CBA						

^ Private Institution FT = Full-Time PT = Part-Time \* 1988 Unit Figure C.C. = Community College Univ. = University C T = Community Technical

TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Bargaining Unit				Election & Contract Years									
	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>IOWA</b>														
Des Moines Area C.C.			6	1	NEA/ISEA	279	1	1	1	98	1976	1976	1976	2005
Ankeny Campus	2													
Boone Campus	2													
Carroll Campus	2													
Newton Campus	2													
Urban Campus	2													
West Campus	2													
Eastern Iowa C.C. District			3	1	NEA/ISEA	130	1			100	1975	1976	1976	2005
Clinton C.C.	2													
Muscatine C.C.	2													
Scott C.C.	2													
Hawkeye C.C.			2	1	NEA/ISEA	159	1	1		74	1980	1981	1981	2007
Main Campus - MLK	2													
Metro Campus - Evansdale	2													
Iowa Central C.C.			3	1	NEA/ISEA	74	1			100	1975	1976	1976	2005
Eagle Grove	2													
Storm Lake	2													
Webster City	2													
Iowa Lakes C.C.			3	1	NEA/ISEA	89	1	1		97	1975	1976	1976	2007
Estherville Campus	2													
Emmetsburg Campus	2													
Spencer Campus	2													
Iowa Valley C.C. District			2	1	NEA/ISEA	95	1	1		98	1973	1973	1973	2005
Ellsworth C.C.	2													
Marshalltown C.C.	2													

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Cam-				Unit Size	Bargaining Unit				Election & Contract Years			
	2/4 Yr. Inst	pus No.	Unit No.	Bargaining Agent(s)		FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>IOWA (Cont.)</b>													
Iowa Western C.C.		2	1	NEA/ISEA	108	*	1		100	1975		1976	
Clarinda Campus	2												
Council Bluffs Campus	2	2	1	NEA/ISEA	290		1	1	100	1975		1976	2006
Kirkwood C.C.													
Cedar Rapids Campus	2	2	1	NEA/ISEA	250		1		100	1975		1976	2005
Iowa City Campus	2												
Northeast Iowa C.C.	2	2	1	NEA/ISEA	39		1	1	100	1975		1976	2006
Calmar Campus	2	2	1	NEA/ISEA	80		1	1	99	1987		1976	2005
Peosta Campus	2												
Northwest Iowa C.C.	2	1	1	NEA/ISEA	46		1		100	1975		1976	2005
Southeastern C.C.	2	2	1	NEA/ISEA									
Keokuk Campus	2	3	1	NEA/ISEA									
West Burlington Campus	2												
Southwestern C.C.	2												
Creston	2												
Osceola	2												
Red Oak	2												
Univ. of Northern Iowa	4	1	1	AAUP	868		1	1	79	1976		1977	2005
Western Iowa Tech C.C.	2	1	1	NEA/ISEA	80	*	1		100	1976		1978	

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**TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION**

Institution and Units	2/4 Yr. Inst		Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years			
	FT Perm	PT Perm					Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>KANSAS</b>													
Allen County C.C.	2	1	1	1	NEA/KNEA	34	1			100	1978	1978	2005
Butler County C.C.		3	1	1	NEA/KNEA	143	1			100	1971	1971	2005
Andover Campus													
El Dorado Campus													
McConnell Campus													
Cloud County C.C.	2	1	1	1	NEA/KNEA	57	1	1	1	87	1970	1973	2005
Coffeyville C.C.	2	2	1	1	Independent	58	1			100	1982	1983	2005
Coffeyville Campus													
Columbus Technical Campus													
Colby C.C.	2	1	1	1	NEA/KNEA	60	1	1	1	95	1988	1972	2005
Cowley County C.C.	2	1	1	1	NEA/KNEA	48	1			100	1969	1970	2006
Dodge City C.C. College	2	1	1	1	NEA/KNEA	55	1			100	1991	1972	2005
Fort Hays State Univ.	2	1	1	1	AAUP	180	1			100	2000	2002	2007
Fort Scott C.C.	2	1	1	1	NEA/KNEA	58	*				1984	1974	1985
Garden City C.C.	2	1	1	1	NEA/KNEA	64	1	1		100	1971	1973	2006
Highland C.C.	2	1	1	1	NEA/KNEA	35	1	1		94	1997	1984	2004
Hutchinson C.C.	2	1	1	1	NEA/KNEA	107	1		1	94	1970	1972	2006
Independence C.C.	2	1	1	1	NEA/KNEA	29	1		1	100	1970	1970	2005
Johnson County C.C. College	2	1	1	1	NEA/KNEA	303	1		1	100	1980	1981	2007
Kansas City Kansas C.C.		2	1	1	NEA/KNEA	125	1		1	100	1971	1971	2003
Kansas City Campus													
Leavenworth Center													
Labette C.C.	2	2	1	1	NEA/KNEA	27	1			100	1970	1970	2005
Parsons Campus													
Oswego Campus	2												

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Bargaining Unit										Election & Contract Years			
	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>KANSAS (Cont.)</b>														
Neosho County C.C.		2	1	NEA/KNEA	40	1				100	1997	1991		2005
Chanute Campus	2													
Ottawa Campus	2													
Pittsburg State Univ.	4	1	1	NEA/KNEA	231	1	1		1	95	1974	1978		2004
Pratt C.C.	2	1	1	NEA/KNEA	48	1	1	1		88	1977	1977		2006
<b>MAINE</b>														
Maine C.C. System		7	1	NEA/MEA	324	1	1			99	1971	1971		2005
Central Maine C.C.	2													
Eastern Maine C.C.	2													
Kennebec Valley C.C.	2													
Northern Maine C.C.	2													
Southern Maine C.C.	2													
Washington County C.C.	2													
York County C.C.	2													
Maine Maritime Academy	4	1	1	SEIU/MSEA	59	1	1			90	1988	1988		2004
Univ. of Maine System		7	2											
Unit 1: FT Faculty at Univ. of Maine System		7		NEA/MEA	1100	1			1	100	1978	1979		2005
Univ. of Maine-Augusta	4													
Univ. of Maine-Farmington	4													
Univ. of Maine-Fort Kent	4													
Univ. of Maine-Machias	4													
Univ. of Maine-Orono	4													
Univ. of Maine-Presque Isle	4													
Univ. of Southern Maine	4													
Unit 2: PT Faculty at Univ. of Maine System		7		AFT/MTA	800		1	1		0	1986	1988		2005

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst.	Campus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm		PT Perm		Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
						1	1	1	1							
<u>Bargaining Unit</u>																
<u>Election &amp; Contract Years</u>																
<b>MARYLAND</b>																
Montgomery College		3	1	AAUP	511	1	1					100	1980		1982	2006
Germantown Campus	2															
Rockville Campus	2															
Takoma Park Campus	2															
<b>MASSACHUSETTS</b>																
^ Becker College	4	2	1	AFT/MFT	40	1	1			1	1	100	1974		1975	2005
Leicester Campus	4															
Worcester Campus	4															
^ Berklee College of Music	4	1	1	AFT/MFT	471	1	1					41	1985		1986	2005
^ Curry College	4	2	1	AAUP	225	1	1		1			42	1979		1981	2005
^ Emerson College	4	1	2													
Unit 1: FT Faculty at Emerson College		1		AAUP	110	1	1					100	1975		1976	2004
Unit 2: PT Faculty at Emerson College		1		AAUP	220			1				0	2001		2004	2008
^ Endicott College	4	1	1	NEA/MTA	67	1	1			1	1	100	1973		1974	2005
^ Laboure College	2	1	1	NEA/MTA	90	1	1					100	1975		1979	
Massachusetts C.C. System		15	2													
Unit 1: Day Unit at Mass. C.C. System		15		NEA/MTA/MCCC	2200	1	1	1	1	1	1	98	1976		1976	2009
Berkshire C.C.	2															
Bristol C.C.	2															
Bunker Hill C.C.	2															
Cape Cod C.C.	2															
Greenfield C.C.	2															

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years				
						FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>MASSACHUSETTS (Cont.)</b>														
Massachusetts C.C. System (Cont.)														
Holyoke C.C.	2													
Mass. Bay C.C.	2													
Massasoit C.C.	2													
Middlesex C.C.	2													
Mount Wachusett C.C.	2													
North Shore C.C.	2													
Northern Essex C.C.	2													
Quinsigamond C.C.	2													
Roxbury C.C.	2													
Springfield Technical C.C.	2													
Unit 2: Division of Continuing Ed. of Mass. System		15		NEA/MTA/MCCC	3000		1	1		0	1987	1991	2003	
Massachusetts State Colleges		9	2											
Unit 1: Day Unit of Mass. State Colleges		9		NEA/MTA	1975		1	1	1	77	1977	1977	2007	
Bridgewater State College	4													
Fitchburg State College	4													
Framingham State College	4													
Mass. College of Art	4													
Mass. Maritime Academy	4													
North Adams State College	4													
Salem State College	4													
Westfield State College	4													
Worcester State College	4													
Unit 2: Division of Continuing Education of Massachusetts State Colleges		9		NEA/MTA	1000			1		0	1987	1989	2006	

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst				Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years			
	2/4 Yr.	Inst	No.	No.					FT	PT	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>MASSACHUSETTS (Cont.)</b>																
^ Suffolk Univ. Univ. of Massachusetts	4	1	1	1	1	AAUP	450	1	0	2006			Bargaining 1st CBA			
Unit 1: Massachusetts Society of Professors at UMass Amherst & Boston	4	4	3	2	2	NEA/MTA/MSP	1738	1	1	1976	1	90	1978	2004		
Amherst Campus	4															
Boston Campus	4															
Unit 2: Massachusetts Society of Professors at UMass Lowell	4	1	1	1	1	NEA/MTA/MSP	509	*	1	1976	1	100	1978	2004		
Lowell Campus	4															
Unit 3: Faculty Federation at Dartmouth Dartmouth Campus	4	1	1	1	1	AFT/MFT	500	1	1	1970	1	70	1970	2007		
Wentworth Institute of Technology	4	1	1	1	1	AFT/MFT	128	1	1	1973	1	100	1976	2006		

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2 1/4 Yr. Inst		Cam- pus		Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years			
	No.	No.	FT	PT			Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>MICHIGAN</b>													
^ Adrian College	4	1	1	1	NEA/MEA	70	1	1	1	91	1975	1977	2004
Alpena C.C.	2	2	1	1	NEA/MEA	56	1	1	1	96	1965	1965	2007
Alpena Campus	2												
Huron Shores (Oscoda) Campus	2												
^ Baker College	4	1	1	1	NEA/MEA	37	*	1	1	100	1978	1978	
Bay de Noc C.C.		2	2										
Unit 1: FT Faculty at Bay de Noc C.C.	2	2			NEA/MEA	42	1	1	1	100	1973	1971	2005
Escanaba Campus	2												
Iron Mountain campus	2												
Unit 2: PT Faculty at Bay de Noc C.C.	2	2			Independent	90	1	1	1	0			2006
Central Michigan Univ.	4	1	1	1	NEA/MEA	600	1	1	1	100	1977	1969	2005
Eastern Michigan Univ.	4	1	1	1	AAUP	730	1	1	1	100	1974	1974	2006
Ferris State Univ.	4	1	1	1	NEA/MEA	450	1	1	1	100	1973	1973	2006
Glen Oaks C.C.	2	1	1	1	NEA/MEA	29	1	1	1	100	1968	1968	2004
Gogebic C.C.	2	1	1	1	NEA/MEA	35	1	1	1	91	1965	1965	2004
Grand Rapids C.C.	2	1	1	1	Independent	625	1	1	1	40	1965	1965	2007
Henry Ford C.C.	2	2	1	1	AFT/MFT	195	1	1	1	100	1965	1966	2007
Dearborn Heights Campus	2												
Main Campus	2												
Jackson C.C.	2	3	1	1	NEA/MEA	300	1	1	1	31	1965	1966	2005
Hillsdale Center	2												
Jackson Campus	2												
Lenawee Campus	2												
Kalamazoo Valley C.C.	2	2	1	1	AAUP	131					1995	1969	
Arcadia Commons Campus	2												
Texas Township Campus	2												

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Institution and Units	Cam-			Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years				
	2/4 Yr. Inst	pus No.	Unit No.			FT Perm	PT Perm	Adj Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>MICHIGAN (Cont.)</b>													
Kellogg C.C.		3	1	NEA/MEA	97	1		1	100	1988	1967	1968	2005
Eastern Academic Campus	2												
Fehsefeld Campus	2												
Grahl Campus	2												
Kendall College of Art and Design	4	1	1	NEA/MEA	120	1	1		33	1974		1974	2007
Kirtland C.C.	2	1	1	AFT/MFT	36	1			100	1985	1969	1971	2006
Lake Michigan C.C.	2	1	1	NEA/MEA	65	1		1	100	2000		2003	2005
Lake Superior State Univ.	4	1	1	NEA/MEA	115	1	1		95	1978		1978	2004
Lansing C.C.	2	2	1	NEA/MEA	1095	1	1	1	20	1988		1968	2005
Lansing C.C. Downtown Campus	2												
West Campus - MTEC	2												
Macomb C.C.	3	2											
Unit 1: FT Unit at Macomb C.C.	3			Independent	230	1		1	100	1986		1967	2005
Center Campus	2												
Fraser Campus	2												
South Campus	2												
Unit 2: PT Unit at Macomb C.C.	3			NEA/MEA	500		1	1	0	2003		Bargaining 1st CBA	
Michigan Technical University Houghton	4	1	1	AAUP	304	1	1		97	2004		Bargaining 1st CBA	
Mid Michigan C.C.	2	2	1	NEA/MEA	35	1			100	1988		1969	2003
Harrison Campus	2												
Mt. Pleasant Campus	2												
Monroe County C.C.	2	1	1	NEA/MEA	62	1			100	1973		1969	2006
Montcalm C.C.	2	1	1	NEA/MEA	25	1			100	1968		1968	2006

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst		Cam- pus		Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years				
	No.	No.	FT Perm	PT Perm				Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire	
<b>MICHIGAN (Cont.)</b>															
Mott C.C.		3	1		1	NEA/MEA	480	1	1			32	1994	1966	2006
Lapeer Campus	2														
Main Campus	2														
Southern Lakes Campus	2														
Muskegon C.C.	2	1	1		1	NEA/MEA	110	1		1		100	1965	1967	2004
North Central Michigan College	2	1	1		1	NEA/MEA	36	1				100	1980	1981	2007
Northern Michigan Univ.		1	2												
Unit 1: FT Faculty at N. Michigan Univ.	4	1				AAUP	275	1		1		100	1975	1976	2006
Unit 2: College of Technology & Applied Sciences at N. Michigan Univ.	4	1				NEA/MEA	23	1				100	1980	1980	2005
Oakland C.C.		5	1		1	NEA/MEA	280	1		1		100	1971	1966	2005
Auburn Hills Campus	2														
Highland Lakes Campus	2														
Orchard Ridge Campus	2														
Royal Oak Campus	2														
Southfield Campus	2														
Oakland Univ.	4	1	1		1	AAUP	565	1		1		80	1970	1971	2006
Saginaw Valley State Univ.	4	1	1		1	NEA/MEA	235	1				100	1972	1972	2005
Saint Clair County C.C.	2	1	1		1	NEA/MEA	275	1		1		25	1968	1970	2006
Schoolcraft College	2	1	1		1	NEA/MEA	550	1	1	1		18	1972	1967	2004
^ Univ. of Detroit Mercy		2	1		1	NEA/MEA	215	1		1		100	1975	1977	2008
McNichols Campus	4														
Outer Drive Campus	4														

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**TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION**

Institution and Units	2/4 Yr. Inst.		Cam- pus		Unit No.	Bargaining Agent(s)	Unit Size	FT Perm		PT Perm		Adj	Lib	% FT	Current Agent Elected		Initial CBA Ratified		Current CBA Expire	
	No.	No.	No.	No.				Per	Per	Per	Per				Year	Year				
<b>MICHIGAN (Cont.)</b>																				
Univ. of Michigan			3	1	1	AFT/MFT	1400		1		1	1		0		2003		2003	2007	
Ann Arbor Campus	4																			
Dearborn Campus	4																			
Flint Campus	4																			
Washtenaw C.C.	2	1	1	1	1	NEA/MEA	169		1		1	1	1	100		1967		1967	2006	
Wayne County C.C.	2	5	1	1	1	AFT/MFT	525		1		1	1	1	21		1970		1970	2007	
Downriver Campus	2																			
Downtown Campus	2																			
Eastern Campus	2																			
Northwest Campus	2																			
Western Campus	2																			
Wayne State Univ.	4	1	1	1	1	AAUP/AFT/MFT	1850		1		1	1	1	73		1972		1972	2005	
West Shore C.C.	2	1	1	1	1	NEA/MEA	28		1					100		1970		1970	2004	
Western Michigan Univ.	4	3	1	1	1	AAUP	890		1		1	1	1	97		1976		1976	2005	
Battle Creek Campus	4																			
Benton Harbor Campus	4																			
Grand Rapids Campus	4																			

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years				
						FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>MINNESOTA</b>														
Minnesota Two-Year State Colleges			46	1	AFT/NEA/EM	4924	1	1	1	1	50	2001	2003	2005
Alexandria Technical College	2													
Anoka-Ramsey C.C.														
Cambridge Campus	2													
Coon Rapids Campus	2													
Anoka Technical College	2													
Central Lakes College														
Brainerd Campus	2													
Staples Campus	2													
Century College	2													
Dakota County Tech. Col.	2													
Fond du Lac Tribal & C.C.	2													
Hennepin Technical College														
Brooklyn Park Campus	2													
Eden Prairie Campus	2													
Hibbing C.C.	2													
Inver Hills C.C.	2													
Itasca C.C.	2													
Lake Superior College	2													
Mesabi Range Community & Tech. College														
Eveleth Campus	2													
Virginia Campus	2													
Minneapolis Community & Tech. College	2													

Private Institution FT = Full-Time PT = Part-Time \* 1998 Unit Figure C.C. = Community College Univ. = University C T = Community Technical



**TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION**

Election & Contract Years

Bargaining Unit

Current Agent Elected Initial CBA Ratified Current CBA Expire

2/4 Yr. Inst No. Cam- pus No. Unit No. Bargaining Agent(s) Unit Size FT Perm FT Perm PT Perm Adj Lib % FT

Current Agent Elected Initial CBA Ratified Current CBA Expire

**MINNESOTA (Cont.)**

Minnesota State College - Southeast Technical Red Wing Campus	2																	
Winona Campus	2																	
Minnesota State Community & Tech. College Detroit Lakes Campus	2																	
Fergus Falls Campus	2																	
Moorhead Campus	2																	
Wadena Campus	2																	
Minnesota West Community & Tech. College Canby Campus	2																	
Granite Falls Campus	2																	
Jackson Campus	2																	
Pipestone Campus	2																	
Worthington Campus	2																	
Normandale C.C.	2																	
North Hennepin C.C.	2																	
Northland Community & Tech. College East Grand Forks Campus	2																	
Their River Falls Campus	2																	
Northwest Technical College	2																	
Pine Technical College	2																	
Rainy River Community College	2																	
Ridgewater College																		
Hutchinson Campus	2																	
Wilmar Campus	2																	

^ Private Institution FT = Full-Time PT = Part-Time \* 1998 Unit Figure C.C. = Community College Univ. = University C T = Community Technical

TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst		Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit					Election & Contract Years			
	FT Perm	PT Perm					Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire		
<b>MINNESOTA (Cont.)</b>															
Riverland Community College															
Albert Lea Campus	2														
Austin Campus	2														
Rochester Community & Tech. College	2														
Saint Cloud Technical College	2														
Saint Paul College	2														
South Central Technical College	2														
Faribault Campus	2														
Mankato Campus	2														
Vermilion C.C.	2														
Minnesota State Universities			7	1	Independent	3129	1	1	1	1	1	83	1975	1976	2005
Bemidji State Univ.	4														
Metropolitan State Univ.	4														
Minnesota State Univ. -Mankato	4														
Minnesota State Univ. -Moorehead	4														
Saint Cloud State Univ.	4														
Southwest Minnesota State Univ.	4														
Winona State Univ.	4														
Univ. of Minnesota-Duluth	4		1	1	AFT/NEA/EM	400	1	1	1	1	1	95	1980	1982	2006

^ Private Institution FT = Full-Time PT = Part-Time \* 1998 Unit Figure C.C. = Community College Univ. = University C T = Community Technical

TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Campus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years			
						FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>MISSOURI</b>													
^ Park University	4	1	1	AFT/MFT	56	1		1	1	100	1976	1977	2007
Saint Charles County C.C.	2	1	1	AFT/MFT	79	1				100	1991		2005
Saint Louis C.C.		3	1	NEA/MNEA	430	1				100	1977	1977	2004
Florissant Valley	2												
Forest Park	2												
Meramec	2												
<b>MONTANA</b>													
Dawson C.C.	2	1	1	AFT/NEA/MEA-MFT	30	1	1	1	1	93	1975	1975	2006
Flathead Valley C.C.		2	2										
Unit 1: FT Faculty at Flathead Valley C.C.		2		AFT/NEA/MEA-MFT	42	1		1	1	100	1979	1981	2005
Kalispell Campus	2												
Libby Campus	2												
Unit 2: Adjunct Faculty at Flathead Valley C.C.		2		AFT/NEA/MEA-MFT	60	1	1	1	1	0	1992	1992	2005
Helena College of Technology at UM	4	1	1	AFT/NEA/MEA-MFT	31	1	1	1	1	100			2005
Miles City Community College	2	1	1	AFT/NEA/MEA-MFT	20						2005	Bargaining 1st CBA	2005
Missoula College of Technology	4	1	1	AFT/NEA/MEA-MFT	27	1	1	1	1	100			2005
Montana Colleges of Technology		3	1	AFT/NEA/MEA-MFT	32	*	1	1					2005
Billings Campus	4												
Butte Campus	4												
Great Falls Campus	4												
Montana State Univ. - Billings	4	1	1	AFT/NEA/MEA-MFT	125	1		1	1	52	1978	1975	2005
Montana State Univ. - Northern	4	1	1	AFT/NEA/MEA-MFT	67	1	1	1	1	91	1979	1975	2005
Univ. of Montana - Missoula	4	1	1	AFT/NEA/MEA-MFT	455	1	1	1	1	98	1978	1979	2009
Univ. of Montana - Western	4	1	1	AFT/NEA/MEA-MFT	46	1				100	1983	1975	2005

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Cam-			Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years				
	2 1/4 Yr. Inst	pus No.	Unit No.			FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>NEBRASKA</b>													
Central C.C.		4	1	NEA/NSEA	145	1			100	1985	1976	1976	2006
Columbus Campus	2												
Grand Island Campus	2												
Hastings Campus	2												
Kearney Campus	2												
Metropolitan C.C.		5	1	NEA/NSEA	200	1			100	1974	1974	1974	2004
Elkhorn Valley Campus	2												
Fort Omaha Campus	2												
Fremont Campus	2												
Sarpy Center Campus	2												
South Campus	2												
Mid-Plains C.C.		3	2										
Unit 1: FT Faculty at Mid-Plains C.C.		2		NEA/NSEA	46	1		1	100	1976	1976	1976	2007
McCook Campus	2												
South Campus (North Platte)	2												
Unit 2: FT Vocational Faculty at Mid-Plains C.C.		1		NEA/NSEA	19	1			100	2000	2001	2001	2007
North Campus (North Platte)	2												
Nebraska State Colleges		3	1	NEA/NSEA	240	1			100	1976	1976	1976	2007
Chadron State College	4												
Peru State College	4												
Wayne State College	4												
Northeast C.C.	2	1	1	NEA/NSEA	101	1			100	1990	1974	1975	2005

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst		Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years				
	FT	PT					FT	PT	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>NEBRASKA (Cont.)</b>														
Southeast C.C.	2	4	1	1	Independent	297	1	1				1970	1971	2007
Beatrice Campus														
East 'O' Street Campus	2													
Lincoln Campus	2													
Millard Campus	2													
Univ. of Nebraska - Kearney	4	1	1	1	NEA/NSEA	300	1	1	1	100	1976	1991	2005	
University of Nebraska - Omaha	4	1	1	1	AAUP	430 *					1979	1981		
Western Nebraska C.C.	2	4	1	1	NEA/NSEA	75	1	1	1	100	1976		2004	
Alliance Center														
Center for Business	2													
Scottsbluff Campus	2													
Sidney Center	2													

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years				
						FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>NEVADA</b>														
Truckee Meadows C.C.	2	1	1	AAUP	250	1	1	1	1	72	1992	1993	2006	
<b>NEW HAMPSHIRE</b>														
^ Franklin Pierce College	4	1	1	AFT/NHFT	146	1	1	1	1	46	1974	1974	2006	
Keene State College	4	1	2											
Unit 1: FT Unit at Keene State College		1		NEA/NEANH	153	1			1	100	1978	1979	2006	
Unit 2: PT Unit at Keene State College		1		NEA/NEANH	130		1			0	2000	2000	2005	
Univ. of New Hampshire		2	1	AAUP	620	1			1	100	1990	1993	2006	
Durham Campus	4													
Manchester Campus	4													

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**TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION**

Institution and Units	2/4 Yr. Inst		Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Election & Contract Years		
	FT Perm	Initial Agent Elected										Current Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>NEW JERSEY</b>														
Atlantic Cape C.C.	2	1	1	1	NEA/NJEA	80	1	1		1	99	1968	1970	2006
Bergen C.C.	2	1	1	1	NEA/NJEA	270	1			1	100	1968	1969	2007
^ Bloomfield College	4	1	1	1	AAUP	125	1		1	1	52	1973	1975	2007
Brookdale C.C.	2	1	1	1	NEA/NJEA	215	1			1	100	1971	1974	2007
Burlington County College	2	2	1	1	NEA/NJEA	72	1			1	100	1970	1971	2008
Camden County College	2	1	2											
Unit 1: FT Faculty at Camden County College			1		NEA/NJEA	120	1				100	1980	1968	2004
Unit 2: Adjunct Faculty at Camden County College			1		AFT/NJFT	700	1		1		0	1995	1996	2007
County College of Morris	2	1	1	1	NEA/NJEA	168	1				100	1975	1974	2006
Cumberland County College	2	1	1	1	NEA/NJEA	55	1			1	100	1995	1969	2006
Essex County College		4	1	1	NEA/NJEA	156	1			1	100	1968	1970	2006
Newark Campus	2													
West Essex Campus	2													
Satellite Centers	2													
Gloucester County College	2	1	1	1	AFT/NJFT	80	1			1	100	1972	1968	2006
Hudson County C.C.	2	1	2											
Unit 1: FT Faculty at Hudson County C.C.			1		NEA/NJEA	51	1				100	1989	1989	2005
Unit 2: Adjunct Unit at Hudson County C.C.			1		AFT/NJFT	300			1		0	2003	Bargaining 1st CBA	
Mercer County C.C.		1	2											
Unit 1: FT Faculty at Mercer County C.C.	2	1			NEA/NJEA	132	1				100	1970	1971	2006
Unit 2: Adjunct Faculty at Mercer County C.C.	2	1			AFT/NJFT	300			1		0	1997	1997	2006

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Bargaining Unit										Election & Contract Years			
	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>NEW JERSEY (Cont.)</b>														
Middlesex County College	2	1	2											
Unit 1: FT Faculty at Middlesex County College		1		AFT/NJFT	200	1		1	100	1968		1968	2004	
Unit 2: Adjunct Faculty at Middlesex County College		1		AFT/NJFT	400		1		0	1996		1998	2005	
Monmouth Univ.	4	1	1	AAUP	226	1		1	100	1978		1971	2005	
New Jersey Institute of Technology	4	1	1	AAUP	350	*				1988		1971	1971	
New Jersey State College System		9	2											
Unit 1: Permanent Faculty at NJ State College System		9		AFT/NJFT	4,043	1	1	1	94	1972		1969	2007	
College of New Jersey	4													
Kean Univ.	4													
Montclair State Univ.	4													
New Jersey City Univ. & the A. Harry Moore School	4													
Ramapo College of New Jersey	4													
Richard Stockton State College	4													
Rowan Univ.	4													
Thomas A. Edison State College	4													
William Paterson College of New Jersey	4													
Unit 2: Adjunct Faculty at NJ State College System		9		AFT/NJFT	3,354		1		0	1997		1998	2007	
Ocean County College	2	1	1	NEA/NJEA	128	1		1	100	1968		1968	2006	

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**TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION**

Institution and Units	Bargaining Unit				Election & Contract Years									
	2/4 Yr. Inst	Cam-pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>NEW JERSEY (Cont.)</b>														
Passaic County C.C.	2	1	2	NEA/NJEA	80	1				100	1972	1972	2005	2005
Unit 1: FT Faculty at Passaic County C.C.		1		AFT/NJFT	300		1			0	2003	2005	2007	2007
Unit 2: Adjunct Faculty at Passaic County C.C.		1												
Raritan Valley C.C.	2	1	2	AFT/NJFT	106	1			1	100	1973		2005	2005
Unit 1: FT Faculty at Raritan Valley C.C.		1		AFT/NJFT	238		1			0			2005	2005
Unit 2: Adjunct Faculty at Raritan Valley C.C.		1		AAUP	350	1	1	1		71	1973	1974	2007	2007
^ Rider Univ.		2	1											
Lawrenceville Campus	4													
Princeton Campus	4													
Rutgers, The State Univ. of New Jersey		3	3	AAUP	2,700	1			1	100	1970	1971	2007	2007
Unit 1: FT Faculty at Rutgers		3												
Camden Campus	4													
Newark Campus	4													
New Brunswick Campus	4													
Unit 2: Adjunct Faculty at Rutgers		3		AAUP	750		1			0	1988	1991	2007	2007
Unit 3: Equal Opportunity Fund at Rutgers		3		AAUP	20	1				100			2007	2007
Salem C.C.	2	1	1	NEA/NJEA	31	1				100	1975	1976	2005	2005
Sussex C.C.	2	1	2											
Unit 1: FT Faculty at Sussex C.C.		1		AFT/NJFT	39	1			1	100	1991	1994	2005	2005
Unit 2: Adjunct Faculty at Sussex C.C.		1		AFT/NJFT	190		1			0	1997	2000	2006	2006

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Campus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years				
						FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>NEW JERSEY (Cont.)</b>													
^ Union County College													
Unit 1: FT Faculty at Union County College		3	2	AAUP	180	*	1			100	1974		1975
Elizabeth Campus	2												
Main Campus-Cranford	2												
Plainfield Campus	2												
Unit 2: Adjunct Faculty at Union County College													
		3		AFT/NJF	300			1		0	2003		2004
Univ. of Medicine and Dentistry of New Jersey													
Unit 1: Permanent Faculty at Univ. of Medicine and Dentistry of NJ		5	2	AAUP	1377		1	1	1	83	1972		1973
Camden/Stratford	4												
Newark	4												
New Brunswick/Piscataway	4												
Scotch Plains	4												
Unit 2: Faculty at School of Health Related Professions													
		4	1	NEA/NJEA	150		1	1		87	1992	1984	1984
Warren County C.C.	2	1	1	NEA/NJEA	20		1			100	1992	1995	2007

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**TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION**

Institution and Units	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years				
						FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>NEW MEXICO</b>														
Albuquerque Technical Vocational Institute		4	1	AFT	1100	1	1	1		36	1995		1996	2005
TVI Main	2													
TVI Montoya	2													
TVI Westside	2													
TVI South Valley	2													
Northern New Mexico College		2	1	AFT	46	1				75	2005		Bargaining 1st CBA	
El Rito Campus	2													
Espanola Campus	2													

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	24 Yr. Inst		Campus No.		Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years				
	FT	PT	FT	PT				FT	PT	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>NEW YORK</b>															
Adelphi Univ.	4	1	1	1	1	AAUP	750	1	1	1	1	1	1972	1973	2009
Adirondack C.C.	2	1	1	1	1	Independent	110	1	1	1	1	1	1970	1970	2004
Bank Street College	4	1	1	1	1	AFT/NYSUT	222	1	1	1	1	1	1985	1995	2006
Bard College	4	1	1	1	1	AAUP	215	1	1	1	1	1	1972	1973	2004
Broome C.C.	2	1	1	1	1	NEA/NEANY	383 *	1	1	1	1	1	1979	1969	2004
Cayuga County C.C.	2	1	1	1	1	NEA/NEANY	75	1	1	1	1	1	1978	1970	2004
City Univ. of New York		18	1	1	1	AAUP/AFT/NYSUT/ PSC <sup>2</sup>	19100	1	1	1	1	1	1969	1969	2002
Baruch College	4														
Borough of Manhattan C.C.	2														
Bronx C.C.	2														
Brooklyn College	4														
City College	4														
City Univ. School of Law	4														
College of Staten Island	4														
Graduate School & Univ. Center	4														
Hostos C.C.	2														
Hunter College	4														
John Jay College of Criminal Justice	4														
Kingsborough C.C.	2														
LaGuardia C.C.	2														
Lehman College	4														
Medgar Evers College	4														
New York City College of Technology	4														

<sup>2</sup> The AAUP represents 1,000 faculty members at the City University of New York; the AFT represents the remainder.

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years				
						FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>NEW YORK (Cont.)</b>														
City Univ. of New York (cont.)														
Queens College	4													
Queensborough C.C.	2													
York College	4													
Clinton C.C.	2	1	1	Independent	80	*	1			100	1978	1972	1973	
Columbia-Greene C.C.	2	1	1	NEA/NEANY	48		1		1	100	1979	1971	1971	2007
Cooper Union	4	1	1	AFT/NYSUT	49		1		1	100	1975		1978	2005
Cornell Univ., NY State School of Industrial and Labor Relations		6	1	AFT/NYSUT	165				1	0	1981		1982	2005
Dutchess Campus	4													
Long Island Campus	4													
Orange Campus	4													
New York City Campus	4													
Rockland Campus	4													
Westchester Campus	4													
Corning C.C.	2	1	1	NEA/NEANY	98		1		1	100	2004		2005	2007
Culinary Institute of America	4	2	1	Independent	120	*					1979		1979	
Dowling College		2	2											
Unit 1: FT Faculty at Dowling College		2	2	AFT/NYSUT	133		1		1	100	1978		1979	2004
Brookhaven Campus	4													
Oakdale Campus	4													
Unit 2: Adjunct Faculty at Dowling College		2	2	AFT/NYSUT	400				1	0	2002		2003	2007
Dutchess C.C.	2	1	2											
Unit 1: FT Faculty at Dutchess C.C.		1	1	NEA/NEANY	155		1		1	100	1987	1968	1969	2008
Unit 2: Adjunct Faculty at Dutchess C.C.		1	1	NEA/NEANY	250				1	0	1987	1985	1987	2008
D'Youville College	4	1	1	AAUP	125		1		1	100	1976		1977	2007

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Bargaining Unit										Election & Contract Years			
	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>NEW YORK (Cont.)</b>														
Erie C.C.		3	1	NEA/NEANY	450	1	1	1	1	1	1978	1967	1967	2005
City Campus	2													
North Campus	2													
South Campus	2													
Fashion Institute of Technology	4	1	1	AFT/NYSUT	1400	1	1	1	1	43	1967	1967	1967	2005
Finger Lakes C.C.	2	1	1	Independent	162 *	1	1			35	1978	1974	1975	2006
Fordham Univ. - Manymount College	4	1	1	AAUP	42	1				100	1976	1977	1977	2004
Fulton-Montgomery C.C.	2	1	1	NEA/NEANY	84	1	1	1		5	1978	1969	1969	2004
Genesee C.C.	2	1	1	NEA/NEANY	130 *	1				100	1978	1970	1970	2006
Herkimer County C.C.	2	1	1	AFT/NYSUT	141	1			1	100	1983	1975	1977	2006
Hofstra Univ.	4	1	1	AAUP	850	1	1	1	1	49	1973	1974	1974	2006
Hudson Valley C.C.		3	3											
Unit 1: Faculty at Hudson Valley C.C.		1	1	Independent	660	1	1	1	1	40	1983	1969	1969	2007
Troy Campus	2	1	1	Independent	20	1				100	1976	1976	1976	2007
Unit 2: Department Chairpersons		1	1	Independent	23	1				78	1976	1976	1976	2004
Troy Campus	2	2	2	Independent	267	1	1	1	1	28	1992	1970	1970	2003
Unit 3: Opportunity Center at Hudson Valley C.C.		2	1	AFT/NYSUT	113	1				100	1975	1969	1969	2004
2 Educational Opportunity Center campuses		2	1	NEA/NEANY										
Jamestown C.C.	2	1	1											
Cattaraugus County Campus	2													
Jamestown Campus	2													
North County Extension Center	2													
Warren (PA) Extension Center	2													
Jefferson C.C.	2	1	1											

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Bargaining Unit										Election & Contract Years			
	2/4 Yr. Inst	Cam-pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>NEW YORK (Cont.)</b>														
Long Island Univ.			6											
Unit 1: Faculty at Long Island Univ. - Brooklyn Center	1	1		AFT/NYSUT	755	1		1	1	34	1976	1970	1972	2006
Brooklyn Center Campus	4													
Unit 2: FT Faculty at Long Island Univ. - College of Pharmacy	1	1		AAUP	52	1				100	1978		1979	2006
College of Pharmacy	4													
Unit 3: FT Faculty at Long Island Univ. - C.W. Post Center	1	1		AFT/NYSUT	324	1		1	1	100	1976		1975	2006
C.W. Post Center	4													
Unit 4: Adjunct Faculty	1	1		CWA	600			1		0	1987	1978	1979	2005
C.W. Post Center	4													
Unit 5: FT Faculty at Long Island Univ. - Southampton	1	1		AFT/NYSUT	63	1		1	1	100	1976	1973	1975	2005
Southampton Center	4													
Unit 6: Adjunct Faculty	1	1		AFT/NYSUT	110			1		0	2000		2000	2003
Southampton Center	4													
Mohawk Valley C.C.	2	2	1	AFT/NYSUT	220	1		1	1	100	1972		1972	2005
Rome Campus	2													
Utica Campus	2	2	1	AFT/NYSUT	1000	1	1	1	1	50	1969		1969	2004
Monroe C.C.	2	1	2											
Nassau C.C.	1	1		AFT/NYSUT	716	1		1	1	100	1969		1969	2005
Unit 1: FT Faculty at Nassau C.C.	1	1		Independent	1550		1	1	1	0	1974		1974	2005
Unit 2: PT Faculty at Nassau C.C.	1	1		UAW	1600			1	1	0	2004			Bargaining 1st CBA
New School Univ.	4	1	1											

^ Private Institution FT = Full-Time PT = Part-Time \* 1998 Unit Figure C.C. = Community College Univ. = University C T = Community Technical

TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Cam-				Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years			
	2/4 Yr. Inst	pus No.	FT	PT				FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>NEW YORK (Cont.)</b>															
^ New York Institute of Technology					3	1	229	1	1	1	1	98	1970	1971	2007
Central Islip Campus	4														
Manhattan Campus	4														
Old Westbury Campus	4														
^ New York Univ.	4	1	1		1		2750			1		0	2002	2004	2010
Niagara County C.C.	2	1	1		1		187	1		1		100	1978	1969	2006
^ Niagara Univ.	4	1	1		1		122	1				100	1979	1979	2007
North County C.C.		3	1		3		53	1				100	1978	1970	2006
Malone Campus	2														
Saranac Lake Campus	2														
Ticonderoga Campus	2														
Onondaga C.C.	2	1	1		1		400	1	1	1		46	1967	1968	2005
Orange County C.C.	2	2	1		2		120						1978	1969	
^ Pace University	4	2	1		2		694			1		0	2004	Bargaining 1st CBA	
New York City Campus															
Westchester Campus	4														
^ Pratt Institute	4	2	1		2		800	1	1	1		14	1971	1972	2003
Brooklyn															
Pratt Manhattan Center	4														
Rider College	4	1	1		1		350	1	1	1		71	1972	1973	2007
Rockland C.C.	2	1	1		1		253			1		0	1993	1995	2003
^ Saint John's Univ.		2	1		2		920	*	1	1		67	1970	1970	
Queens	4														
Staten Island	4														

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Bargaining Unit										Election & Contract Years			
	2/4 Yr. Inst	Cam-pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>NEW YORK (Cont.)</b>														
Schenectady County C.C.	2	1	2											
Unit 1: Faculty at Schenectady County C.C.		1		NEA/NEANY	74	1		1	1	100	1978	1970	1971	2004
Unit 2: Chairs/Directors at Schenectady County C.C.		1		AFT/NYSUT	11	1				100				
State Univ. of New York		29	1	AAUP/AFT/UUP <sup>3</sup>	28,775	1	1	1	1	72	1978	1971	1971	2007
Albany	4													
Alfred	2													
Binghamton	4													
Brockport	4													
Brooklyn Health Science Center	4													
Buffalo	4													
Canton	2													
Cobleskill	2													
College of Environmental Science & Forestry at Syracuse	4													
College of Optometry at NYC	4													
Cortland	4													
Delhi	2													
Empire State College	4													
Farmingdale	2													
Fredonia	4													
Geneseo	4													
Institute of Technology at Utica/Rome	4													
Maritime College at Fort Schuyler	4													

<sup>3</sup> The AAUP represents 1,000 faculty members at the State University of New York; the AFT represents the remainder.

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2 1/4 Yr. Inst		Campus		Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years			
	FT	PT	FT	PT				FT	PT	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>NEW YORK (Cont.)</b>															
State Univ. of New York (Cont.)															
Morrisville	2														
New Paltz	4														
Old Westbury	4														
Oneonta	4														
Oswego	4														
Plattsburgh	4														
Potsdam	4														
Purchase	4														
Stony Brook	4														
Syracuse Health Science Center															
Suffolk County C.C.			3		2	AFT/NYSUT	1550	1	1	1	1	1	29	1971	2005
Unit 1: FT/PT Faculty at Suffolk County C.C.															
Ammenman Campus	2														
Eastern Campus	2														
Grant Campus	2														
Unit 2: Admin Officers at Suffolk County C.C.			3			Independent	115	1					100	1969	2005
Sullivan County C.C.	2		2		1	NEA/NEANY	104	1		1		1974	100	1978	2005
U.S. Syracuse Univ.	4		1		1	AFT/NYSUT	610	*		1			0	2005	Bargaining 1st CBA
Taylor Business Institute	2		1		1	AFT/NYSUT	20							1969	1970
Tompkins-Cortland C.C.	2		1		1	NEA/NEANY	89	1	1	1			97	1982	2007
Trocaire College	2		1		1	Independent	150	1	1	1			43	1974	2006
Ulster County C.C.	2		1		1	Independent	60	*						1989	1970
U.S. Merchant Marine Academy	4		1		1	AFGE	65	1				1968	100	1978	2005
Utica College of Syracuse Univ.	4		1		1	AAUP	116	*	1				100	1976	1977
Westchester C.C.	2		1		1	AFT/NYSUT	899	1	1	1	1	1	23	1969	2004

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Bargaining Unit				Election & Contract Years								
	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
Central Ohio Technical College	2	1	1	AFT/OFT	54	1			100	1990	1990	1990	2004
Central State Univ.	4	1	1	AAUP	85	1		1	94	1985	1985	1985	2005
Cincinnati State Tech. & C.C.	2	1	1	AAUP	180	1		1	100	1989	1989	1989	2005
Cleveland State Univ.	4	1	1	AAUP	428	1			100	1993	1993	1995	2006
Columbus State C.C.	2	1	1	NEA/OEA	270	1			100	2001	2003	2003	2005
Cuyahoga C.C. District Eastern Campus		3	1	AAUP	355	1		1	100	1977	1978	1978	2007
Metropolitan Campus	2												
Western Campus	2												
David N. Myers College	4	1	1	AFT/OFT	18	1			100	1975	1976	1976	2005
Edison C.C.	2	1	1	NEA/OEA	40	1			100	1985	1986	1986	2004
Hocking College		2	1	NEA/OEA	221	1		1	100	1986	1994	1994	2006
Nelsonville Campus	2												
Perry Campus	2	1	1	NEA/OEA	39	*				1985	1986	1986	
Jefferson C.C.	2	1	1	NEA/OEA	39	*							
Kent State Univ.		8	2										
Unit 1: FT Tenured Faculty at Kent State Univ.		8		AAUP	850	1			100	1979	1975	1978	2004
Ashtabula Campus	2												
East Liverpool Campus	2												
Geauga Campus	2												
Kent Campus	4												
Salem Campus	2												
Stark Campus	2												
Trumbull Campus	2												
Tuscarawas Campus	2												

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years				
						FT Perm	PT Perm	Adj Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>OHIO (Cont.)</b>													
Kent State Univ. (Cont.)													
Unit 2: FT Non-Tenured Faculty at Kent State Univ.		8		AAUP	239				100	1995		1996	2005
Lakeland C.C.	2	5	1	NEA/OEA	131			1	100	1978		1978	2005
Northwest State C.C.	2	1	1	NEA/OEA	46	*				1975	1973	1973	
Owens C.C.	2	2	1	AFT/OFT	240			1	100	1989		1989	2004
Findlay Campus													
Toldeo Campus	2												
Shawnee State Univ.	4	1	1	NEA/OEA	119				100	1975		1976	2006
Southern State C.C.	4	4	1	NEA/OEA	49			1	100	1985		1986	2004
Central Campus	2												
Fayette Campus	2												
North Campus	2												
South Campus	2												
Terra C.C.	2	1	1	AFT/OFT	41				100	1991	1985	1986	2006
Univ. of Akron	4	1	1	AAUP	650			1	100	2003		Bargaining 1st CBA	
Univ. of Cincinnati	4	3	1	AAUP	2083			1	99	2003	1975	1976	2007
Cincinnati Campus													
Clermont General & Tech. College	2												
Raymond Walters College	2												
Univ. of Rio Grande	4	1	1	Independent	80				100	1976		1985	2005
Univ. of Toledo	4	1	2										
Unit 1: FT Tenure-track at Univ. of Toledo		1		AAUP	529			1	100	1991		1993	2007
Unit 2: FT Non-tenure track at Univ. of Toledo		1		AAUP	75			1	100	1997		1993	2007

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Bargaining Unit				Election & Contract Years								
	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>OHIO (Cont.)</b>													
Wilberforce Univ.	4	1	1	AAUP	43	1			100	1979		1979	
Wright State Univ.	4	1	1	AAUP	412	1			100	1998		1999	2005
Youngstown State Univ.	4	1	1	NEA/OEA	350	1			100	1972		1973	2005
<b>OREGON</b>													
Blue Mountain C.C.	2	1	1	NEA/OEA	175	1	1	1	29	1975		1976	2004
Central Oregon C.C.	2	1	1	Independent	105	*	1		83	1985	1975	1977	
Chemekeeta C.C.		5	2										
Unit 1: FT Faculty at Chemekeeta C.C.	2	5	1	NEA/OEA	205	1			100	1974		1974	2005
McMinnville Campus	2												
Salem Campus	2												
Santiam Campus	2												
South Salem Campus	2												
Woodburn Campus	2												
Unit 2: PT Faculty at Chemekeeta C.C.		5	2	NEA/OEA	648	1	1	1	0	1984		1984	2006
Clackamas C.C.		3	2										
Unit 1: FT Faculty at Clackamas C.C.		3	1	NEA/OEA	151	1		1	100	1975		1973	2007
Harmony Campus	2												
Oregon City Campus	2												
Wilsonville Campus	2												
Unit 2: Adjunct Unit at Clackamas C.C.		3	1	NEA/OEA	300	1		1	0	1986		1986	2005

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Bargaining Unit										Election & Contract Years			
	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>OREGON (Cont.)</b>														
Clatsop C.C.	2	1	2		38	1	1			75	1975	1975	1975	2006
Unit 1: FT Faculty at Clatsop C.C.		1		NEA/OEA										
Unit 2: Adjunct Faculty at Clatsop C.C.		1		NEA/OEA	33			1		0	1999	2000	2000	2005
Columbia Gorge C.C.	2	1	1	AFT/OFT	120	1				13	1990	1991	1991	2007
Eastern Oregon Univ.	4	1	1	AFT/OFT	130	1	1	1	1	85	2003	2005	2005	2007
Lane C.C.	2	1	1	AFT/OFT	550	1	1	1	1	45	1974	1974	1974	2005
Linn-Benton C.C.		3	1	Independent	162	1	1		1	97	1974	1974	1974	2006
Benton Center	2													
Lebanon Center	2													
Sweet Home Center	2													
Mt. Hood C.C.	2	1	2											
Unit 1: FT Faculty at Mt. Hood C.C.		1		NEA/OEA	157	1				100	1980	1976	1976	2006
Unit 2: Adjunct Faculty at Mt. Hood C.C.		1		NEA/OEA	450		1	1		0	1982	1984	1984	2005
Oregon Coast C.C.	2	1	1	AFT/OFT	40	1	1	1	1	15	1997	1997	1997	2005
Portland C.C.		8	1	AFT/OFT	2000	1	1	1	1	19	1974	1975	1975	2005
Cascade Campus	2													
Hillsboro Center	2													
Rock Creek Campus	2													
Southeast Center	2													
Sylvania Campus	2													
3 Workforce Training Centers	2													
Portland State Univ.	4	1	2											
Unit 1: FT Faculty at Portland State Univ.		1		AAUP	1012	1	1	1	1	78	1978	1979	1979	2005
Unit 2: PT Faculty at Portland State Univ.		1		AFT/OFT	600			1	1	0	1978	1979	1979	2005

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Institution and Units	Bargaining Unit				Election & Contract Years								
	2/4 Yr. Inst	Cam-pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>OREGON (Cont.)</b>													
Rogue C.C.		3	1	NEA/OEA	450	1	1	1	24	1975		1975	2006
Redwood	2												
Riverside	2												
Table Rock	2												
Southern Oregon Univ.	4	1	1	Independent	190	1	1	1	95	1973		1975	2005
Southwestern Oregon C.C.	2	1	1	AFT/OFT	61	1			100	1974		1974	2004
Treasure Valley C.C.	2	1	1	NEA/OEA	56	*				1980		1980	
Western Oregon Univ.	4	1	1	AFT/OFT	232	1	1	1	72	1977		1977	2005
Western State Chiropractic College	4	1	1	AFT/OFT	35	1	1	1	91	1978		1979	2004

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst		Campus No.		Bargaining Agent(s)	Unit Size	FT Perm			Bargaining Unit			Election & Contract Years		
	No.	No.	No.	No.			FT	PT	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>PENNSYLVANIA</b>															
Bucks County C.C.			3	1	AFT	605	1	1	1	1	1	26	1971	1972	2006
Bristol Center	2														
Newtown Campus	2														
Upper County Campus	2														
Butler County C.C.	2	1	1	1	NEA/PSEA	223	1	1	1	1	1	30	1992	1992	2007
C.C. of Allegheny County		11	1	1	AFT	346	1					100	1971	1972	2007
Allegheny Campus	2														
Boyce Campus	2														
North Campus	2														
South Campus	2														
7 Centers	2														
C.C. of Beaver County	2	1	1	1	NEA/PSEA	60	*	1				100	1973	1970	1972
C.C. of Philadelphia	2	1	2												
Unit 1: FT Faculty at C.C. of Philadelphia		1			AFT	600	1			1		100	1970	1970	2006
Unit 2: Adjunct Faculty at C.C. of Philadelphia		1			AFT	1200				1		0	1978	1983	2006
Delaware County C.C.	2	1	1	1	NEA/PSEA	133	1			1		100	1974	1975	2007
Delaware Valley College	4	1	1	1	AAUP	83	1			1		100	1994	1995	2007
Lackawanna College		3	1	1	NEA/PSEA	25	1			1		100	1979	1980	2004
Hazleton Campus	2														
Honesdale Campus	2														
Towanda Campus	2														
Lehigh Carbon C.C.	2	1	1	1	NEA/PSEA	108	1			1		100	1970	1972	2006
Lincoln Univ.	4	1	1	1	AAUP	94	1			1		100	1972	1973	2007
Luzerne County C.C.	2	1	1	1	NEA	109	*						1971	1971	

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Institution and Units	Bargaining Unit										Election & Contract Years			
	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>PENNSYLVANIA (Cont.)</b>														
Montgomery County C.C.			2	1	500	1	1	1	1	33	1982	1979	1980	2004
Blue Bell	2													
Pottstown	2													
^ Moore College of Art & Design	4	1	1	AFT/PaFT	110	1	1	1	1	32	1971		1971	2004
Northampton C.C.		2	1	AFT/PaFT	138	1			1	100	1976		1977	2006
Bethlehem Campus	2													
Monroe Campus	2													
Pennsylvania College of Technology		2	1	NEA/PSEA	285	1			1	100	1971		1972	2007
Main Campus - Williamsport	4													
North Campus - Wellsboro	4													
Pennsylvania Highlands C.C.	2	1	1	AFT/PaFT	45	1	1		1	51	2000		2002	2007
Pennsylvania State System of Higher Education		14	1	Independent	5650	1	1	1	1	85	1971		1971	2007
Bloomsburg Campus	4													
California Campus	4													
Cheyney Campus	4													
Clarion Campus	4													
East Stroudsburg Campus	4													
Edinboro Campus	4													
Indiana Campus	4													
Kutztown Campus	4													
Lock Haven Campus	4													
Mansfield Campus	4													
Millersville Campus	4													
Shippensburg Campus	4													

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	2/4 Yr. Inst	Cam-pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>PENNSYLVANIA (Cont.)</b>														
Pennsylvania State System of Higher Education (Cont.)														
Slippery Rock Campus	4													
West Chester Campus	4													
Reading Area C.C.	2	1	1	AFT/PaFT	66	1			1	100	1974		1975	2007
^ Robert Morris College		2	1	AFT/PaFT	100	1			1	100	1974		1975	2007
Moon Township Campus	4													
Pittsburgh Campus	4													
Temple Univ.	4	5	2		1200	1			1	100	1990	1973	1973	2008
Unit 1: FT Faculty at Temple Univ.		5		AFT/PaFT										
Ambler Campus	4													
Center City	4													
Harrisburg Campus	4													
Philadelphia Campus	4													
Tyler Campus	4													
Unit 2: Law School Faculty at Temple Univ.		1		Independent	60	1			1	100	1973		1973	2004
Thaddeus Stevens College of Technology	2	1	1	NEA/PSEA	85	1	1	1		58	1972		1972	2004
^ Univ. of Scranton	4	1	1	AAUP	250	1			1	100	1994	1974	1974	2006
Westmoreland County C.C.	2	1	1	NEA/PSEA	94	1			1	100	1972		1972	2006

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Institution and Units	Cam-				Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years			
	2/4 Yr. Inst	pus No.	Unit No.				FT Perm	PT Perm	Adj Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>RHODE ISLAND</b>													
^ Bryant College	4	1	1		AFT	130	1					1967	2004
C.C. of Rhode Island	2	3	1		NEA/NEARI	287	1	1				1972	2004
Lincoln Campus													
Providence Campus	2												
Warwick Campus	2												
Rhode Island College	4	1	1		AFT	360	1		1			1972	2004
^ Rhode Island School of Design	4	1	2										
Unit 1: FT Faculty at RI School of Design		1			NEA/NEARI	149	1		1			1979	2006
Unit 2: PT Faculty at RI School of Design		1			NEA/NEARI	165		1	1			1979	2005
Roger Williams Univ.	4	2	1		NEA/NEARI	400	1		1			1973	2008
Bristol Campus													
Providence Branch	4												
University of Rhode Island	4	4	1		AAUP	695	*	1	1			1973	2007
Feinstein Providence Campus													
Kingston Campus													
Narragansett Bay College													
W. Alton Jones Campsu													

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Bargaining Unit										Election & Contract Years			
	2/4 Yr. Inst	Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>SOUTH DAKOTA</b>														
South Dakota Board of Regents System		6	1	NEA/SDEA	1105	1	1	1	1	95	1977	1979	2005	
Black Hills State Univ.	4													
Dakota State Univ.	4													
Northern State Univ.	4													
South Dakota School of Mines & Technology	4													
South Dakota State Univ.	4													
Univ. of South Dakota	4													
<b>VERMONT</b>														
<sup>^</sup> Goddard College	4	1	1	UAW	70		1	1		0	1998	2001	2005	
Univ. of Vermont	4	1	2											
Unit 1: FT Faculty at Univ. of VT		1		AAUP/AFT	650	1			1	100	2001	2003	2005	
Unit 2: PT Faculty at Univ. of VT		1		AAUP/AFT	85		1	1		0	2003	Bargaining 1st CBA		
Vermont State Colleges		4	2											
Unit 1: FT Faculty at VT State Colleges		4		AFT	270	1				100	1973	1975	2005	
Castleton State College	4													
Johnson State College	4													
Lyndon State College	4													
Vermont Tech. College	4													
Unit 2: PT Faculty at VT State Colleges		4		AFT	200		1	1		0	1991		2005	

<sup>^</sup> Private Institution FT = Full-Time PT = Part-Time \* 1998 Unit Figure C.C. = Community College Univ. = University C.T. = Community Technical

TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst			Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years					
	2/4 Yr.	Inst	No.					FT	PT	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>WASHINGTON</b>																
Bates Technical College			3	1	AFT/AFTWA	197	1	1	1	1	1	80	1981	1985	2004	
Downtown Campus	2															
Mohler Campus	2															
South Campus	2															
Bellevue C.C.	2	1	1	1	NEA/WEA	780	1	1	1	1	1	21	1972	1972	2005	
Bellingham Technical College	2	1	1	1	NEA/WEA	53	1	1	1	1	1	83	1980	1981	2005	
Big Bend C.C.	2	1	1	1	NEA/WEA	48	*						1980	1972		
Cascadia C.C.	2	1	1	1	AFT/AFTWA	100	1	1	1	1	1	22	2002	Bargaining 1st CBA		
Central Washington Univ.	4	1	1	1	AFT/NEA/AFTWA/WEA	563	1	1	1	1	1	65	2004	Bargaining 1st CBA		
Centralia College		2	1	1	AFT/AFTWA	288	1	1	1	1	1	22	1986	1968	2008	
Centralia College East Campus	2															
Garrett Hyens Education Center	2															
Clark College	2	1	1	1	NEA/WEA	415	1	1	1	1	1	41	1974	1964	2004	
Clover Park Technical College		3	1	1	AFT/AFTWA	318	1	1	1	1	1	39	1978		2006	
100th Street Campus	2															
Fort Lewis Campus	2															
South Hill Campus	2															
Columbia Basin C.C.	2	1	1	1	NEA/WEA	400	1	1	1	1	1	30	1972	1973	2006	
C.C. of Spokane		2	1	1	NEA/WEA	991	1	1	1	1	1	39	1970	1977	2008	
Spokane C.C.	2															
Spokane Falls C.C.	2															
Cornish College of the Arts	4	1	1	1	AFT/AFTWA	150	1	1	1	1	1	34	1981	1982	2005	
Eastern Washington Univ.	4	1	1	1	AFT/NEA/AFTWA/WEA	450	1	1	1	1	1	67	2004	1994	2005	
Edmonds C.C.	2	1	1	1	AFT/AFTWA	470	1	1	1	1	1	31	1975	1976	2004	

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	Cam-		Bargaining Unit		Election & Contract Years									
	2/4 Yr. Inst	pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>WASHINGTON (Cont.)</b>														
Everett C.C.	2	1	1	AFT/AFTWA	350	1	1	1	1	37	1975	1969	1976	2005
Grays Harbor College	2	1	1	AFT/AFTWA	150	1	1	1	1	43	1996	1969	1997	2005
Green River C.C.	2	1	1	AFT/NEA/AFTWA/WEA	400	1	1	1	1	33	1972	1973	1973	2006
Highline C.C.	2	1	1	NEA/WEA	340	1	1	1	1	35	1965	1969	1969	2007
Lake Washington Technical College	2	1	1	AFT/AFTWA	284	1	1	1	1	22	1978	1978	1978	2004
Lower Columbia College	2	1	1	NEA/WEA	82	*					1981	1967	1972	2005
Olympic College	2	1	1	NEA/WEA	400	1	1	1	1	25	1964	1980	1980	2007
Peninsula College	2	1	1	AFT/AFTWA	200	1	1	1	1	25	1995	1969	1969	2005
Pierce College	2	2	1	AFT/AFTWA	740	1	1	1	1	25	1993	1969	1969	2005
Fort Steilacoom Campus	2													
Puyallup Campus	2													
Renton Technical College	2	1	1	AFT/AFTWA	297	1	1	1	1	32	1979	1980	1980	2006
Seattle C.C. District	2	4	1	AFT/AFTWA	1350	1	1	1	1	30	1968	1968	1968	2006
Central Campus	2													
North Campus	2													
Seattle Vocational Institute	2													
South Campus	2													
Shoreline C.C.	2	1	1	AFT/AFTWA	586	1	1	1	1	27	1974	1969	1975	2004
Skagit Valley College	2	2	1	AFT/AFTWA	400	1	1	1	1	30	1965	1969	1969	2006
Mount Vernon Campus	2													
Whidbey Campus	2													
South Puget Sound C.C.	2	1	1	AFT/AFTWA	250	1	1	1	1	44	1986	1968	1989	2004

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst		Cam- pus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm			PT Perm			Adj Lib			Election & Contract Years				
	FT	Perm					FT	Perm	FT	Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire			
<b>WASHINGTON (Cont.)</b>																				
Tacoma C.C.			3	1	AFT/AFTWA	475	1		1		1			1	1	24		1972	1973	2006
Downtown Tacoma Center	2																			
Gig Harbor Center	2																			
Tacoma Campus	2																			
Walla Walla C.C.	2		2	1	NEA/WEA	520	1		1		1			1	1	26		1968	1970	2007
Clarkston Center																				
Washington State Penitentiary																				
Wenatchee Valley College			2	1	NEA/WEA	240	1		1		1			1	1	30		1965	1975	2007
North Campus	2																			
Wenatchee Campus	2																			
Whatcom C.C.	2		1	1	AFT/AFTWA	279	1		1		1			1	1	25		1975	1976	2005
Yakima Valley C.C.	2		2	1	AFT/AFTWA	413	1		1		1			1	1	27		1978	1973	2006

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst		Cam- pus		Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit			Election & Contract Years			
	FT	PT	FT	PT				Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified	Current CBA Expire
<b>WISCONSIN</b>														
Blackhawk Technical College	2	1	1		1	AFTWFT	100	1				1972	1974	2005
Chippewa Valley Technical College		7	1		1	NEA/WEA	225	1				1985	1989	2005
Chippewa Falls Campus	2													
Clairmont Campus	2													
Gateway Campus	2													
Menomonie Campus	2													
Neillsville Center	2													
River Falls Campus	2													
West Campus	2													
Fox Valley Technical College		2	1		1	NEA/WEA	350	1	1	1	86	1968	1969	2005
Appleton Campus	2													
Oshkosh Campus	2													
Gateway Technical College		7	1		1	NEA/WEA	305	1	1	1	98	1982	1973	2007
ACT Center	2													
Aviation Center	2													
Burlington Campus	2													
Elkhorn Campus	2													
Kenosha Campus	2													
Lake View Campus	2													
Racine Campus	2		3		1	NEA/WEA	130	1	1	1	85	1968	1968	2004
Lakeshore Technical College														
Cleveland Campus	2													
Manitowoc Campus	2													
Sheboygan Campus	2													

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**TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION**

Institution and Units	2/4 Yr. Inst	Campus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm			PT Perm			Adj	Lib	% FT	Current Agent Elected		Initial Agent Elected		Current CBA Expire	
						FT	Perm	1	FT	Perm	1				1969	1969				
				Bargaining Unit										Election & Contract Years						
<b>WISCONSIN (Cont.)</b>																				
Madison Area Technical College District		10	2																	
Unit 1: FT Faculty at Madison Area Technical College District		10		AFTWFT	410	1									100	1969	1969	1969	2007	
Commercial Avenue Education Center	2																			
Downtown Education Center	2																			
Fired Service Education Center	2																			
Fort Atkinson Campus	2																			
Portage Campus	2																			
Reedsburg Campus	2																			
South Madison Community Campus	2																			
Truax Campus	2																			
TEC Center	2																			
Watertown Campus	2																			
Unit 2: Part-time Faculty at Madison Area Technical College District		10		AFTWFT	900	1	1							0	1996	1996	1996	2004		
Mid-State Technical College Adams Center	2	4	1	NEAWEA	1006	1		1					1	97	1970	1970	1970	2006		
Marshfield	2																			
Stevens Point	2																			
Wisconsin Rapids	2																			
Milwaukee Area Technical College Mequon Campus	2	4	1	AFTWFT	1558	1	1		1				1	52	1963	1963	1967	2006		
Milwaukee Campus	2																			
Oak Creek Campus	2																			
West Allis Campus	2																			

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Campus No.	Unit No.	Bargaining Agent(s)	Unit Size	Bargaining Unit				Election & Contract Years			
						FT Perm	PT Perm	Adj	Lib	% FT	Current Agent Elected	Initial Agent Elected	Initial CBA Ratified
<b>WISCONSIN (Cont.)</b>													
Moraine Park Technical College		3	1	AFT/MFT	148	1				100	1969	1969	2007
Beaver Dam Campus	2												
Fond du Lac Campus	2												
West Bend Campus	2												
Nicolet Area Technical College		2	1	NEA/WEA	86	1	1		1	98	1987	1989	2006
Lake Julia Campus	2												
Lakeland Campus	2												
Northcentral Technical College		6	1	NEA/WEA	166	1	1		1	94	1969	1969	2004
Antigo Campus	2												
Medford Campus	2												
Phillips Campus	2												
Spencer Campus	2												
Wausau Campus	2												
Wittenberg Campus	2												
Northeast Wisconsin Technical College		3	1	NEA/WEA	370	1	1			86	1972	1972	2005
Green Bay Campus	2												
Marinette Campus	2												
Sturgeon Bay Campus	2												
Southwest Wisconsin Technical College	2	1	1	AFT/MFT	165	1			1	100	1972	1978	2007
Waukesha County Technical College		5	1	NEA/WEA	800	1	1	1		27	1967	1967	2004
Menomonee Falls Campus	2												
La Casa de Esperanza	2												
Pewaukee Campus	2												
Sky Plaza Campus	2												
Waukesha Campus	2												

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TABLE 2: FACULTY COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution and Units	2/4 Yr. Inst	Campus No.	Unit No.	Bargaining Agent(s)	Unit Size	FT Perm	PT Perm	Adj	Lib	% FT	Election & Contract Years	
											Current Agent Elected	Initial Agent Elected
<b>WISCONSIN (Cont.)</b>												
Western Wisconsin Technical College	2	6	1	AFT/WWFT	245	1			1	98	1976	1977
Black River Falls	2											
Independence Campus	2											
La Crosse Campus	2											
Mauson Campus	2											
Tomah Campus	2											
Viroqua Campus	2											
Wisconsin Indianhead Technical College		4	1	AFT/WWFT	150	1			1	100	1972	1972
Ashland Campus	2											
New Richmond Campus	2											
Rice Lake Campus	2											
Superior Campus	2											2004

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**TABLE 3: GRADUATE STUDENT EMPLOYEE COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION**

Institution	2/4 Yr. Inst.	Campus No.	Barg. Agent(s)	Unit Size	Bargaining Unit Composition				Election & Contract Dates				
					TA	RA	GA	Oth	Current Agent Elected	2004	Initial Agent Elected	Initial Contract Ratified	Current Contract Expire
<b>CALIFORNIA</b>													
California State Univ.		23	UAW	6000	1		1	1				2005	2008
Cal. Maritime Academy	4												
Cal. Polytech. St. Univ. -- San Luis Obispo	4												
Cal. St. Polytech. Univ. -- Pomona	4												
Cal. St. Univ. -Bakersfield	4												
Cal St. Univ. -Channel Islands	4												
Cal. St. Univ. -Chico	4												
Cal. St. Univ. -Dominguez Hills	4												
Cal St. Univ. -East Bay	4												
Cal. St. Univ. -Fresno	4												
Cal. St. Univ. -Fullerton	4												
Cal. St. Univ. -Long Beach	4												
Cal. St. Univ. -Los Angeles	4												
Cal. St. Univ. -Monterey Bay	4												
Cal. St. Univ. -Northridge	4												
Cal. St. Univ. -Sacramento	4												
Cal. St. Univ. -San Bernardino	4												
Cal. St. Univ. -San Marcos	4												
Cal. St. Univ. -Stanislaus	4												
Humboldt St. Univ.	4												
San Diego St. Univ.	4												
San Francisco St. Univ.	4												
San Jose St. Univ.	4												
Sonoma St. Univ.	4												

^ Private Institution Univ.= University

TABLE 3: GRADUATE STUDENT EMPLOYEE COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution	2/4 Yr. Inst.	Campus No.	Barg. Agent(s)	Unit Size	TA	RA	GA	Oth	Bargaining Unit Composition			Election & Contract Dates			
									Current Agent Elected	Initial Agent Elected	Initial Contract Ratified	Current Agent Elected	Initial Contract Ratified	Current Contract Expire	
<b>CALIFORNIA (Cont.)</b>															
Univ. of California		8	UAW	13000	1			1					1988 & 1998/99 <sup>1</sup>	2000	2006
Univ. of California - Berkeley	4														
Univ. of California - Davis	4														
Univ. of California - Irvine	4														
Univ. of California - Los Angeles	4														
Univ. of California - Riverside	4														
Univ. of California - San Diego	4														
Univ. of California - Santa Barbara	4														
Univ. of California - Santa Cruz	4														
<b>FLORIDA</b>															
Florida A&M Univ.	4	1	AFT/NEA/GAU/UFF	200	1	1	1						2004	1997	2005
Univ. of Florida	4	1	AFT/NEA/GAU/UFF	3800	1	1	1						2004	1980	2005
Univ. of South Florida	4	1	AFT/NEA/GAU/UFF	200	1	1	1						2004	1979	2007
<b>IOWA</b>															
Univ. of Iowa	4	1	UE	2600	1	1							1996	1997	2007
<b>ILLINOIS</b>															
Univ. of Illinois - Chicago	4	1	AFT	1250	1		1						2004	2004	2006
Univ. of Illinois - Urbana-Champaign	4	1	AFT	2500	1		1						2002	2004	2006
<b>KANSAS</b>															
Univ. of Kansas - Lawrence	4	1	AFT	875	1								1995	1997	2005

<sup>1</sup> Private Institution Univ.= University

**TABLE 3: GRADUATE STUDENT EMPLOYEE COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION**

Institution	2/4 Yr. Inst.	Campus No.	Barg. Agent(s)	Unit Size	Bargaining Unit Composition				Election & Contract Dates			
					TA	RA	GA	Oth	Current Agent Elected	Initial Agent Elected	Initial Contract Ratified	Current Contract Expire
<b>MASSACHUSETTS</b>												
Univ. of Massachusetts -Boston	4	1	UAW	500	1	1	1		2000		2001	
Univ. of Massachusetts -Lowell	4	1	UAW	320	1	1			1994		1995	2003
Univ. of Massachusetts -Amherst	4	1	UAW	2500	1	1	1		1990		1991	2007
<b>MICHIGAN</b>												
Univ. of Michigan -Ann Arbor	4	1	AFT	1700	1		1		1974		1975	2005
Michigan State Univ.	4	1	AFT	1175	1				2001		2002	2008
Wayne State Univ.	4	1	AFT	550	1				1998		1999	2006
<b>NEW JERSEY</b>												
Rutgers Univ.	4	1	AAUP	1900	1		1		1972 <sup>2</sup>		1973	2007
<b>NEW YORK</b>												
City Univ. of New York		13	AFT	661	1	1	1		1971 <sup>2</sup>		1971	2002
Baruch College	4											
Brooklyn College	4											
City College	4											
City Univ. School of Law	4											
College of Staten Island	4											
Graduate School & Univ. Center	4											
Hunter College	4											
John Jay College of Criminal Justice	4											
Lehman College	4											
Medgar Evers College	4											
New York City College of Technology	4											

<sup>2</sup> Private Institution Univ.= University

TABLE 3: GRADUATE STUDENT EMPLOYEE COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION

Institution	2/4 Yr. Inst.	Campus No.	Barg. Agent(s)	Unit Size	Bargaining Unit Composition				Election & Contract Dates			
					TA	RA	GA	Oth	Current Agent Elected	Initial Agent Elected	Initial Contract Ratified	Current Contract Expire
<b>NEW YORK (Cont.)</b>												
City Univ. of New York (Cont.)												
Queens College	4											
York College	4											
^ New York Univ.	4	1	UAW	1100	1	1	1	1	2000		2002	2005
State Univ. of New York Albany	4	20	CWA	4302	1			1	1992		1994	2007
Binghamton	4											
Brockport	4											
Brooklyn Health Science Center	4											
Buffalo	4											
Buffalo State Teachers College	4											
Col. of Environmental Science & Forestry at Syracuse	4											
College of Optometry at NYC	4											
Cortland	4											
Fredonia	4											
Geneseo	4											
Inst. Of Technology at Utica/Rome	4											
New Paltz	4											
Oneonta	4											
Oswego	4											
Plattsburgh	4											
Potsdam	4											
Purchase	4											
Stony Brook	4											
Syracuse Health Science Center	4											

^ Private Institution Univ.= University



**TABLE 3: GRADUATE STUDENT EMPLOYEE COLLECTIVE BARGAINING AGREEMENTS IN U.S. INSTITUTIONS OF HIGHER EDUCATION**

Institution	2/4 Yr. Inst.	Campus No.	Barg. Agent(s)	Unit Size	Bargaining Unit Composition					Election & Contract Dates			
					TA	RA	GA	Oth	Current Agent Elected	Initial Agent Elected	Initial Contract Ratified	Current Contract Expire	
<b>OREGON</b>													
Oregon State Univ.	4	1	AFT	675	1	1	1	1	1	1999		2000	2006
Univ. of Oregon	4	1	AFT	2100	1	1	1			1977		1978	2005
<b>PENNSYLVANIA</b>													
Temple Univ.	4	1	AFT	600	1	1	1			2001		2002	2006
<b>RHODE ISLAND</b>													
Univ. of Rhode Island	4	1	AAUP	587	1	1	1			2002		2003	2007
<b>WASHINGTON</b>													
Univ. of Washington -Seattle	4	1	UAW	4300	1	1	1	1	1	2004		2004	2007
<b>WISCONSIN</b>													
Univ. of Wisconsin -Madison	4	1	AFT	2800	1					1969		1970	2005
Univ. of Wisconsin -Milwaukee	4	1	AFT	850	1	1	1	1	1	1991		1992	2005

<sup>1</sup> A GSE union for graders and tutors was recognized at UC Berkeley in 1988 but no contract was ratified until all of the other UC campus GSE unions received formal recognition in 1999.

<sup>2</sup> GSEs at Rutgers and CUNY are in the same bargaining unit as faculty at those universities.

<sup>A</sup> Private Institution Univ.= University



**Table 4: Institution Closings and Collective Bargaining Agent Decertifications <sup>1</sup>**

State	Institution	Bargaining Agent	Unit Size	2/4 year	Year Agent Elected	Closing Year	Decertification Year
CA	^ Claremont Colleges	Independent		4	1972	n/a	1998
CA	^ University of San Francisco Law School <sup>2</sup>	Independent	35	4	1973	n/a	unknown
CO	^ Colorado Women's College	AAUP	42	4	1979	1982	n/a
CO	^ Loretto Heights College	NEA	80	4	1972	1988	n/a
CT	^ University of New Haven	AFT	130	4	1979	n/a	1983
DC	^ American University Intensive ESL Program	Independent	32	4	1982	n/a	2002
DC	^ Antioch School of Law <sup>3</sup>	AFT	16	3	1976	1988	n/a
DC	^ Catholic University of America (Law School)	Independent	22	Grad.	1977	n/a	1980
DC	^ Mount Vernon College	AAUP	25	4	1977	n/a	1981
DE	Delaware Technical & C.C.	NEA	230	2	1974	n/a	1980
FL	Florida Memorial College	UFF/NEA	40	4	1976	n/a	1989
IA	^ College of Osteopathic Medicine & Surgery	AFT	65	4	1975	n/a	1982
IA	^ University of Dubuque Seminary	NEA	13	2	1973	n/a	1987
IA	^ University of Dubuque	NEA	60	4	1973	n/a	1988
IL	^ Central YMCA C.C.	AFT	80	2	1976	1983	n/a
IL	Illinois Board of Governors Universities <sup>4</sup>		n/a	2 & 4	1976	n/a	1996
IL	^ Lewis University	Independent	97	4	1975	n/a	1985
IL	Metropolitan Community College of East St. Louis	AFT/IFT	31	2	1980	1999	n/a
IL	University of Illinois - Springfield	AFT	162	2	1986	n/a	1995
MA	^ Boston University	AAUP	860	4	1975	n/a	1983
MD	Baltimore City Community College	AFT	162	2	1969	n/a	1990
ME	^ Nason College	AFT	30	4	1977	1983	n/a
MI	^ Detroit College of Business	NEA	36	4	1973	unknown	n/a
MI	^ Detroit Institute of Technology	NEA	34	4	1977	1981	n/a
MI	Highland Park Community College	AFT	19	2	1966	1995-96	n/a
MI	Lansing C.C. (Admin. Assn.)	Independent	60	2	1977	n/a	1987

**Table 4: Institution Closings and Collective Bargaining Agent Decertifications <sup>1</sup>**

State	Institution	Bargaining Agent	Unit Size	2/4 year	Year Agent Elected	Closing Year	Decertification Year
MI	Shaw College at Detroit	NEA	37	4	1975	1983	n/a
MI	Southwestern Michigan College	NEA	35	2	1969	n/a	1981
MN	University of Minnesota -Waseca Campus	NEA	2	4	1980-81	1992	n/a
MO	^ Drury College	AAUP	60	4	1979	n/a	1982
MO	^ Stephens College	AFT	120	4	1979	n/a	1983
MO	^ Cottey College	AFT	30	2	1976	n/a	1985
ND	^ Jamestown College	NEA		4	1974	n/a	1977
NH	^ New England College	AFT		4		n/a	1976
NJ	^ Stevens Institute of Technology	AAUP	109	4	1976	n/a	1982
NJ	^ Seton Hall University	AFT	350	4	1982	n/a	1983
NJ	^ Fairleigh Dickinson University	AAUP	495	2 & 4	1974	n/a	1987
NJ	Rutgers University (part-time)	Independent	80	4	1978	n/a	1987
NM	^ University of Albuquerque	AFT		4	1982	n/a	1981
NY	^ Daemen College	AAUP	80	4	1979	n/a	1982
NY	^ Ithaca College	AFT		4	1978	n/a	1982
NY	^ Marymount College	AAUP	56	4	1976	n/a	unknown
NY	^ New York University Law School	Independent		4	1973	n/a	unknown
NY	^ Polytechnic Institute of New York	AAUP	220	4	1971	n/a	1984
NY	^ School of Risk Management <sup>5</sup>	AAUP	9	4	1985	2001-02	n/a
NY	^ Yeshiva University	Independent	200	4	1976	n/a	1980
NY	^ Wagner College	AFT	105	4	1979	n/a	1982
OH	^ Ashland College	AAUP	82	4	1972	n/a	1982
OH	^ Ohio Northern University	NEA	145	4	1979	n/a	1982
PA	^ Peirce College	PSEA	20	4	1992	n/a	unknown
PA	^ Thiel College	AAUP	63	4		n/a	1982
PA	University of Pittsburgh Medical School	Independent	1,334	4	1976	n/a	1997-98
SD	^ National College of Business <sup>6</sup>	NEA	40	4	1976	1990	n/a
SD	University of South Dakota - Springfield Campus	NEA		4	1977	1984	n/a
VA	^ Marymount University	AAUP	51	4	1989	n/a	1989

**Table 4: Institution Closings and Collective Bargaining Agent Decertifications <sup>1</sup>**

State	Institution	Bargaining Agent	Unit Size	2/4 year	Year Agent Elected	Closing Year	Decertification Year
VT	^ Goddard College	AFT	10	4	1975	n/a	1981
WI	^ Milton College	AFT	35	4		1982	n/a
WW	^ Salem College	NEA	64	4	1979	n/a	1981

^ = Private Institution

<sup>1</sup> Institutions previously cited in the Directory as having negotiated collective bargaining agreements. For purposes of this listing, decertifications are defined as those instances in which a bargaining agent election is lost by the certified 'agent', or when the NLRB or appropriate state agency determines that the certified agent is no longer 'representative'.

<sup>2</sup> Bargaining agent status in abeyance as indicated in the 1998 *Directory* .

<sup>3</sup> Antioch School of Law was subsumed by University of the District of Columbia Law School.

<sup>4</sup> Board negotiated for Chicago State University, Eastern Illinois University, Governors State University, Northeastern Illinois University, and Western Illinois University; Board disbanded in 1996.

<sup>5</sup> School of Risk Management, previously named College of Insurance, was subsumed by St. John's University.

<sup>6</sup> Institution sold and currently operating as National College; there is no faculty collective bargaining.

**Table 5: Institution Name Changes, 1998 to 2006**

<b>State</b>	<b>Name in 1998 Directory</b>	<b>Name in 2006 Directory</b>
CA	Antelope Valley College	Antelope Valley C.C.
CA	Saddleback C.C.	South Orange County C.C. District
CA	Taft College	Taft College/West Kern C.C. District
IL	Belleville Area College	Southwestern Illinois College
IL	John A. Logan College	John A. Logan C.C.
IA	Eastern Iowa C.C. District IX	Eastern Iowa C.C. District
IA	Northeast Iowa C.C. (Area I)	Northeast Iowa C.C.
IA	Northwest Iowa C.C. (Area IV)	Northwest Iowa C.C.
ME	Maine Technical College System	Maine C.C. System
MI	Baker College of Flint	Baker College
MO	Park College	Park University
MT	Miles C.C.	Miles City C.C.
MT	Montana State University-Billings/Main Campus	Montana State Univ. - Billings
MT	Northern Montana College	Montana State Univ. - Northern
MT	West Montana College	Univ. of Montana - Western
NE	Mid-Plains C.C. Area	Mid-Plains C.C.
NJ	Atlantic C.C.	Atlantic Cape C.C.
OH	Edison State College	Edison C.C.
OH	Jefferson Technical College	Jefferson C.C.
OH	Hocking Technical College	Hocking College
WA	Seattle C.C. District VI	Seattle C.C. District

Note: Only institutions with current faculty collective bargaining are listed in the above table.

**Table 6: Distribution of Organized Institutions, Campuses, Units and Represented Faculty in U.S. Institutions of Higher Education, by Union Affiliation**

<b>Union Affiliates**</b>	<b>Organized Institutions</b>	<b>Organized Campuses</b>	<b>Organized Units</b>	<b>Represented Faculty *</b>
AAUP	58	108	63	<b>30,658</b>
AAUP/AFT	6	55	8	<b>52,112</b>
AAUP/Independent	1	2	1	<b>920</b>
AAUP/NEA	1	23	1	<b>22,461</b>
AFGE	2	2	2	<b>135</b>
AFSCME	1	4	1	<b>900</b>
AFT	163	356	182	<b>87,773</b>
AFT/NEA	37	125	38	<b>20,223</b>
CWA	4	6	4	<b>1,841</b>
Independent	37	83	38	<b>24,835</b>
NEA	222	440	231	<b>68,667</b>
SEIU	2	13	2	<b>3,559</b>
UAW	3	3	3	<b>4,420</b>
<b>TOTALS ***</b>	<b>537</b>	<b>1,220</b>	<b>574</b>	<b>318,504</b>

\* Represented faculty is equal to the total number of faculty represented by the union affiliates for the bargaining units for which we have data. Current data is available for 540 bargaining units. Data from the 1998 Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education is used for 34 bargaining units. See Author's Notes for a more detailed explanation.

\*\* The union affiliates in this table and throughout the Directory are mutually exclusive. That is, figures for organized institutions, organized campuses, organized units or represented faculty are 'split' between affiliations. Dual affiliations are listed separately.

\*\*\* In the instances when an institution has multiple bargaining units AND the bargaining units are affiliated with different bargaining agents, the organized institutions and organized campuses will be double-counted in the table above while the numbers of organized units and represented faculty will not be double counted. For example, consider an institution with two campuses that has one unit affiliated with the AAUP and a second unit with the AFT; assume members of both bargaining units are located at both campuses. Due to the table's construction, the number of organized institution and campuses would be counted – once in the AAUP and once in the AFT rows – which results in double counting. Since the number of units and represented faculty are linked to the unit and not the affiliate, there will not be double-counting in these categories.

Definition of all terms on pages xiii-xiv.

Key to bargaining agent acronyms in Table 1 on pages 1 and 2.

**Table 7a: Distribution of Organized Institutions, Campuses, Units and Represented Faculty in U.S. Public Institutions of Higher Education, by Union Affiliation**

Union Affiliation	Organized Institutions			Organized Campuses			Organized Units			Represented Faculty *				
	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2 Yr	8	1	30	2 Yr	4 Yr	2/4 mix**	4 Yr	2/4 mix**
AAUP	8	27	2	27	54	8	30	3	1,937	20,647	3,172	25,756		
AAUP/AFT	1	3	2	15	40	1	5	2	138	4,099	47,875	52,112		
AAUP/Independent	0	0	0	0	0	0	0	0	0	0	0	0		
AAUP/NEA	0	1	0	0	23	0	1	0	0	22,461	0	22,461		
AFGE	0	2	0	0	2	0	2	0	0	135	0	135		
AFSCME	0	1	0	0	4	0	1	0	0	900	0	900		
AFT	120	22	0	267	61	130	29	0	60,406	22,156	0	82,562		
AFT/NEA	15	22	0	101	24	16	22	0	9,716	10,507	0	20,223		
CWA	1	3	0	5	1	1	3	0	1,241	600	0	1,841		
Independent	29	4	0	53	23	29	4	0	15,256	9,029	0	24,285		
NEA	186	24	1	360	64	192	26	1	50,607	13,072	3,200	66,879		
SEIU	1	1	0	12	1	1	1	0	3,500	59	0	3,559		
UAW	0	0	0	0	0	0	0	0	0	0	0	0		
<b>TOTALS</b>	<b>361</b>	<b>110</b>	<b>5</b>	<b>840</b>	<b>297</b>	<b>378</b>	<b>124</b>	<b>6</b>	<b>142,801</b>	<b>103,665</b>	<b>54,247</b>	<b>300,713</b>		

\* Represented faculty is equal to the total number of faculty represented by the union affiliates for the bargaining units for which we have data. Current data is available for 540 bargaining units. Data from the 1998 *Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education* is used for 34 bargaining units. See Author's Notes for a more detailed explanation.

\*\* "2/4 mix" refers to systems of higher education that include both 2- and 4-year campuses.

Definition of all terms on pages xiii-xiv.



**Table 7b: Distribution of Organized Institutions, Campuses, Units and Represented Faculty in U.S. Private Institutions of Higher Education, by Union Affiliation**

Union Affiliation	Organized Institutions			Organized Campuses			Organized Units			Represented Faculty *			
	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2/4 mix**	Total
AAUP	1	20	0	3	24	0	1	21	0	180	4,722	0	4,902
AAUP/AFT	0	0	0	0	0	0	0	0	0	0	0	0	0
AAUP/Independent	0	1	0	0	2	0	0	1	0	0	920	0	920
AAUP/NEA	0	0	0	0	0	0	0	0	0	0	0	0	0
AFGE	0	0	0	0	0	0	0	0	0	0	0	0	0
AFSCME	0	0	0	0	0	0	0	0	0	0	0	0	0
AFT	2	19	0	4	24	0	2	21	0	320	4,891	0	5,211
AFT/NEA	0	0	0	0	0	0	0	0	0	0	0	0	0
CWA	0	0	0	0	0	0	0	0	0	0	0	0	0
Independent	1	3	0	1	5	0	1	3	0	150	400	0	550
NEA	2	9	0	4	12	0	2	10	0	115	1,673	0	1,788
SEIU	0	0	0	0	0	0	0	0	0	0	0	0	0
UAW	0	3	0	0	3	0	0	3	0	0	4,420	0	4,420
<b>TOTALS</b>	<b>6</b>	<b>55</b>	<b>0</b>	<b>12</b>	<b>70</b>	<b>0</b>	<b>6</b>	<b>59</b>	<b>0</b>	<b>765</b>	<b>17,026</b>	<b>0</b>	<b>17,791</b>

\* Represented faculty is equal to the total number of faculty represented by the union affiliates for the bargaining units for which we have data. Current data is available for 540 bargaining units. Data from the 1998 *Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education* is used for 34 bargaining units. See Author's Notes for a more detailed explanation.

\*\* "2/4 mix" refers to systems of higher education that include both 2- and 4-year campuses.

Definition of all terms on pages xiii-xiv.

Key to bargaining agent acronyms in Table 1 on pages 1 and 2.

**Table 8: Distribution of Organized Institutions, Campuses, Units and Represented Faculty in U.S. Institutions of Higher Education, by State**

State	Organized Institutions	Organized Campuses	Organized Units	Represented Faculty *
Alaska	1	19	3	1,794
California	78	184	95	81,449
Colorado	1	1	1	114
Connecticut	7	26	9	9,862
Delaware	2	8	2	1,200
District of Columbia	1	1	1	220
Florida	23	57	23	11,026
Hawaii	1	10	1	3,200
Illinois	51	75	65	17,565
Iowa	14	33	14	2,587
Kansas	19	25	19	1,702
Maine	3	15	4	2,283
Maryland	1	3	1	511
Massachusetts	11	38	16	12,723
Michigan	40	67	43	13,980
Minnesota	3	54	3	8,453
Missouri	3	5	3	565
Montana	10	13	11	935
Nebraska	9	26	10	1,853
Nevada	1	1	1	250
New Hampshire	3	4	4	1,049
New Jersey	26	46	38	18,356
New Mexico	2	6	2	1,146
New York	56	129	68	73,326
Ohio	24	44	26	7,627
Oregon	19	36	24	7,900
Pennsylvania	23	58	25	12,169
Rhode Island	6	12	7	2,186
South Dakota	1	6	1	1,105
Vermont	3	6	5	1,275
Washington	33	49	33	12,979
Wisconsin	16	68	17	7,114
<b>TOTALS</b>	<b>491</b>	<b>1125</b>	<b>575</b>	<b>318,504</b>

\* Represented faculty is equal to the total number of faculty represented by the union affiliates for the bargaining units for which we have data. Current data is available for 540 bargaining units. Data from the 1998 *Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education* is used for 34 bargaining units. See Author's Notes for a more detailed explanation.

Definition of all terms on pages xiii-xiv.

**Table 9a: Distribution of Organized Institutions, Campuses, Units and Represented Faculty in U.S. Public Institutions of Higher Education, by State**

State	Organized Institutions				Organized Campuses				Organized Units				Represented Faculty *					
	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2/4 mix**	Total
Alaska	0	0	1	16	3	0	0	0	0	0	3	280	1,514	0	1,794			
California	73	2	0	148	33	87	4	0	0	0	0	54,575	26,220	0	80,795			
Colorado	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Connecticut	1	3	0	12	11	2	4	0	0	0	0	3,920	5,650	0	9,570			
Delaware	0	2	0	0	8	0	2	0	0	0	0	0	1,200	0	1,200			
District of Columbia	0	1	0	0	1	0	1	0	0	0	0	0	220	0	220			
Florida	10	11	0	44	11	10	11	0	0	0	0	2,665	8,242	0	10,907			
Hawaii	0	0	1	7	3	0	0	1	0	0	1	0	0	3,200	3,200			
Illinois	39	10	0	61	11	52	11	0	0	0	0	12,194	4,321	0	16,515			
Iowa	13	1	0	32	1	13	1	0	0	0	0	1,719	868	0	2,587			
Kansas	18	1	0	24	1	18	1	0	0	0	0	1,471	231	0	1,702			
Maine	1	2	0	7	8	1	3	0	0	0	0	324	1,959	0	2,283			
Maryland	1	0	0	3	0	1	0	0	0	0	0	511	0	0	511			
Massachusetts	1	3	0	15	14	2	6	0	0	0	0	5,200	5,850	0	11,050			
Michigan	25	11	0	47	15	27	12	0	0	0	0	6,101	7,437	0	13,538			
Minnesota	1	2	0	46	8	1	2	0	0	0	0	4,924	3,529	0	8,453			
Missouri	2	0	0	4	0	2	0	0	0	0	0	509	0	0	509			
Montana	4	6	0	7	6	5	6	0	0	0	0	184	751	0	935			
Nebraska	6	3	0	21	5	7	3	0	0	0	0	883	970	0	1,853			
Nevada	1	0	0	1	0	1	0	0	0	0	0	250	0	0	250			

**Table 9a: Distribution of Organized Institutions, Organized Campuses, Organized Units and Represented Faculty in U.S. Public Institutions of Higher Education, by State (Cont.)**

State	Organized Institutions			Organized Campuses			Organized Units			Represented Faculty *			
	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	3	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2/4 mix**	Total
New Hampshire	0	2	0	0	3	3	0	0	0	0	903	0	903
New Jersey	18	4	0	22	17	8	25	8	0	4,431	12,744	0	17,175
New Mexico	2	0	0	6	0	0	2	0	0	1,146	0	0	1,146
New York	29	6	2	54	49	11	35	11	2	10,650	3,926	47,875	62,451
Ohio	12	7	2	32	9	8	12	8	3	1,666	2,648	3,172	7,486
Oregon	14	4	0	31	4	5	18	5	0	5,701	2,164	0	7,865
Pennsylvania	14	4	0	28	22	5	15	5	0	4,312	7,289	0	11,601
Rhode Island	1	3	0	3	7	3	1	3	0	287	1,455	0	1,742
South Dakota	0	1	0	0	6	1	0	1	0	0	1,105	0	1,105
Vermont	0	2	0	0	5	4	0	4	0	0	1,205	0	1,205
Washington	30	3	0	46	3	3	30	3	0	11,816	1,163	0	12,979
Wisconsin	16	0	0	68	0	0	17	0	0	7,114	0	0	7,114
<b>TOTALS</b>	<b>332</b>	<b>94</b>	<b>6</b>	<b>785</b>	<b>264</b>	<b>118</b>	<b>384</b>	<b>9</b>	<b>142,833</b>	<b>103,564</b>	<b>54,247</b>	<b>300,644</b>	

\* Represented faculty is equal to the total number of faculty represented by the union affiliates for the bargaining units for which we have data. Current data is available for 540 bargaining units. Data from the 1998 *Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education* is used for 34 bargaining units. See Author's Notes for a more detailed explanation.

\*\* "2/4 mix" refers to systems of higher education that include both 2- and 4-year campuses.

Definition of all terms on pages xiii-xiv.

**Table 9b: Distribution of Organized Institutions, Campuses, Units and Represented Faculty in U.S. Private Institutions of Higher Education, by State**

State	Organized Institutions			Organized Campuses			Organized Units				Represented Faculty *				
	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2 Yr	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2/4 mix**	4 Yr	2/4 mix**	Total
Alaska	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
California	0	3	0	0	3	0	0	4	0	0	654	0	654	0	654
Colorado	0	1	0	0	1	0	0	1	0	0	114	0	114	0	114
Connecticut	0	3	0	0	3	0	0	3	0	0	292	0	292	0	292
Delaware	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
District of Columbia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Florida	0	2	0	0	2	0	0	2	0	0	119	0	119	0	119
Hawaii	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illinois	0	2	0	0	3	0	0	2	0	0	1,050	0	1,050	0	1,050
Iowa	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kansas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Maine	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Maryland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Massachusetts	1	6	0	1	8	1	1	7	0	90	1,583	0	1,673	0	1,673
Michigan	0	4	0	0	5	0	0	4	0	0	442	0	442	0	442
Minnesota	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Missouri	0	1	0	0	1	0	0	1	0	0	56	0	56	0	56
Montana	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nebraska	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nevada	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table 9b: Distribution of Organized Institutions, Organized Campuses, Organized Units and Represented Faculty in U.S. Private Institutions of Higher Education, by State (Cont.)**

State	Organized Institutions			Organized Campuses			Organized Units			Represented Faculty *		
	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2/4 mix**	Total
New Hampshire	0	1	0	0	1	0	1	0	0	146	0	146
New Jersey	1	3	0	3	4	2	3	0	480	701	0	1,181
New Mexico	0	0	0	0	0	0	0	0	0	0	0	0
New York	2	17	0	2	24	2	18	0	170	10,705	0	10,875
Ohio	0	3	0	0	3	0	3	0	0	141	0	141
Oregon	0	1	0	0	1	0	1	0	0	35	0	35
Pennsylvania	1	4	0	3	5	1	4	0	25	543	0	568
Rhode Island	0	2	0	0	2	0	3	0	0	444	0	444
South Dakota	0	0	0	0	0	0	0	0	0	0	0	0
Vermont	0	1	0	0	1	0	1	0	0	70	0	70
Washington	0	0	0	0	0	0	0	0	0	0	0	0
Wisconsin	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>5</b>	<b>54</b>	<b>0</b>	<b>9</b>	<b>67</b>	<b>6</b>	<b>58</b>	<b>0</b>	<b>765</b>	<b>17,095</b>	<b>0</b>	<b>17,860</b>

\* Represented faculty is equal to the total number of faculty represented by the union affiliates for the bargaining units for which we have data. Current data is available for 540 bargaining units. Data from the 1998 *Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education* is used for 34 bargaining units. See Author's Notes for a more detailed explanation.

\*\* "2/4 mix" refers to systems of higher education that include both 2- and 4-year campuses.

Definition of all terms on pages xiii-xiv.

Table 10a: Distribution of Full-Time and Part-Time Represented Faculty in U.S. Public Institutions of Higher Education, by State

State	Full-Time Faculty				Part-Time Faculty				No Distribution Provided				Total Faculty				
	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2 Yr	4 Yr	2 Yr	4 Yr	2 Yr	4 Yr	2 Yr	4 Yr	ALL***
Alaska	274	847	0	6	667	0	0	0	0	0	0	0	280	1,514	1,794	1,794	
California	17,830	14,992	0	36,386	11,228	0	359	0	54,575	26,220	80,795	0	0	0	0	0	0
Colorado	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Connecticut	1,518	2,765	0	2,402	1,985	0	0	0	3,920	5,650	9,570	0	0	0	0	0	0
Delaware	0	1,200	0	0	0	0	0	0	0	1,200	1,200	0	0	0	0	0	0
District of Columbia	0	220	0	0	0	0	0	0	0	0	220	0	0	0	0	0	0
Florida	2,465	7,703	0	0	214	0	200	0	2,665	8,242	10,907	325	0	0	0	0	0
Hawaii	0	0	3,008	0	0	192	0	0	0	0	3,200	0	0	0	0	0	0
Illinois	6,504	2,731	0	5,690	1,590	0	0	0	12,194	4,321	16,515	0	0	0	0	0	0
Iowa	1,667	686	0	52	182	0	0	0	1,719	868	2,587	0	0	0	0	0	0
Kansas	1,388	219	0	25	12	0	58	0	1,471	231	1,702	0	0	0	0	0	0
Maine	321	1,153	0	3	806	0	0	0	324	1,959	2,283	0	0	0	0	0	0
Maryland	511	0	0	0	0	0	0	0	511	0	511	0	0	0	0	0	0
Massachusetts	2,156	4,072	0	3,044	1,778	0	0	0	5,200	5,850	11,050	0	0	0	0	0	0
Michigan	2,518	5,383	0	3,452	2,054	0	131	0	6,101	7,437	13,538	0	0	0	0	0	0
Minnesota	2,462	2,977	0	2,462	552	0	0	0	4,924	3,529	8,453	0	0	0	0	0	0
Missouri	509	0	0	0	0	0	0	0	509	0	509	0	0	0	0	0	0
Montana	70	676	0	62	75	0	52	0	184	751	935	0	0	0	0	0	0
Nebraska	871	540	0	12	0	0	0	0	883	970	1,853	430	0	0	0	0	0
Nevada	180	0	0	70	0	0	0	0	250	0	250	0	0	0	0	0	0
New Hampshire	0	773	0	0	130	0	0	0	0	903	903	0	0	0	0	0	0

**Table 10a: Distribution of Full-Time and Part-Time Represented Faculty in U.S. Public Institutions of Higher Education, by State**  
(Cont.)

State	Full-Time Faculty			Part-Time Faculty			No Distribution Provided			Total Faculty			
	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2 Yr	4 Yr	2 Yr	4 Yr	ALL
New Jersey	2,002	7,794	0	2,429	4,600	0	0	350	4,431	12,744	17,175		
New Mexico	431	0	0	715	0	0	0	0	1,146	0	1,146		
New York	4,473	1,653	30,650	5,547	2,273	17,225	630	0	10,650	3,926	62,451		
Ohio	1,581	2,643	3,151	0	5	21	85.00	0	1,666	2,648	7,486		
Oregon	1,655	1,247	0	3,990	917	0	56	0	5,701	2,164	7,865		
Pennsylvania	2,006	6,442	0	2,197	847	0	109	0	4,312	7,289	11,601		
Rhode Island	284	540	0	3	220	0	0	695	287	1,455	1,742		
South Dakota	0	1,050	0	0	55	0	0	0	0	1,105	1,105		
Vermont	0	920	0	0	285	0	0	0	0	1,205	1,205		
Washington	3,630	718	0	8,056	445	0	130	0	11,816	1,163	12,979		
Wisconsin	4,707	0	0	2,407	0	0	0	0	7,114	0	7,114		
<b>TOTALS</b>	<b>62,013</b>	<b>69,944</b>	<b>36,809</b>	<b>79,010</b>	<b>30,920</b>	<b>17,438</b>	<b>1,810</b>	<b>2,700</b>	<b>142,833</b>	<b>103,564</b>	<b>300,644</b>		

\* Represented faculty is equal to the total number of faculty represented by the union affiliates for the bargaining units for which we have data. Current data is available for 540 bargaining units. Data from the 1998 *Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education* is used for 34 bargaining units. See Author's Notes for a more detailed explanation.

\*\* "2/4 mix" refers to systems of higher education that include both 2- and 4-year campuses.

\*\*\* "2/4 mix" faculty included in "All Faculty" figure.

Definition of all terms on pages xiii-xiv.



**Table 10b: Distribution of Full-Time and Part-Time Represented Faculty in U.S. Private Institutions of Higher Education, by State**

State	Full-Time Faculty				Part-Time Faculty				No Distribution Provided				Total Faculty				
	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2 Yr	4 Yr	2 Yr	4 Yr	2 Yr	4 Yr	2 Yr	4 Yr	ALL
Alaska	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
California	0	306	0	0	250	0	0	0	98	0	0	0	0	654	0	654	654
Colorado	0	96	0	0	18	0	0	0	0	0	0	0	0	114	0	114	114
Connecticut	0	290	0	0	2	0	0	0	0	0	0	0	0	292	0	292	292
Delaware	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
District of Columbia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Florida	0	69	0	0	0	0	0	0	50	0	0	0	0	119	0	119	119
Hawaii	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illinois	0	166	0	0	884	0	0	0	0	0	0	0	0	1050	0	1050	1050
Iowa	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kansas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Maine	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Maryland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Massachusetts	90	505	0	0	1078	0	0	0	0	0	0	0	90	1583	0	1583	1673
Michigan	0	355	0	0	87	0	0	0	0	0	0	0	0	442	0	442	442
Minnesota	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Missouri	0	56	0	0	0	0	0	0	0	0	0	0	0	56	0	56	56
Montana	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nebraska	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nevada	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
New Hampshire	0	67	0	0	79	0	0	0	0	0	0	0	0	146	0	146	146

**Table 10b: Distribution of Full-Time and Part-Time Represented Faculty in U.S. Private Institutions of Higher Education, by State (Cont.)**

State	Full-Time Faculty			Part-Time Faculty			No Distribution Provided			Total Faculty			
	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2/4 mix**	2 Yr	4 Yr	2 Yr	4 Yr	2 Yr	4 Yr	ALL
New Jersey	180	540	0	300	161	0	0	0	0	480	701	1181	
New Mexico	0	0	0	0	0	0	0	0	0	0	0	0	0
New York	65	2192	0	85	7643	0	20	870	170	10705	10705	10875	
Ohio	0	141	0	0	0	0	0	0	0	0	141	141	
Oregon	0	32	0	0	3	0	0	0	0	0	35	35	
Pennsylvania	25	468	0	0	75	0	0	0	25	543	543	568	
Rhode Island	0	279	0	0	165	0	0	0	0	0	444	444	
South Dakota	0	0	0	0	0	0	0	0	0	0	0	0	0
Vermont	0	0	0	0	70	0	0	0	0	0	70	70	
Washington	0	0	0	0	0	0	0	0	0	0	0	0	0
Wisconsin	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>360</b>	<b>5,562</b>	<b>0</b>	<b>385</b>	<b>10,515</b>	<b>0</b>	<b>20</b>	<b>1,018</b>	<b>765</b>	<b>17,095</b>	<b>17,095</b>	<b>17,860</b>	

\* Represented faculty is equal to the total number of faculty represented by the union affiliates for the bargaining units for which we have data. Current data is available for 540 bargaining units. Data from the 1998 *Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education* is used for 34 bargaining units. See Author's Notes for a more detailed explanation.

\*\* "2/4 mix" refers to systems of higher education that include both 2- and 4-year campuses.

\*\*\* "2/4 mix" faculty included in "All Faculty" figure.

Definition of all terms on pages xiii-xiv.

**Table 11: Distribution of Organized Institutions, Campuses, Units and Represented Graduate Student Employees in U.S. Institutions of Higher Education, by State**

<b>State</b>	<b>Organized Institutions</b>	<b>Organized Campuses</b>	<b>Organized Units</b>	<b>Represented GSEs</b>
California	2	31	2	19,000
Florida	3	3	3	4,200
Illinois	2	2	2	3,750
Iowa	1	1	1	2,600
Kansas	1	1	1	875
Massachusetts	3	3	3	3,320
Michigan	3	3	3	3,425
New Jersey	1	1	1	1,900
New York	3	34	3	6,063
Oregon	2	2	2	2,775
Pennsylvania	1	1	1	600
Rhode Island	1	1	1	587
Washington	1	1	1	4,300
Wisconsin	2	2	2	3,650
<b>TOTALS</b>	<b>26</b>	<b>86</b>	<b>26</b>	<b>57,045</b>

**Note:** The number of represented institutions/systems of higher education is equal to the number of units since there are no multiple units for GSEs at any of the institutions/systems.

Definition of all terms on pages xiii-xiv.

**Table 12: Distribution of Organized Institutions, Campuses, Units and Represented Graduate Student Employees in U.S. Institutions of Higher Education, by Union Affiliation**

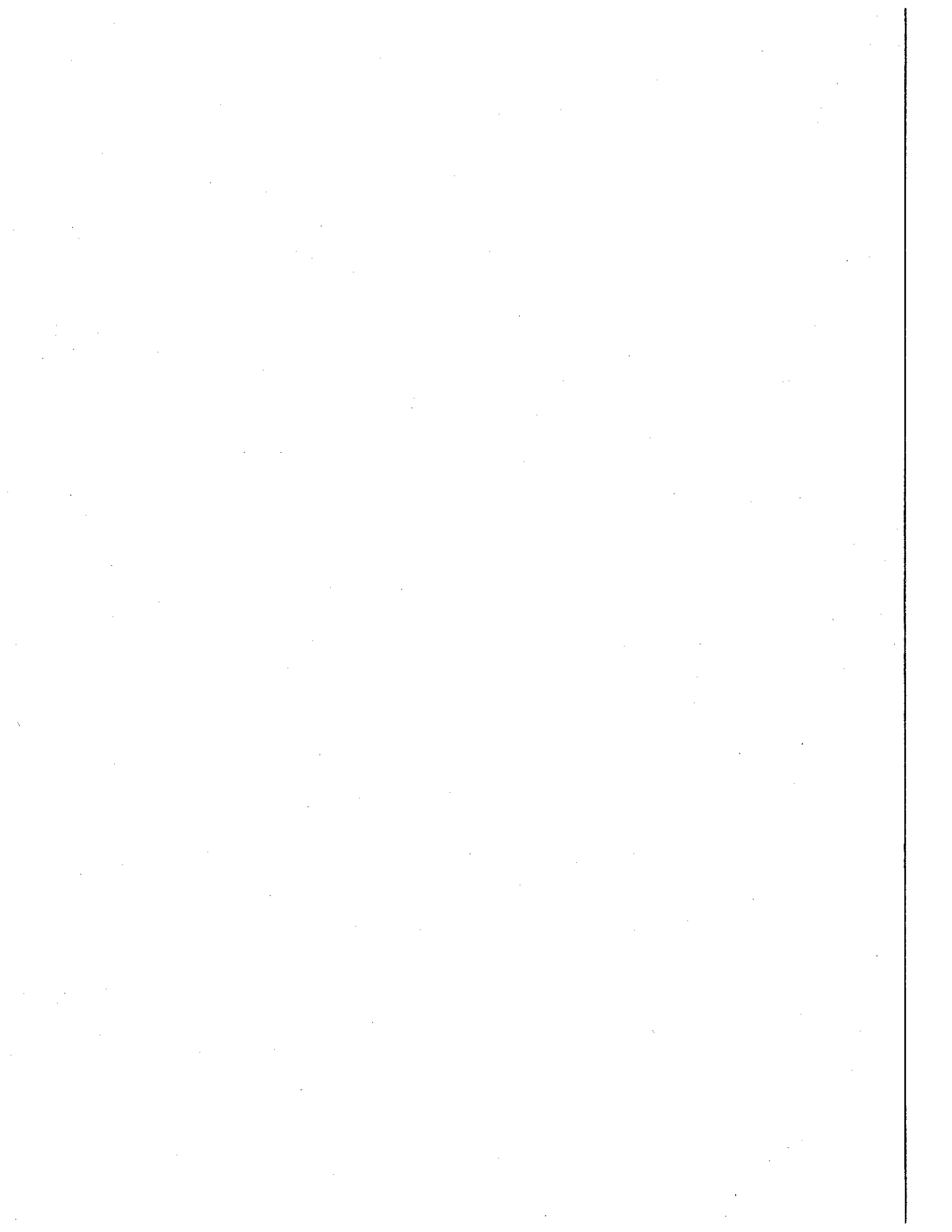
<b>Union Affiliation</b>	<b>Organized Institutions</b>	<b>Organized Campuses</b>	<b>Organized Units</b>	<b>Represented Faculty</b>
AAUP	2	2	2	2,487
AFT	12	24	12	15,736
AFT/NEA	3	3	3	4,200
CWA	1	20	1	4,302
UAW	7	36	7	27,720
UE	1	1	1	2,600
<b>TOTALS</b>	<b>26</b>	<b>86</b>	<b>26</b>	<b>57,045</b>

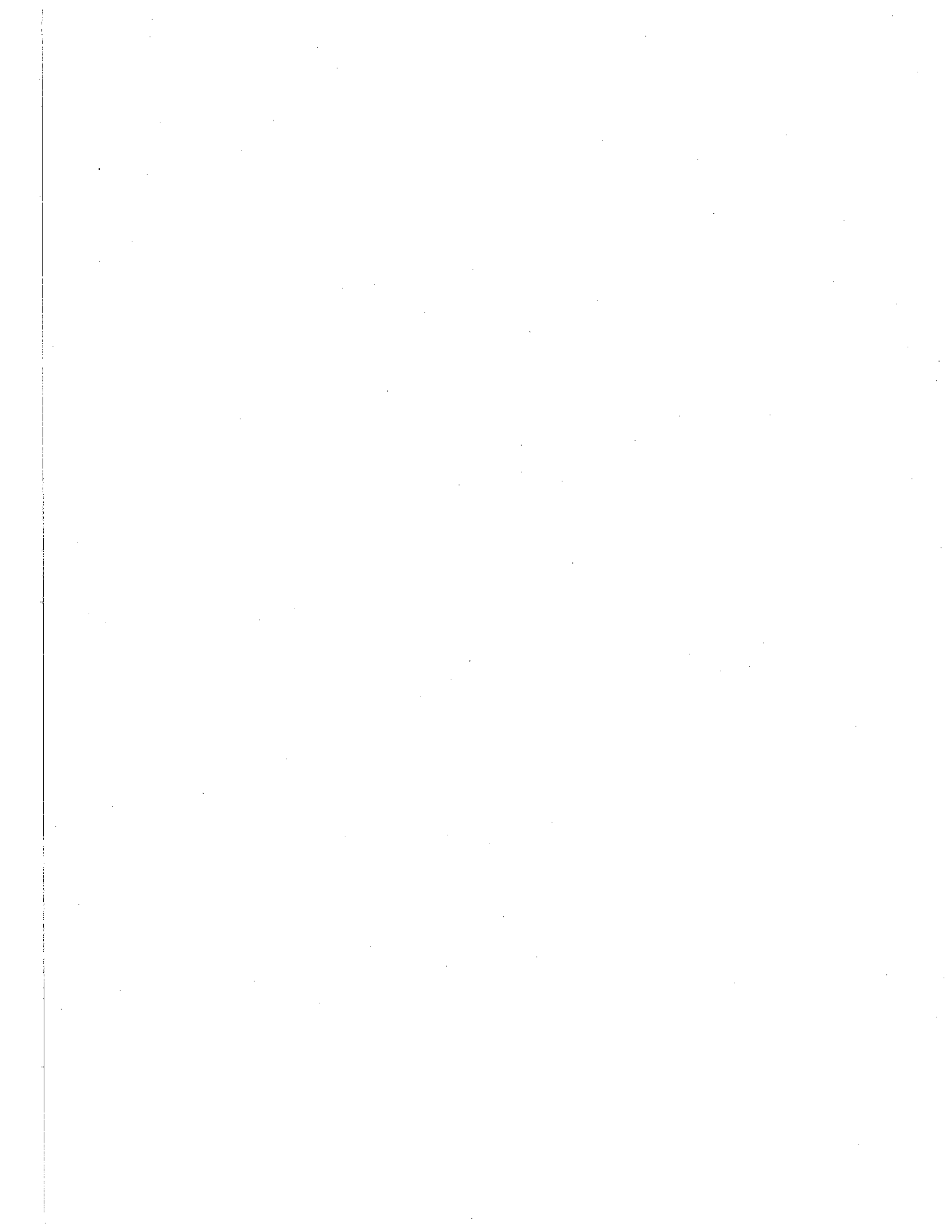
**Note:** The number of represented institutions/systems of higher education is equal to the number of units since there are no multiple units for GSEs at any of the institutions/systems.

\*\* The union affiliates in this table and throughout the Directory are mutually exclusive. That is, figures for organized institutions, organized campuses, organized units or represented faculty are 'split' between affiliations. Dual affiliations are listed separately.

Definition of all terms on pages xiii-xiv.

Key to bargaining agent acronyms in Table 1 on pages 1 and 2.





## Appendix A: Survey Instrument

### *National Center for the Study of Collective Bargaining in Higher Education and the Professions*

Hunter College | 425 E.25 Street | New York 10010 | 212.481.7550 | [national.center@hunter.cuny.edu](mailto:national.center@hunter.cuny.edu)

#### **Contact Information:**

Date: \_\_\_\_\_

Institution Name: \_\_\_\_\_

Your Name: \_\_\_\_\_

Your Title: \_\_\_\_\_

Your Address: \_\_\_\_\_

Your Phone: ( ) \_\_\_\_\_

Your Fax: ( ) \_\_\_\_\_

Your Email: \_\_\_\_\_

1a. Are **faculty** at your institution represented by a recognized collective bargaining agent (labor union)? (Check one)  Yes  No

**If the response to 1a is 'yes', then proceed to question 1b below.  
If the response to 1a is 'no', then proceed to question 3a on page 6.**

1b. What is the name of this faculty union? \_\_\_\_\_

1c. To which national/international unions (i.e. AAUP, AFT, NEA), if any, is this faculty union affiliated? (Check only one)

- |                                |                                   |                                      |
|--------------------------------|-----------------------------------|--------------------------------------|
| <input type="checkbox"/> AAUP  | <input type="checkbox"/> AAUP/AFT | <input type="checkbox"/> SEIU        |
| <input type="checkbox"/> AFT   | <input type="checkbox"/> AFT/NEA  | <input type="checkbox"/> UAW         |
| <input type="checkbox"/> NEA   | <input type="checkbox"/> AAUP/NEA | <input type="checkbox"/> Independent |
| <input type="checkbox"/> AFGE  | <input type="checkbox"/> AFSCME   | <input type="checkbox"/> Don't Know  |
| <input type="checkbox"/> CWA   | <input type="checkbox"/> OPEIU    |                                      |
| <input type="checkbox"/> Other | Please List: _____                |                                      |

1d. Is this faculty union's contract part of a master collective bargaining agreement covering several campuses?  Yes  No

1e. If yes to 1d, please list the names of the campuses for which you are providing information (feel free to attach a separate page if necessary):

\_\_\_\_\_

\_\_\_\_\_

1f. Which workers are included in this faculty union's bargaining unit? (Check all that apply)

- |  |                                     |
|--|-------------------------------------|
| <input type="checkbox"/> Full-time faculty             | <input type="checkbox"/> Librarians |
| <input type="checkbox"/> Part-time permanent faculty   | <input type="checkbox"/> AFT/NEA    |
| <input type="checkbox"/> Part-time temporary faculty   |                                     |
| <input type="checkbox"/> Other Instructional Staff     | Please list: _____                  |
| <input type="checkbox"/> Other Non-Instructional Staff | Please list: _____                  |



1g. How many workers are covered by this faculty union's collective bargaining contract? No. Here: \_\_\_\_

1h. How many of the employees covered by the contract are employed on a full-time basis? No. Here: \_\_\_\_

1i. Which type of representation (i.e. shop type) exists in this faculty union (check only one):

\_\_\_ union shop (union membership & dues required)

\_\_\_ agency (fair share) shop (union dues but not membership required)

\_\_\_ open shop (neither union membership or dues required)

1j. In what year was this faculty union elected? Year Here: \_\_\_\_

1k. In what year was this faculty union's **first contract** approved? Year Here: \_\_\_\_

1l. In what year does the **current contract** expire for this faculty union? Year Here: \_\_\_\_

1m. (Optional) Please indicate whether the following four topics are subjects of bargaining with this faculty union:

Faculty Governance (i.e. role/responsibilities of faculty senate or equivalent body) \_\_\_ Yes \_\_\_ No \_\_\_ Don't know

Class size \_\_\_ Yes \_\_\_ No \_\_\_ Don't know

Sexual Harassment Policies \_\_\_ Yes \_\_\_ No \_\_\_ Don't know

Affirmative Action \_\_\_ Yes \_\_\_ No \_\_\_ Don't know

2a. Are **faculty** at your institution represented by **more than one** \_\_\_\_\_ Yes \_\_\_\_\_ No  
recognized collective bargaining agent (labor union)? (Check one)

**If the response to 2a is 'yes', then proceed to question 2b below and complete the questions below with respect to the other faculty union.**

**If the response to 2a is 'no', then proceed to question 3a on page 6.**

2b. What is the name of this faculty union? \_\_\_\_\_

2c. To which national/international unions (i.e. AAUP, AFT, NEA), if any, is this faculty union affiliated? (Check only one)

- |                                |                                   |                                      |
|--------------------------------|-----------------------------------|--------------------------------------|
| <input type="checkbox"/> AAUP  | <input type="checkbox"/> AAUP/AFT | <input type="checkbox"/> SEIU        |
| <input type="checkbox"/> AFT   | <input type="checkbox"/> AFT/NEA  | <input type="checkbox"/> UAW         |
| <input type="checkbox"/> NEA   | <input type="checkbox"/> AAUP/NEA | <input type="checkbox"/> Independent |
| <input type="checkbox"/> AFGE  | <input type="checkbox"/> AFSCME   | <input type="checkbox"/> Don't Know  |
| <input type="checkbox"/> CWA   | <input type="checkbox"/> OPEIU    |                                      |
| <input type="checkbox"/> Other | Please List: _____                |                                      |

2d. Is this faculty union's contract part of a master collective bargaining agreement covering several campuses? \_\_\_\_\_ Yes \_\_\_\_\_ No

2e. If yes to 1d, please list the names of the campuses for which you are providing information(feel free to attach a separate page if necessary):

\_\_\_\_\_

\_\_\_\_\_

2f. Which workers are included in this faculty union's bargaining unit? (Check all that apply)

- |  |                                     |
|--|-------------------------------------|
| <input type="checkbox"/> Full-time faculty             | <input type="checkbox"/> Librarians |
| <input type="checkbox"/> Part-time permanent faculty   | <input type="checkbox"/> AFT/NEA    |
| <input type="checkbox"/> Part-time temporary faculty   |                                     |
| <input type="checkbox"/> Other Instructional Staff     | Please list: _____                  |
| <input type="checkbox"/> Other Non-Instructional Staff | Please list: _____                  |

2g. How many workers are covered by this faculty union's collective bargaining contract? No. Here: \_\_\_\_

2h. How many of the employees covered by the contract are employed on a full-time basis? No. Here: \_\_\_\_

2i. Which type of representation (i.e. shop type) exists in this faculty union (Check only one):

\_\_\_ union shop (union membership & dues required)

\_\_\_ agency (fair share) shop (union dues but not membership required)

\_\_\_ open shop (neither union membership or dues required)

2j. In what year was this faculty union elected? Year Here: \_\_\_\_

2k. In what year was this faculty union's **first contract** approved? Year Here: \_\_\_\_

2l. In what year does the **current contract** expire for this faculty union? Year Here: \_\_\_\_

2m. (Optional) Please indicate whether the following four topics are subjects of bargaining with this other faculty union:

Faculty Governance (i.e. role/responsibilities of faculty senate or equivalent body) \_\_\_ Yes \_\_\_ No \_\_\_ Don't know

Class size \_\_\_ Yes \_\_\_ No \_\_\_ Don't know

Sexual Harassment Policies \_\_\_ Yes \_\_\_ No \_\_\_ Don't know

Affirmative Action \_\_\_ Yes \_\_\_ No \_\_\_ Don't know

3a. Are **graduate student employees** (GSEs) at your institution represented by a recognized collective bargaining agent? (Check one)  Yes  No

**If the response to 3a is 'yes', then proceed to question 3b.  
If the response to 31 is 'no', the survey is complete. Thank you for your participation.**

3b. What is the name of this GSE union? \_\_\_\_\_

3c. To which national/international unions (i.e. AAUP, AFT, NEA), if any, is this faculty union affiliated? (Check only one)

- |                                     |                                   |                                      |
|-------------------------------------|-----------------------------------|--------------------------------------|
| <input type="checkbox"/> AAUP       | <input type="checkbox"/> AAUP/AFT | <input type="checkbox"/> CWA         |
| <input type="checkbox"/> AFT        | <input type="checkbox"/> AFT/NEA  | <input type="checkbox"/> UAW         |
| <input type="checkbox"/> NEA        | <input type="checkbox"/> AAUP/NEA | <input type="checkbox"/> Independent |
| <input type="checkbox"/> Don't Know |                                   |                                      |
| <input type="checkbox"/> Other      | Please List: _____                |                                      |

3d. Is this GSE union's contract part of a master collective bargaining agreement covering several campuses?  Yes  No

3e. If yes to 3d, please list the names of the campuses for which you are providing information (feel free to attach a separate page if necessary):

\_\_\_\_\_

\_\_\_\_\_

3f. Which workers are included in this union's bargaining unit? (Check all that apply)

- |  |  |
|--|--|
| <input type="checkbox"/> Teaching Assistants | <input type="checkbox"/> Research Assistants in non-science dep'ts |
| <input type="checkbox"/> Graduate Assistants | <input type="checkbox"/> Research Assistants in science dep'ts     |
| <input type="checkbox"/> Tutors              | <input type="checkbox"/> Graders                                   |
| <input type="checkbox"/> Other               | Please list: _____   |

3g. Are any undergraduates in the unit?  Yes  No

3h. How many workers are covered by this GSE union's collective bargaining contract? No. Here: \_\_\_\_

3i. Which type of representation (i.e. shop type) exists in this GSE union (Check only one)?

\_\_\_ union shop (union membership & dues required)

\_\_\_ agency (fair share) shop (union dues but not membership required)

\_\_\_ open shop (neither union membership or dues required)

3j. In what year was this GSE union elected? Year Here: \_\_\_\_

3k. In what year was this GSE union's **first contract** approved? Year Here: \_\_\_\_

3l. In what year does the **current contract** expire for this GSE union? Year Here: \_\_\_\_

**THANK YOU FOR YOUR TIME AND PARTICIPATION.**

