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National
Center for the
Study of
Collective
Bargaining in
Higher
Education and the
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Acknowledgments

The 2012 *Directory of U.S. Faculty Contracts and Bargaining Agents in Institutions of Higher Education* is a compilation of data and history of American academic union bargaining units.

Compiling academic bargaining units' data is akin to photographing an object in motion. Offered here is a snapshot that has frozen a moment in time. With the momentous contemporary changes in the collective bargaining environment, we caution our readers to be aware of the fluidity of the current situation with existing units under political stress in affected states and with organizing efforts underway to counteract this widespread pressure.

Since the last edition the legal structure for collective bargaining has dramatically altered with contingent faculty and graduate and post-graduate students organizing in increasingly significant numbers. Our data collections, and data presentation, acknowledge these developments.

We are including for the first time several comparative presentations of our data with those of the National Center for Education Statistics.

Many individuals and institutions were instrumental in assisting this effort. Most significant is the support of the City University of New York and Hunter College where the National Center is housed. Chancellor Matthew Goldstein and Senior Vice Chancellor Jay Hershenson deserve our collective gratitude for their strong and sustained support of our work. CUNY Vice Chancellor for Labor Relations, Pamela Silverblatt, a member of our Advisory Board, has given us wise counsel throughout this project. Hunter College's President Jennifer Raab has championed this endeavor and we are honored by her support. Len Zinnanti, Hunter's Chief Operating Officer and a member of the National Center's Advisory Board, has assisted our work in big and small ways too numerous to list.

TIAA-CREF, through Tim Lane, Managing Director, Institutional Relationships, has generously supported the National Center for the Study of Collective Bargaining in Higher Education and the Professions. Without TIAA-CREF's material support we could not have undertaken and completed this project.

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Larry Gold, Director of Higher Education, Craig P. Smith, Associate Director of Higher Education, Jack Nightingale, and Lisa Handon all of the American Federation of Teachers have provided invaluable assistance with data collection and by helping us sort out the complexity of union structures in several states.

Michael Mauer, former Director of Organizing and Services, American Association of University Professors has drawn on his vast knowledge of academic bargaining units and has unfailingly answered literally hundreds of our questions as has Ernst Benjamin, the former General Secretary. Gary Rhoades, General Secretary of the AAUP (2009-2011) graciously has helped us with many conceptual issues as we have attempted to format the complexity of the academic collective bargaining world into coherent tables, charts, and notes. John Curtis, Director of Research and Public Policy of the AAUP was very helpful in developing the statistical presentation and in unraveling the mysteries of National Center for Education Statistics' data.

Valerie Wilk, Organizational Specialist, Office of Higher Education, National Education Association and her colleague Mark Smith have shed considerable light on the NEA's bargaining units.

Much of the structural integrity and formatting of the 2012 *Directory* is based on the templates of Joan Moriarty, the co-editor of the 2006 edition.

Labor Researcher and author Joe Berry has co-edited this volume. Much of the new “architecture,” which acknowledges the contingent and graduate cohorts, is his work. The contingent faculty activist network and the Coalition of Contingent Academic Labor have supplied invaluable data and corrections to this work.

Also acknowledged is the National Center for Education Statistics; their work provided us with reference points to verify our data.

Other notable support for this project belongs to Heyu Xiong its statistician and to Rebekka Gold its editor and research assistant. Jean Peng worked in the early stages of this project.

Mark Spellmann, statistician and instructor at New York University and researcher for the Hunter College School of Nursing, City University of New York, has overseen the final drafts of the charts and data comparisons between our findings and the NCES.

Jeff Cross and the library staff at Eastern Illinois University digitally host this volume. We are grateful for all the work they have done for us. Mr. Cross has also been a sharp and observant editor of this volume.

Michelle Savarese, the National Center’s administrator, has driven this effort from inception. Her hard and good work is acknowledged here. Without her, this volume would not have been achieved. She deserves our professional respect and great thanks.

~ Richard Boris, Executive Director, *National Center for the Study of Collective Bargaining in Higher Education and the Professions*

Authors' Notes: Data Gathering Process

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

DATA SOURCES

The data on organized faculty and GSE units come from a variety of sources. Most of the data on bargaining units, including unit size, campuses covered, unit composition, and the year of the first collective bargaining contract, first contract ratification, and current contract expiration are self-reported through our survey instrument. Please see data definitions on pages xv-xvi.

This survey has identified 52 new faculty bargaining units and 4 new graduate student employee units.

A variety of methods were employed to gather both the contact information and data for each bargaining unit. From the spring-summer of 2008 through the spring-summer of 2011, we updated current contact information for union and institution representatives for both the units that were listed in the 2006 *Directory* and for new units (identified 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). We merged all the updated and new information into our database; in most cases, an institutional contact (i.e. a Human Resources Officer) and a union contact were identified for each bargaining unit.

Also in the spring of 2008, we developed a unit-level instrument "survey" (see Appendix C) that we used to query our contacts for each bargaining unit. In the summer of 2008, the contacts were either mailed or e-mailed the survey by the Center. Two email follow-ups were sent to units that did not respond. Phone contact was established with some non-respondents and with institutions where surveys were incomplete. We received 353 responses; 1,252 database contacts were e-mailed or mailed.

Throughout the summers of 2009-2011 data gaps were bridged with internet searches (many institutions and/or collective bargaining units now post their collective bargaining contracts online) and with the assistance of officers and staff of the national and state union affiliates of many of the bargaining units.

Sometimes institutional data differed from data provided by a local union. In these cases we averaged the figures.

RESEARCH UNIVERSE

This publication includes only bargaining units that enjoy full recognition from both the institutions of higher education with which they bargain and the state public employee relations boards that govern the relationship. It does not cover *meet and confer* relationships in higher education institutions. There remain some gray areas such as units that may have recognition from a labor board but are being contested by the employer or units where, due to recent restrictive changes in the collective bargaining law, the recognized union chooses not to seek formal certification but to deal informally with the employer. In cases such as these we have been inclusive by incorporating these units into the *Directory* and by indicating variances from traditional collective bargaining relationships in Notes.

The *Directory* includes full- and part-time tenure track faculty, full- and part-time non-tenure track faculty, non-instructional faculty, instructional staff, and chairpersons, when they are included in faculty bargaining units or have their own units. Non-instructional staff are only included when they are in bargaining units with faculty. All non-instructional faculty (NIF), instructional staff (IS), and non-instructional staff (NIS) were counted as full-time tenured and tenure track (FT-TTT) unless otherwise noted. Units requiring explanations have notes located in Table 2 Notes.

We recognize that there is, therefore, overlapping of part-time non-tenure, non-instructional faculty and staff into the FT-TTT category resulting in some possible over counting.

We have made the best categorizations we could using definitions based on available data from surveys, online research of units, and information provided by the national unions.

HOW WE COUNT

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.

Please take special note of the following three bullet points before reading further.

- **Bargaining Unit:** a bargaining unit is defined as a group of employees (faculty and/or GSEs) 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 in several dimensions including faculty status (i.e. full-time or part-time, tenure or non-tenure track) or campuses covered by the collective bargaining agreement.

The 2012 *Directory* covers 639 bargaining units. Full and current data (unit size, full-time, part-time, tenure or non-tenure track status) are available for 444 units from 1,252 individual contacts that yielded 353 completed surveys. The discrepancy between the number of units (444) and the number of surveys (353) is explained by multiple units covered by different collective bargaining agreements at the same institution.

Data for 61 units are not current though complete regarding categories (unit size, full-time, part-time, tenure or non-tenure track status). This data was provided by the national unions

which could not provide current data and by data from the 1998 and 2006 Directories (when this was our only recourse).

Data for 134 units are not current and does not categorize full-time, part-time, tenure or non-tenure track status. Here we relied on 1998 and 2006 data that did not have corresponding categories to those in the current edition of the *Directory*. The data for 134 units creates a cohort of **uncategorized faculty (see below)**.

- **Uncategorized Faculty:** 134 bargaining units did not return a survey: their total gathered by unit size is 53,116 (see Tables 10a – 11b in the columns marked uncategorized faculty). The full-time, part-time, tenure or non-tenure track status of the uncategorized faculty is *unknown*. The total of 53,116 is derived from the unit size totals of the 1998 or 2006 *Directory* data and recent updates from the AFT, NEA, and AAUP. The uncategorized faculty is counted by unit size to determine the totals for the following: institution type, control (2-year, 4-year), geography, and national union affiliation.
- **Represented Faculty and (some) Professional Staff:** Throughout the 2012 *Directory* the total number of employees covered by collective bargaining agreements ranges between 315,357 and 368,473 due to the fact that we could only count the unit size for the uncategorized faculty and not their FT/PT, TTT/NTT status (see Tables 10a – 11b). We have accepted institutional definitions for full-time and part-time. In the Summary of Findings on faculty unionization (Charts 1 – 2a) the percentages are based on a comparison of our counts (386,473 and 315,357 respectively) with the totals reported by the National Center for Education Statistics of the U.S. Department of Education (NCES). These data and categories are not completely congruent and are presented as approximations. In the remaining section on faculty unionization the analyses are based on the NCSCBHEP data only.
- **Graduate Student Employees:** The total number of employees covered by the collective bargaining agreement at the time of the report, which is subject to change in short periods of time due to the rapidly changing number of GSEs covered by collective bargaining agreements. In the Summary of Findings on GSE unionization (Chart 7) the percentages are based on a comparison of our count with the totals reported by the NCES.

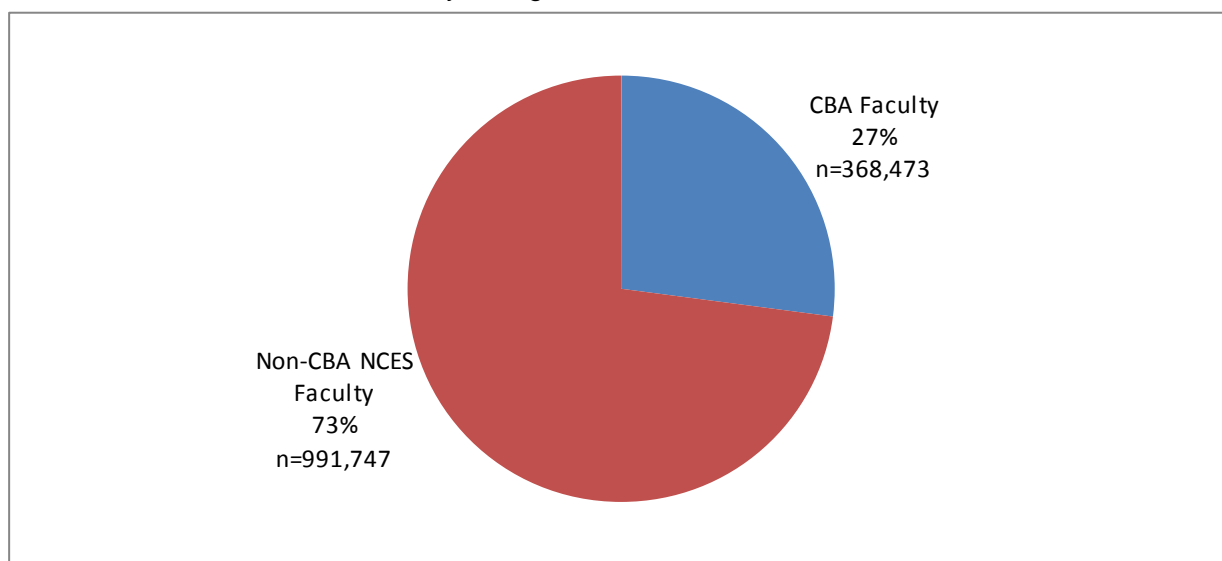
Summary of Findings

This snapshot reveals that 432,897 faculty and graduate student employees (GSEs) are represented by unions in the United States: 368,473 faculty and (some) professional staff and 64,424 GSEs¹. Below are the summaries and analyses of our findings about the percentages of organized academic workers compared to the total cohort of academic workers as reported by the NCES; distribution of these organized academic workers is also displayed by institution type and control, tenure track and non-tenure track status, geographic region, and particular union affiliation. The growth in both faculty and graduate student employee unionization since the last publication of the *Directory* in 2006 is also charted and analyzed.

FACULTY UNIONIZATION

Twenty-seven percent (27%) of *all* faculty counted by the NCES is unionized (see Chart 1).² Forty-two percent (42%) of *all* faculty at public 2-year colleges is unionized and twenty-five percent (25%) of *all* faculty is unionized at public 4-year institutions (see Chart 1a below).³

Chart 1: Over a Quarter of All Faculty Is Organized



¹Because professional staff members are sometimes included in faculty bargaining units, they are included in the 368,473 total.

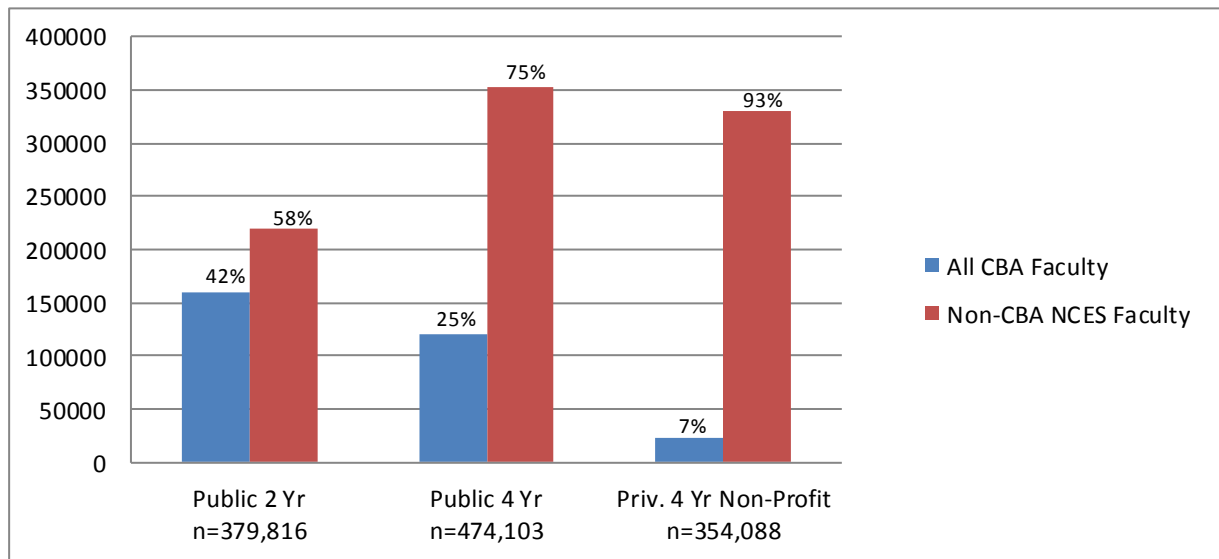
The GSE total of 64,424 includes the 3,131 members at the Univ. of Wisconsin-Madison who chose not to recertify in the summer of 2011 under the newly passed and much more restrictive collective bargaining law in Wisconsin.

²Sources: 2012 *Directory* survey data and the Knapp, L.G., Kelly-Reid, J.E., and Ginder, S.A. (2010), *National Center for Educational Statistics, Employees in Postsecondary Institutions, Fall 2009, and Salaries of Full-Time Instructional Staff, 2009-10* (NCES 2011-150). U.S. Department of Education. Washington, DC: National Center for Educational Statistics. Retrieved March, 2011, from <http://nces.ed.gov/pubsearch>.

³This higher percentage at public 2-year institutions partly reflects the historical linkage of community colleges to K-12 school districts, where unionization has been the norm for decades. The lowest percentages are for faculty in private 4-year institutions, due partially to the *Yeshiva* Decision of the United State Supreme Court (NLRB v. *Yeshiva Univ.* - 444 U.S. 672 (1980)). The *Yeshiva* decision defined private sector FT-TTT faculty with some shared governance responsibilities as managers and ineligible for collective bargaining under the National Labor Relations Act (though it did not forbid it). This decision has not been applied to NTT faculty, either PT or FT, or to faculty where there is no tenure system, such as the for-profit sector, where there are no shared governance systems.

In order to simplify these snapshots Charts 1a and 2a do not illustrate private 2-year institutions, public 2/4-year institutions, private for-profit, or institutions that offer less than two 2-year programs. But in both of these charts the totals are represented (for further reference, see Appendix A).

Chart 1a: Public 2-Year Institutions Have the Highest Percentage of Organized CBA Faculty



When analyzed by full-time status, the percentages of all unionized *full-time* faculty counted by the NCES coincide with the categories and figures in Charts 1 and 1a (for further reference, see Appendix A).

When analyzed by part-time status, twenty-one percent (21%) of all *part-time* faculty counted by the NCES is unionized (see Chart 2). Twenty-eight percent (28%) of unionized *part-time* faculty is at public 2-year colleges and twenty-one percent (21%) of unionized *part-time* faculty is at public 4-year institutions (see Chart 2a).

Chart 2: Just Over a Fifth of Part-Time Faculty Is Organized

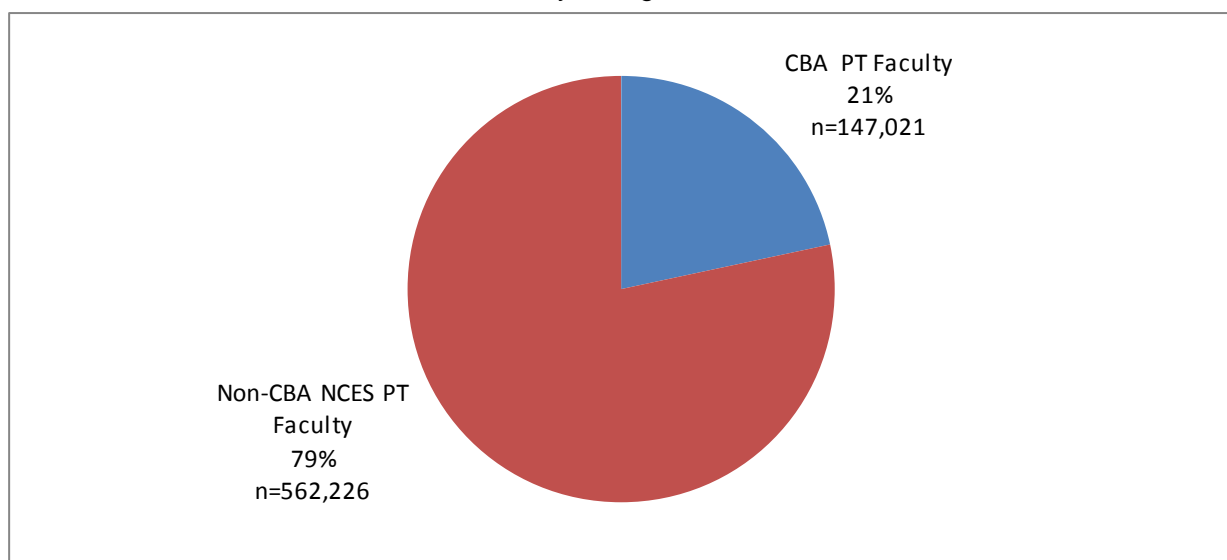
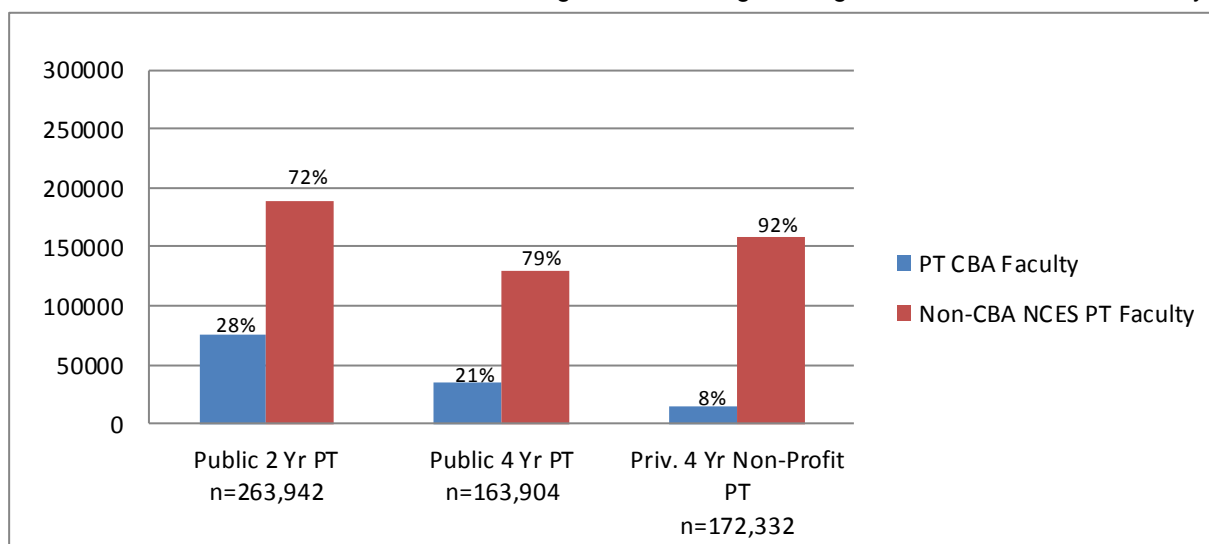


Chart 2a: Public 2-Year Institutions Have the Highest Percentage of Organized Part-Time CBA Faculty



In the United States 368,473 faculty members including uncategorized faculty are represented by a recognized collective bargaining agent. These organized faculty members are broken into 639 separate bargaining units and are distributed across 519 institutions or systems of higher education with 1,174 campuses (Table 8). These faculty members are heavily concentrated in public institutions. Less than (7%) seven percent are employed by private colleges or universities and less than (1%) one percent is employed by private for-profit institutions. At private colleges, this difference is largely driven by the employee status of FT-TTT private university faculty under the National Labor Relations Act. The current precedent, *Yeshiva*, is a hurdle to organizing in the private non-profit sector, particularly of potential units that include faculty with significant shared-governance responsibilities. Among organized private school faculty (99.9%) work in 4-year institutions; only 251 organized faculty members in the United States (0.1% of total) are employed at private 2-year institutions (Table 9b).

Organized faculty is more evenly divided across institution type (2-year or 4-year institutions). Specifically, 43.4% of organized faculty is employed at 2-year institutions relative to 32.7% at 4-year institutions; the other 17.4% is located in public systems that have both 2-year and 4-year components.⁴

An alternative way to analyze the distribution of organized faculty in the United States is to disaggregate the data by employment level of the represented faculty – full-time or part-time (Tables 10a and 10b). For the institutions for which data are available on employment level and institution type, 53% of organized faculty in the United States is employed on a full-time basis.⁵

Further parsing the data by institution type and control (Chart 3 below), differences emerge with respect to tenure or non-tenure track status. Organized faculty at public 4-year institutions is the most likely to be employed FT-TTT (54.9%) while faculty at private 4-year institutions (28.4%) is the least likely to enjoy similar status. Overall, 48% of represented faculty and professional staff are employed with tenure-track status.

⁴This computation is only out of the NCSCBHEP data, not a comparison to NCES data. The percentages are all out of the 368,473 unionized faculty and not out of NCES totals.

⁵The percentage of full-time status is based out of the total of 315,357 faculty and (some) professional staff (excluding 53,116 uncategorized faculty).

Chart 3: Public 4-Year Institutions Have the Highest Percentage of Tenured and Tenure Track Faculty⁶

Institution type/control	TTT	NTT
Public 2-Year n=124,866	40.5% (50,610)	59.5% (74,256)
Public 4-Year n=107,747	54.9% (59,170)	45.1% (48,577)
Public 2/4-Year n=62,358	52.4% (32,669)	47.6% (29,689)
Private 4-Year n=20,135	28.4% (5,719)	71.6% (14,416)
All 2-Year n=125,117	40.5% (50,725)	59.5% (74,392)
All 4-Year n=127,882	50.7% (64,889)	49.3% (62,993)
All 2/4-Year n=62,358	52.4% (32,669)	47.6% (29,689)
All Public n=294,971	48.3% (142,449)	51.7% (152,522)
All Private n=20,135	28.4% (5,719)	71.6% (14,416)

The number of organized faculty has increased significantly since 2006, the last year the *Directory* was published. The current number of organized faculty members exceeds the 2006 figure by over 49,969, a 14% increase.⁷ Growth in the number of organized faculty can be attributed to three factors: (1) growth *within* the bargaining units that existed in 2006, (2) growth due to the formation of *new bargaining units* after 2006 (or from late 2006-2011), and (3) units that were missed in the 2006 count. The majority of the increased number of organized faculty is in the growth of pre-2006 units with roughly 29,000 new members; for new units formed after 2006 and for units that were missed in the 2006 count approximately 20,900 members compose these categories. These figures, for the most part, do not reflect the significant cutbacks since 2008 that are increasingly being felt in public institutions due to the economic crisis. In many institutions faculty numbers are dropping for FT-TTT and in some for PT-NTT as well. Neither do these figures reflect the recent legal and political struggles that have resulted in much more restrictive legislation for faculty public sector bargaining in some states. On the other hand, we do not yet know the full impact of the seemingly somewhat more

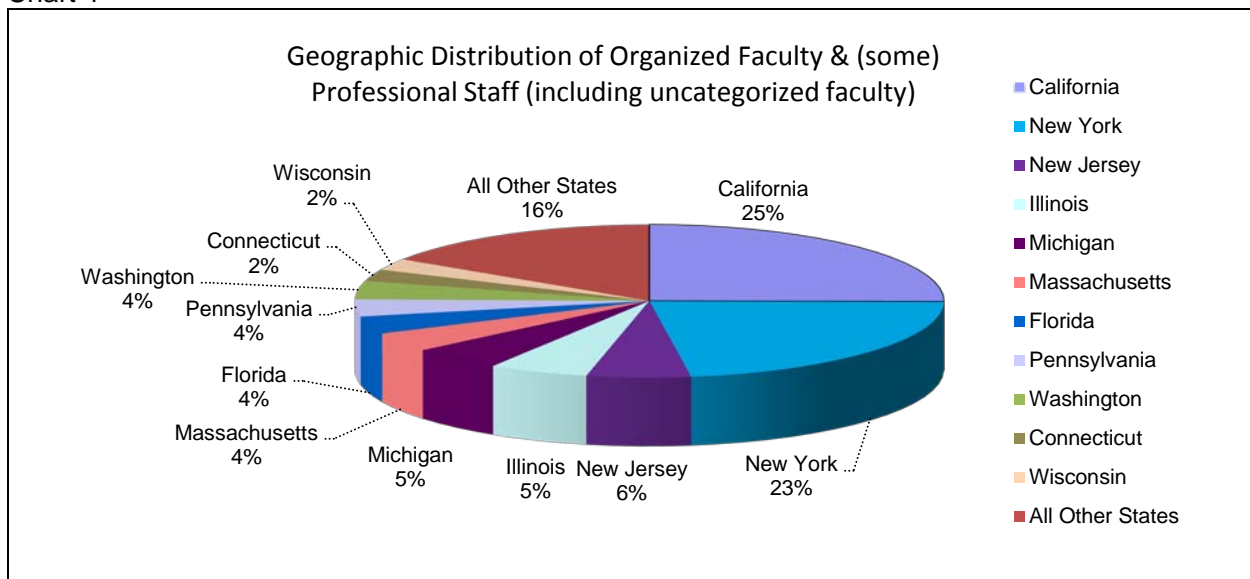
⁶Calculations in Chart 3 are based on NCSCBHEP data. This chart does not calculate the category of private 2-year institutions (251 unionized faculty) separately, but counts the 115 TTT and 136 NTT faculty in the category of All 2-Year. This chart excludes the 53,116 uncategorized faculty.

⁷NCES data show an increase of 52k working faculty between 2005-2009, a 3.4% increase.

favorable NLRB attitude toward private sector academic collective bargaining reflected in some recent decisions.

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 bulk of union faculty located in the West, Mid-Atlantic and Midwest regions (Table 8). In fact, a majority of unionized faculty is concentrated in three states: California, New York and New Jersey, and nearly two-thirds counting Illinois and Michigan. The states with the largest number of organized faculty are the following:

Chart 4



Of the organized faculty, 53.5% is 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)⁸, the American Federation of Teachers (AFT), and the National Education Association (NEA). Including joint affiliations, the AFT/NEA and AFT/NEA/AAUP compose another 25.5%; with the NEA/SEIU/AAUP and AFT/AAUP comprising smaller percentages of the total. The roughly 43,000 unionized faculties that are not represented by the AAUP, AFT or NEA are represented by a mix of other unions. 7.2% 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), the Service Employees International Union (SEIU), and the American Federation of State, County and Municipal Employees (AFSCME).

Other 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 chart on next page). The AFT and NEA represent more faculty at 2-year institutions than 4-year colleges and universities, with the NEA's 2-year proportion slightly higher than that of the AFT. Also, the AFT and NEA almost exclusively represent faculty at public institutions. The AFT and NEA proportions of represented faculty employed at private institutions are 11% and 13.7%, respectively. The joint

⁸The AAUP unlike the AFT and NEA is a non-profit professional association as well as a union in some of their locals.

affiliation of the AFT/NEA evens out the representation between the organizations at both public and private institutions, as well as between the 2-year and 4-year public institutions. Likewise, the joint NEA/SEIU/AAUP bargaining agent significantly raises each of these unions' organized portions in the public 4-year sector.

The AAUP units differ significantly from those of the AFT and NEA. The AAUP's faculty membership is mostly centered on 4-year institutions; 78.7% is employed at 4-year institutions, which are double or more than double the respective percentages for the AFT and NEA. Second, the AAUP is also distinctive in that 26.8% of AAUP-represented faculty is employed at private institutions, a substantially larger proportion than either the AFT or the NEA. The jointly affiliated AAUP units with the AFT and AFT/NEA compose a solid portion of the public sector 4-year and 2/4-year institutions.

Chart 5

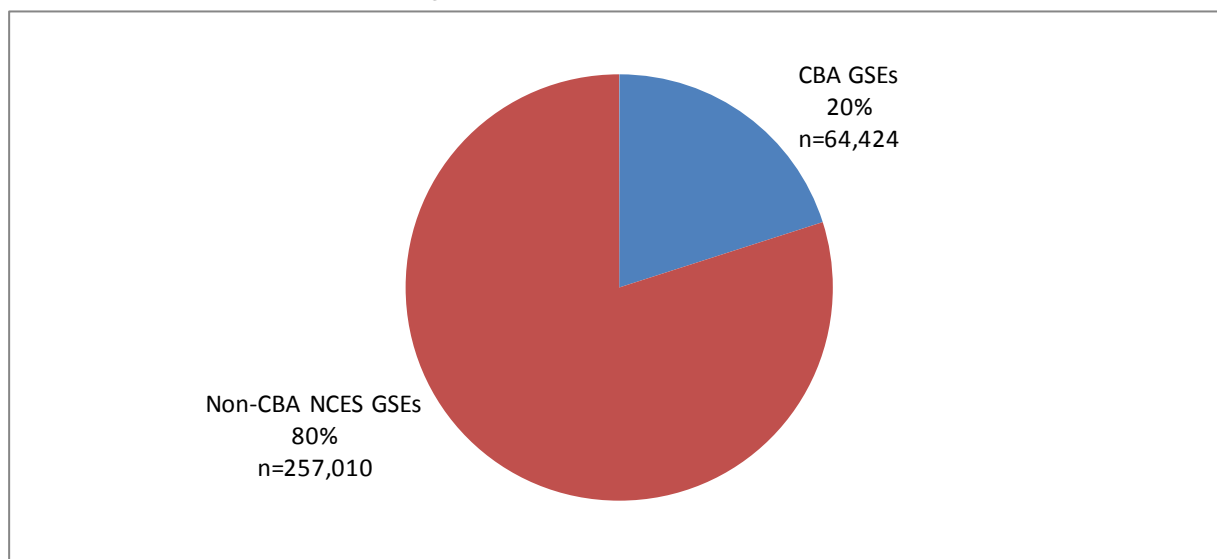
Distribution of Organized Faculty & (some) Prof. Staff by National Union Affiliation (includes uncategorized totals; percentages are based on totals for each union affiliation and institution type separately and on the totals of 344,762 for public institutions; 23,711 for private institutions)					
National Affiliate	% 2-Year Public Institutions	% 4-Year Public Institutions	% 2/4-Year Public Institutions	Total % 2, 4, & 2/4-Year Public Institutions	Total % 2 & 4-Year Private Institutions
AAUP	7.9%	78.7%	13.4%	7.2%	26.8%
AAUP/AFT	1.8%	98.2%	0.0%	2.8%	0.0%
AFGE	0.0%	100.0%	0.0%	0.0%	0.0%
AFSCME	45.0%	55.0%	0.0%	0.4%	0.0%
AFT	69.4%	30.6%	0.0%	24.9%	11.0%
AFT/NEA	55.0%	40.3%	4.7%	9.8%	21.8%
AFT/NEA/AAUP	0.0%	0.0%	100.0%	16.0%	0.0%
CWA	100.0%	0.0%	0.0%	0.4%	2.9%
Independent	61.3%	38.7%	0.0%	7.6%	1.2%
NEA	75.1%	19.4%	5.5%	21.6%	13.7%
NEA/SEIU	0.0%	100.0%	0.0%	0.0%	0.0%
NEA/SEIU/AAUP	0.0%	100.0%	0.0%	7.5%	0.0%
SEIU	100.0%	0.0%	0.0%	1.7%	3.8%
UAW	0.0%	100.0%	0.0%	0.2%	18.9%

Independent unions – those without national union affiliation – follow patterns similar to the AFT and NEA with respect to institution type and control. Lastly, other national affiliates such as CWA, SEIU, and UAW show interesting splits between 2-year and 4-year public institutions and the private sectors; while the AFGE affiliate only represents one 4-year public institution and AFSCME only represents 2-year and 4-year public institutions.

GRADUATE STUDENT EMPLOYEE UNIONIZATION

Twenty percent (20%) of all graduate student employees (GSEs) counted by the NCES are unionized (see Chart 6). At public 4-year universities a quarter of GSEs are unionized (for further reference, see Appendix A).

Chart 6: A Fifth of All GSEs Are Organized



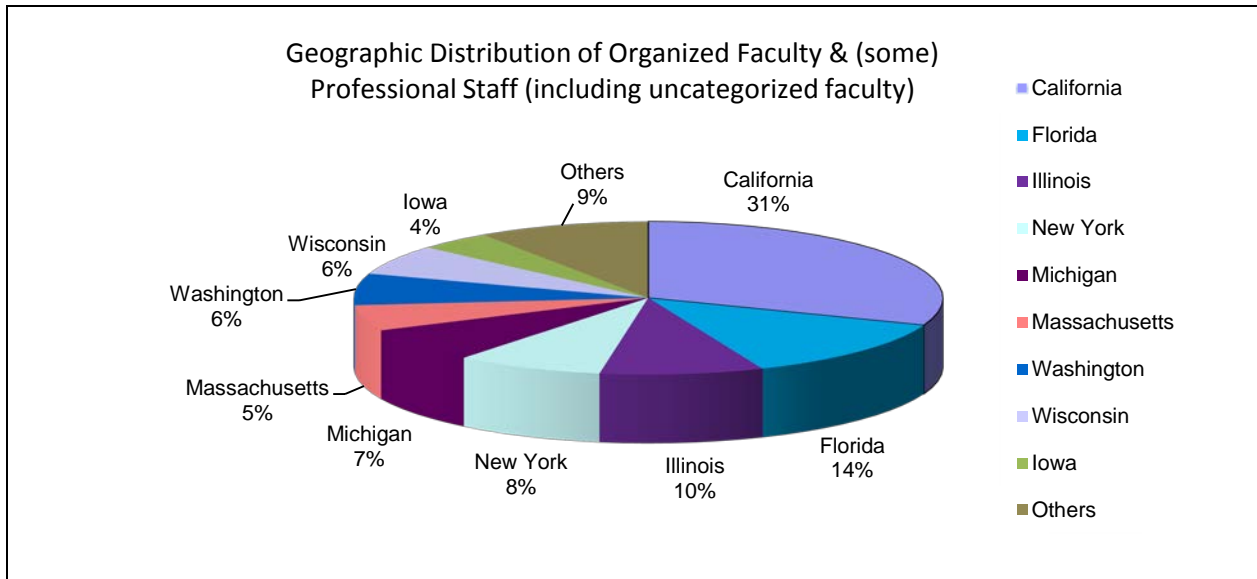
Today, 64,424⁹ GSEs in the United States are represented by recognized collective bargaining agents. These organized GSEs are distributed among 28 institutions or systems of higher education, all in the public sector (Table 12).

Graduate employee unionization has become much more substantial since 1990. However, its history reaches back to 1964 at the University of CA, Berkeley, when the first written contract was signed between the university and a GSE union (AFT in this case) which won representation rights not through a labor board election, but through direct action at the same time as and in conjunction with the Free Speech Movement. That unit and CBA did not survive without protective legislation, which only came into being in CA during the 1980s, (though those GSE's are now represented by UAW) but a few other units of that era did succeed (University of Michigan, University of Wisconsin, University of Oregon, for example); all AFT affiliated at major public research universities.

While unionized GSEs can be found in fourteen states across the country, a majority of organized GSEs are concentrated in three states: California (31% of total), Florida (14% of total), and New York (8% of total); all other states are represented below.

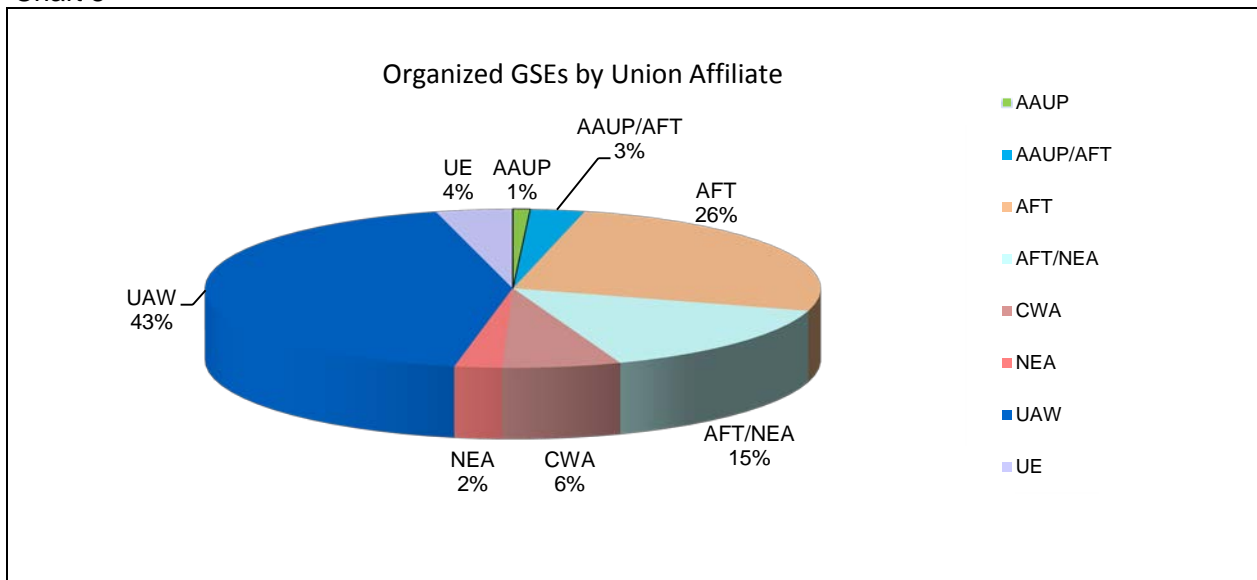
⁹The GSE total of 64,424 includes the 3,131 members at the Univ. of Wisconsin-Madison who chose not to recertify in the summer of 2011 under the newly passed and much more restrictive collective bargaining law in Wisconsin.

Chart 7



GSEs are represented by a variety of unions, which also represent faculty units except for the United Electrical Workers (UE) (Chart 8 and Table 13). While there is overlap between the unions that represent faculty and GSEs, the relative representation differs significantly. The AAUP, AFT and NEA represent 54% of organized faculty in the United States (Table 6) but only 29% of GSEs. While industrial unions have a significant presence among organized GSEs with the UAW representing 43% of all organized GSEs, the AFT alone represents 26% and the joint affiliation of the AFT/NEA holds 15%. All other totals are cited below.

Chart 8



It is important to note that the industrial unions' GSE membership is concentrated in large units while the traditional academic unions represent more, but smaller, units spread across more institutions.

In the 30 years since the initial GSE union was formed, another 12 units were organized and survived; today, these pre-1994 units represent over 33% of the total number of organized GSEs (see Chart 9).

Chart 9

Organized GSEs by Union Election Year			
Time Period of election	GSE units No.	Union GSEs No.	% of total union GSEs %
1964-1994	12	21,333	33.11%
1995-1999	5	17,700	27.47%
2000-2005	9	18,012	27.96%
2006-2011*	4	7,379	11.46%
Totals	30	64,424	100.00

*Includes a total of 3,568 increased members in units established before 2006 and a total of 6,069 new members for the 4 new units established between 2006-2011; along with a reduction of 2,258 members from the units established before 2006.

As depicted in the table above, since 2006 GSE unionization has advanced, but more slowly than previously. However, the number of GSEs organized in the past 16 years is about twice the number organized in the previous 30 years (1964-1994). In the last 16 years, not only have 18 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.

The pace of new unit organization has slowed since 2005, due partially to the changing legal environment for unionization of GSEs. In many states with faculty bargaining laws GSEs were excluded or the law was interpreted by the employers as excluding them as students rather than employees eligible for representation. This has resulted in extended legal battles in many states, often at the same time that organizing efforts were continuing. This legal un-clarity remains in some states. Additionally, since 2010 a number of states are debating or have revised their existing collective bargaining laws with consequences that are not yet fully clear. In response some existing unions are considering not seeking certification under the new laws, such as in Wisconsin where the Madison Teaching Assistants' Association/AFT voted in the summer of 2011 to not seek re-certification but rather pursue a direct but informal relationship with their employer, the University of Wisconsin, without recourse to the law or the labor board.

In the private sector, changing NLRB and US Supreme Court decisions have given GSEs bargaining rights and then taken them away. This has resulted in one loss of representation and CBA (New York University). This is presently an area of active litigation, while, as in the public sector, organizing efforts continue on a number of private campuses.

Another growing cohort that will need to be tracked in the future is post-doctoral units. This edition of the *Directory* did not include a question in the survey instrument for these units. Currently, Rutgers University has a separate post-doctorate unit with an indeterminate number of members; the AAUP was recognized as the bargaining agent in 2009; as of 2011 the unit was bargaining its first contract.

Definition of Terms

2/4-Year Institution: The highest degree that the institution confers: either at the associate (2) or the baccalaureate (4) level; graduate degrees are not considered in this categorization, though faculty teaching graduate courses are counted if union-represented. Some institutions (systems) include both 2-year and 4-year campuses.

Bargaining Agent (BA): An organization, a labor union in this context, which is designated by an appropriate government agency and/or 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 by the local, state affiliation(s) if the survey respondent listed it, and national affiliation(s). Please see Table 1 for a list of the union acronyms and their full names.

Bargaining Unit (BU): A group of workers who bargain collectively with their employer, an institution of higher education. The unit may include all the workers of a single institution or only a portion of the employees of an institution. 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 (BU) 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.

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 or GSEs at some, but not all, component campuses may be covered by the contract.

Collective Bargaining Agreement (CBA): A contract between an institutional employer and a bargaining agent on behalf of a bargaining unit.

Faculty 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 seven employee categories along with the BUs percentage of tenure/non-tenure and historical information are broken out in Table 2 and the Faculty Dataset:

Full-Time Tenured and Tenure Track (FT-TTT): Faculty employed on a full-time basis who have tenure or the prospect of tenure.

Part-Time Tenured and Tenure Track (PT-TTT): Faculty employed on a part-time basis who have tenure or the prospect of tenure.

The following five summary categories of faculty and staff below do not break out the great variety of employment statuses that exist for contingent non-tenure track faculty and instructional staff.

Full-Time Non-Tenured or Tenure Track (FT-NTT): Faculty employed on a full-time basis who do not have tenure or the prospect of tenure.

Part-Time Non-Tenured or Tenure Track (PT-NTT): Faculty employed on a part-time basis who do not have tenure or the prospect of tenure.

Non-Instructional Faculty: Librarians, counselors and other non-instructional faculty who may be in the faculty bargaining unit.

Instructional Staff: Staff without faculty status but who are in faculty bargaining units and do instructional work.

Non-Instructional Staff: Staff without faculty status who do non-instructional work, but are in BUs with faculty.

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. In the case of NTT faculty, especially PT, many BUs only include a minority portion of the total, which may be based upon % load, years of service, consecutive service, or other factors.

(%TTT): The percent of the bargaining unit that is employed with tenure or the prospect of it.

(%NTT): The percent of the bargaining unit that is employed without tenure or the prospect of it.

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 information 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) we know this information from previous editions of the *Directory* or from surveys or contacts that provided that information (we did not include a question that addressed these initial bargaining agents in the most recent survey, but explain to the best of our knowledge the full history of units that have more than one agent in Table 2 Notes).

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

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

Graduate Student Employees Bargaining Unit Composition: The following four employee categories along with the BUs historical information 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.

Institution: The name of the employing higher education institution or system. Only institutions with legally recognized collective bargaining agents were included; institutions that only have 'meet and confer' relationships are not included, though some in possible transition were included.

Union: The term used for both the local bargaining agent organization for a defined bargaining unit (group) of workers and also the national and/or state affiliate of a local bargaining union.

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. Because of changes in BU size during data gathering, these numbers may vary from current reality.

Table 1: National Affiliations and State Affiliates Cited in the *Directory*

Acronym	Name	National Union Affiliation
AAUP	American Association of University Professors	
ACCF ¹	Associated Community College Faculties	
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
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
FEA	Florida Education Association	NEA
FTP ²	Florida Teaching Profession	
FUSA ³	Faculty United Service Association	
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 ⁴	National Education Association New York	NEA

Table 1: National Affiliations and State Affiliates Cited in the *Directory*

Acronym	Name	National Union Affiliation
NEARI	National Education Association Rhode Island	NEA
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/NEA
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
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	
WEA	Washington Education Association	NEA
WEAC	Wisconsin Education Association Council	NEA
WFT	AFT Wisconsin	AFT

¹ACCF is a historical affiliate for Independent unions in New York and is only referenced in the NOTES Tab on Table 2.

²FTP is a historical affiliate for the UFF in Florida and is only referenced in the NOTES Tab on Table 2.

³FUSA is a historical affiliate for the UFF in Florida and is only referenced in the NOTES Tab on Table 2.

⁴NEANY is a historical affiliate for NEA units in New York and is only referenced in the NOTES Tab on Table 2.

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

Institution and Units	2/4 Yr. Instit.	Campuses	Units	Bargaining Agent/ Affiliation	Unit Size	Bargaining Unit ¹				Election & Contract Years					
						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified
AK															
Univ. of Alaska System	19	3													
Unit 1: Univ. of Alaska (C.C.) FT	16			UASFT/Local 2404/AFT/Univ. of AK System Fed. of Teachers	325	✓	✓			51	49	1973	1974	2010	
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			UA/AAUP/Local 4996/AFT/United Academics	918	✓	✓			75	25	1996	1998	2010	
Univ. of Alaska-Anchorage	4														
Univ. of Alaska-Fairbanks	4														
Univ. of Alaska-Southeast	4														
Unit 3: PT/Adjunct Faculty at Univ. of Alaska	3			UAA/AAUP/Local 6054/AFT/United Academics Adjuncts	1,000			✓		0	100	1997	1999	2010	
Univ. of Alaska-Anchorage	4														
Univ. of Alaska-Fairbanks	4														
Univ. of Alaska-Southeast	4														
CA³															
Allan Hancock College ⁴	4	2													
Unit 1: Permanent Faculty at Allan Hancock College	4			FA/Independent/Faculty Asso.	155	✓	✓	✓		96	4	1991	1992	2011	
Lompoc Valley Center Campus	2														
Santa Maria Main Campus	2														
Solvang Campus	2														
Vandenberg Air Force Base	2														
Unit 2: PT Faculty at Allan Hancock College	4			PTFAAHC/Local 6185/CFT/AFT/PT Faculty Asso. of Allan Hancock Coll.	450			✓	✓	0	100	2000	1999	2001	2011
(Campuses same as above)															
Antelope Valley College ⁵	2	1	1	AVCFT/Local 4683/CFT/AFT/Antelope Valley Coll. Fed. of Teachers	900	✓		✓	✓	52	48	1990	1986	1987	2009
Barstow C.C.	2	1	1	CTA/NEA	33	*	✓		✓	100	0	1979	1979	2006	
Butte College	1	2													
Unit 1: FT Faculty at Butte College	2	1		CTA/NEA	154	*	✓		✓			1978	1978	2012	
Unit 2: PT Faculty at Butte College	2	1		BCPTFA/Local 9414/CWA/Butte Coll. PT Faculty Asso.	525	**		✓	✓	0	100	1990	1991	2012	
Cabrillo College	2	1	1	CCFT/ Local 4400/AFT/Cabrillo Coll. Fed. of Teachers	687	✓	✓	✓	✓	28	72	1985	1985	2010	

KEY: ^Private Institution FT Full-Time PT Part-Time TTT Tenured Tenure Track NTT Non-Tenure Track *2006 Unit Figure **1998 Unit Figure Gray Highlights=Needs Update

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

Institution and Units	2/4 Yr. Instit.	Campuses	Units	Bargaining Agent/ Affiliation	Unit Size	Bargaining Unit ¹					Election & Contract Years				
						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified
California State Univ. System ⁶		23	1	CFA/CTA/NEA/CSEA/SEIU/AAUP	25,754	✓	✓	✓	✓	50	50	1983	1983	2010	
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													
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	CCFF/Local 6215/CFT/AFT/Cerritos Coll. Faculty Fed.	890	✓	✓	✓	✓	29	71	2004	2004	2012	
Chabot-Las Positas C.C. District ⁷		2	1	CLPFA/Independent/Chabot-Los Positas Faculty Asso.	1,098	✓	✓	✓	✓	23	77	1990	1978	1991	2009
Chabot College		2													
Las Positas College		2													
Chaffey College		2	1 1	CCFA/NEA/Chaffey Coll. Faculty Asso.	863	✓	✓	✓	✓	31	69	1980	1981	2010	
Citrus College		2	1 2												
Unit 1: Permanent Faculty at Citrus College		1		CTA/NEA	359	**	✓		✓			1976	1977	2011	
Unit 2: PT Faculty at Citrus College		1		CFT/AFT	375	*		✓	✓	0	100	2001	2002	2008	
City College of San Francisco ⁸		10	2												
Unit 1: Faculty at City College of San Francisco		10		Local 2121/CFT/AFT	2,417	✓		✓	✓	51	49	1978	1979	2012	
Alemanya 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													
Mission Campus		2													
Phelan/Ocean Campus		2													
Southeast Campus		2													
Unit 2: Department Chairs at City College of San Francisco		10		DCCCSF/Independent/Dept. Chairs Council of City Coll. of San Francisco	70	✓			✓	100	0	1978	1979	2013	
(Campuses same as above)															

KEY: ^Private Institution FT Full-Time PT Part-Time TTT Tenured Tenure Track NTT Non-Tenure Track *2006 Unit Figure **1998 Unit Figure Gray Highlights=Needs Update

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

Institution and Units	2/4 Yr. Instit.	Campuses	Units	Bargaining Agent/ Affiliation	Unit Size	Bargaining Unit ¹					Election & Contract Years						
						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires	
Coast C.C. District		3	2														
<u>Unit 1:</u> Permanent Faculty at Coast C.C.		3		CFE/Local 1911/CFT/AFT/Coast Fed. of Educators	750	✓	✓	✓	✓	63	37	1979		1980	2011		
Coastline College	2																
Golden West Campus	2																
Orange Coast College	2																
<u>Unit 2:</u> Adjunct Faculty at Coast C.C. (Campuses same as above)		3		CCCA/CTA/NEA/Coast C.C. Asso.	950			✓	✓	0	100	1979		1980	2010		
College of Marin	2	1		UPM/Local 1610/CFT/AFT/United Professors of Marin	315	✓		✓	✓	37	63	1978	1976	1980	2007		
Kentfield Campus	2																
Novato Campus	2																
College of the Canyons	2	1	2														
<u>Unit 1:</u> FT faculty at College of the Canyons		1		CCFA/CTA/NEA/Coll. of Canyons Faculty Asso.	195	✓			✓	100	0	1977		1978	2011		
<u>Unit 2:</u> PT faculty at College of the Canyons		1		PTFU/Local 6262/AFT/PT Faculty United	490			✓	✓	0	100	2003		2004	2008		
College of the Desert	2	1	2														
<u>Unit 1:</u> FT Faculty at College of the Desert		1		CTA/NEA	125	* ✓			✓	100	0	1988		1988	2006		
<u>Unit 2:</u> Adjunct Faculty at College of the Desert		1		CTA/NEA	326	* ✓		✓	✓	0	100	1995		1996	2006		
College of the Redwoods ⁹	3	1		CRFO/Independent/Coll. of the Redwoods Faculty Org.	350	* ✓	✓	✓	✓			1977		1977	2010		
Del Norte Campus	2																
Eureka Campus	2																
Mendocino Campus	2																
College of the Sequoias	2	1	2														
<u>Unit 1:</u> FT Faculty at College of the Sequoias		1		CTA/NEA	138	* ✓			✓	100	0	1976		1977	2006		
<u>Unit 2:</u> Adjunct Faculty at College of the Sequoias		1		CWA	216	**		✓	✓	0	100	1994					
College of the Siskiyous	2	1	1	CTA/NEA	232	✓		✓	✓	20	80	1996		1997	2008		
Compton C.C.	2	1	1	CFT/AFT	205	* ✓		✓	✓			1978		1979	2004		
Contra Costa C.C. District	3	1		UF/Independent/United Faculty	790	* ✓			✓			1976		1977	2006		
Contra Costa College	2																
Diablo Valley College	2																
Los Medanos College	2																
Copper Mountain C.C.	2	1	1	CMFA/CTA/NEA/Copper Mountain Faculty Asso.	155	✓	✓	✓	✓	30	70	2000		2001	2010		
Cuesta College ¹⁰	2	1	1	CCFT/Local 4909/AFT/Cuesta Coll. Fed. of Teachers	573	✓		✓	✓	29	71	1994		1996	2008		
El Camino C.C.	2	1	1	ECCFT/Local 1388/AFT	1,042	✓	✓	✓	✓	38	62	1976		1977	2010		
Feather River C.C. ¹¹	2	1	1	FRCFT/Local 4615/CFT/AFT/ Feather River Coll. Fed. of Teachers	77	✓		✓	✓	35	65	1989		1990	2010		
Foothill-DeAnza C.C. District ¹²	3	1		FHDACCDFA/Independent/Foothill-DeAnza C.C. District Faculty Asso.	1,925	✓		✓	✓	27	73	1977		1977	2010		
DeAnza College	2																
Foothill College	2																
Middlefield Center	2																
Gavilan College	2	1	1	GCFA/NEA/Gavilan Coll. Faculty Asso.	101	✓		✓	✓	94	6	1977		1977	2011		
Glendale C.C. ¹³	2	1	1	GCFG/Local 2276/CFT/AFT/ Glendale Coll. Faculty Guild	960	✓		✓	✓	30	70	1979		1980	2012		
Grossmont/Cuyamaca C.C. District ¹⁴	2	1		Local 1931/AFT	1,530	✓		✓	✓	26	74	2009	1977	1978	2009		
Cuyamaca College	2																
Grossmont College	2																

KEY: ^Private Institution FT Full-Time PT Part-Time TTT Tenured Tenure Track NTT Non-Tenure Track *2006 Unit Figure **1998 Unit Figure Gray Highlights=Needs Update

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
Hartnell C.C.	2	1	1	CTA/NEA	500	* ✓			✓	✓			1979	1979	2008	
Imperial Valley College	2	1	1	IVCCCA/CTA/NEA/Imperial Valley Coll. Chapter of the C.C. Asso.	156	✓				✓	100	0	1981	1984	2010	
Kern C.C. District		3	1	CTA/NEA	360	* ✓			✓	✓	100	0	1977	1977	2011	
Bakersfield College	2															
Cerro Coso College	2															
Porterville College	2															
Lake Tahoe C.C.	2	1	1	CTA/NEA	200	* ✓			✓	✓			1997	1994	2009	
Lassen C.C. ¹⁵	2	1	1	LCFA/CTA/NEA/Lassen Coll. Faculty Asso.	124	✓			✓	✓	31	69	2002	1986	1988	2007
Long Beach City College ¹⁶		2	2													
Unit 1: FT Faculty at Long Beach City College		2		CCALBCC/CTA/NEA/C.C. Asso.-Long Beach City Coll.	367	✓			✓	✓	100	0	1978	1979	2009	
Liberal Arts Campus	2															
Pacific Coast Campus	2															
Unit 2: PT Faculty at Long Beach City College (Campuses same as above)		2		CHILBCC/CTA/NEA/Certified Hourly Instructors-Long Beach City Coll.	686				✓	✓	0	100	1990	1991	2010	
Los Angeles C.C. System		9	1	LACFG/Local 1521/AFT/Los Angeles Coll. Faculty Guild	4,818	✓		✓	✓	✓	35	65	1977	1978	2011	
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															
Los Rios C.C. System		4	1	LRCFT/Local 2279/AFT/Los Rios Coll. Fed. of Teachers	2,722	✓	✓		✓	✓	39	61	1977	1977	2011	
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		MCFT/Local 6322/CFT/AFT/Mendocino Coll. Fed. of Teachers	55	✓			✓	✓	100	0	2005		2012	
Unit 2: Adjunct Faculty at Mendocino College		1		MPTFA/CTA/NEA/Mendocino PT Faculty Asso.	270				✓	✓	0	100	1994	1994	2010	
Merced College	2	1	1	CTA/NEA	471	* ✓			✓	✓			1976	1977	2009	
Mira Costa College		2	1	MCCAAF/CTA/NEA/Mira Costa Coll. Academic Associate Faculty	400				✓	✓	0	100	1999	1999	2011	
Cardiff-by-the-Sea Campus	2															
Oceanside Campus	2															
Monterey Peninsula C.C.	2	1	1	MPCTA/CTA/NEA/Monterey Peninsula Coll. Teachers Asso.	396	✓		✓	✓	✓	29	71	1978	1980	2011	
Mt. San Antonio College	2	1	1	MSACFA/CTA/NEA/Mt. San Antonio Coll. Faculty Asso.	1,609	✓			✓	✓	25	75	1976	1978	2011	

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

Institution and Units	2/4 Yr. Instit.	Campuses	Units	Bargaining Agent/ Affiliation	Unit Size	Bargaining Unit ¹					Election & Contract Years						
						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires	
Mt. San Jacinto College		3	2														
Unit 1: FT Faculty at Mt. San Jacinto College		3		CTA/NEA	130	*	✓			✓	100	0	1976		1977	2010	
Central Campus		2															
North Campus		2															
South Campus		2															
Unit 2: Adjunct Faculty at Mt. San Jacinto College (Campuses same as above)		3		CWA	500	*			✓	✓	0	100	2000		2001	2011	
Napa Valley College		2	1	1	386	*	✓		✓	✓			1977		1979	2009	
North Orange County C.C. District		3	2														
Unit 1: FT Faculty North Orange County C.C.		3		UF/CTA/NEA/United Faculty	576	✓				✓	100	0	1979		1981	2011	
Cypress College		2															
Fullerton College		2															
School of Continuing Education		2															
Unit 2: Adjunct Faculty at North O.C. C.C. (Campuses same as above)		3		AFU/CFT/AFT/Adjunct Faculty United	1,200				✓	✓	0	100	2000		2001	2008	
Ohlone College		2	1	1	532	✓	✓	✓	✓	✓	31	69	1979		1979	2009	
^ Palmer College of Chiropractic West ¹⁷		4	1	1	33			✓	✓		3	97	2001		2002	2009	
PCCWFT/Local 6166/CFT/ AFT/Palmer College of Chiropractic West Fed. of Teachers																	
Palo Verde C.C. District		2	1	1	78	*	✓		✓	✓			1980	1976	1976	2010	
Palomar College		2	1	1	1,460	✓		✓	✓	✓	20	80	2000		2005	2009	
Pasadena City College		2	1	1	1,000	*	✓		✓	✓			1979		1979	2008	
Peralta C.C. District		4	1		976	✓			✓	✓	33	67	1979		1980	2010	
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		FARSCC/Independent/Faculty Asso. of Rancho Santiago C.C.	800	*	✓			✓			1978		1980	2009	
Santa Ana College		2															
Santiago Canyon College		2															
Unit 2: Continuing Ed. Faculty at Rancho Santiago C.C. (Campuses same as above)		2		CTA/NEA	550	*	✓		✓	✓			1977		1975	2011	
Rio Hondo C.C.		2	1	1	542	*	✓			✓			1979		1980	2004	
Riverside C.C. District		3	1		962	✓		✓	✓	✓	40	60	1978		1979	2010	
Moreno Valley Campus		2															
Norco Campus		2															
Riverside Campus		2															
San Bernardino C.C. District		2	1		796	✓		✓	✓	✓	32	68	1984		1989	2010	
Crafton Hills C.C.		2															
San Bernardino Valley College		2															
San Diego C.C. District ¹⁸		3	1		2,049	✓			✓	✓	28	72	1987	1977	1977	2011	
San Diego City College		2															
San Diego Mesa College		2															
San Diego Miramar College		2															
^ San Francisco Art Institute		4	1	1	38	*		✓	✓				1984		1984	2007	
San Joaquin Delta C.C.		2	1	1	595	*	✓			✓			1977		1977	2007	

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
San Jose/Evergreen C.C. District ¹⁹		2	1	FA/Local 6157/CFT/AFT/Faculty Asso.	828	✓			✓	✓	34	66	2001	1977	1978	2009
Evergreen Valley College		2														
San Jose City College		2														
San Mateo County C.C. District		3	1	SMCCDFT/Local 1493/CFT/AFT/San Mateo C.C. District Fed. of Teachers	1,005	* ✓			✓	✓			1982	1977	1978	2009
Canada College		2														
College of San Mateo		2														
Skyline College		2														
Santa Barbara City College		2	1 1	SBCCIA/Independent/Santa Barbara City Coll. Instructor's Asso.	740	✓			✓	✓	46	54	1986		1987	2008
Santa Clarita C.C.		2	1 1	CTA/NEA	177	✓					100	0	1977			
Santa Monica C.C. District ²⁰		2	1 1	Independent	1,540	✓			✓	✓	22	78	1978		1979	2010
Santa Rosa Junior College		2	2													
Unit 1: FT/Adjunct Faculty at Santa Rosa J.C.		2		AFA/Independent/All-Faculty Asso.	1,500	✓			✓	✓	20	80	1989		1990	2011
Santa Rosa campus		2														
Petaluma Campus		2														
Unit 2: Seniors Program Unit B at Santa Rosa J.C. (Campuses same as above)		2		SRJC/Local 1946/AFT	51	*			✓	✓	0	100	1989		1991	2004
Shasta-Tehama-Trinity C.C. District		2	1 1	SCFA/CTA/NEA/Shasta College Faculty Asso.	210	✓			✓	✓	61	39	1976		1976	2009
Sierra C.C. District		4	1	SCFA/NEA/Sierra College Faculty Asso.	1,009	✓			✓	✓	21	79	1977		1978	2012
Grass Valley Campus		2														
Rocklin Campus		2														
Roseville Campus		2														
Truckee Campus		2														
Solano C.C.		2	1 1	SCCFA/CTA/NEA/Solano C.C. Faculty Asso.	670	✓			✓	✓	20	80	1976		1977	2011
South Orange C.C. College District		2	1	CTA/NEA	1,044	* ✓			✓	✓			1976		1978	2007
Irvine Valley College		2														
Saddleback College		2														
Southwestern C.C. District		2	1	CTA/NEA	900	* ✓			✓	✓			1977		1979	2009
San Ysidro Education Center		2														
Southwestern College		2														
State Center C.C. District ²¹		2	2													
Unit 1: FT Faculty at State Center C.C. District		2		CFT/AFT	324	* ✓			✓	✓	100	0	1977		1977	2009
Fresno City College		2														
Kings River C.C.		2														
Unit 2: Adjunct Faculty at State Center C.C. District (Campuses same as above)		2		CFT/AFT	720	*			✓	✓	0	100	1992			2009
Taft College/West Kern C.C. District		2	1 1	CTA/NEA	52	✓			✓		100	0	1976		1977	2011

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires			
Univ. of California ²²		10	3																
Unit 1: Lecturers at UC System		10		Univ. Council/CFT/AFT	3,700			✓	✓	0	100	1984			1986	2010			
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 (Campuses same as above)		10		Univ. Council/CFT/AFT	500					✓	100	0	1983		1984	2009			
Unit 3: FT-TTT Faculty at UCSC Santa Cruz		1		AAUP	464	*	✓			100	0	1981			1982	2005			
Santa Cruz		4																	
^ Univ. of San Francisco ²³		4	1	2															
Unit 1: FT Faculty at Univ. of S.F.		1			USFFA/Local 4269/CFT/AFT	358	✓		✓	87	13	1975			1976	2013			
Unit 2: PT Faculty at Univ. of S.F.		1			USFPTFA/Local 4269/CFT/ AFT/Univ. of San Francisco PT Faculty Asso.	500			✓	0	100	1981			1985	2010			
Ventura County C.C. District		3	1		VCFT/Local 1828/CFT/AFT/Ventura County Fed. of Teachers	1,448	✓		✓	✓	✓	31	69	1977		1978	2010		
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			CTA/NEA	135	*	✓		✓	100	0	1976		1978	2004			
Unit 2: PT Faculty at Victor Valley College		1			CFT/AFT	400	*		✓	✓	0	100	2004		Bargaining first CBA				
West Hills C.C.		2	1		CTA/NEA	97		✓		✓	100	0	1977		1977	2009			
Coalinga Campus		2																	
Lemoore Campus		2																	
West Valley Mission C.C. District		2	1		Independent	770	**	✓		✓			1993	1984	1985	2008			
Mission College		2																	
West Valley College		2																	
Yosemite C.C. District		2	1		Independent	500	*	✓		✓			1989	1976	1978	2010			
Columbia College		2																	
Modesto Junior College		2																	
Yuba College ²⁴		3	2																
Unit 1: FT Faculty at Yuba C.C.		3			YCFA/AAUP/Yuba Coll. Faculty Asso.	158	✓		✓	✓	68	32	1993	1977	1978	2008			
Clear Lake Campus		2																	
Woodland C.C.		2																	
Yuba College		2																	
Unit 2: PT Faculty at Yuba C.C. (Campuses same as above)		3			YCAFT/Local 4952/CFT/AFT/Yuba Coll. AFT	388			✓	✓	0	100	1994		1995	2010			

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified
CT															
Connecticut Community and Technical College System ²⁵		12	2												
Unit 1: C.C. Faculty at Connecticut C.&T. System		12		CCCC/SEIU/Congress of Connecticut C.C.s	2,648	✓	✓	✓	✓	54	46	1975	1977	2010	
Asnuntuck C.&T. College		2													
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: Technical Faculty at Connecticut C.&T. System		5		FTCT/Local 1942/AFT/Fed. of T.C. Teachers	406	✓	✓	✓	✓	49	51	1976	1976	2010	
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													
Connecticut State Univ. System		4	2												
Unit 1: Faculty at Connecticut State Univ.		4		AAUP	3,020	✓		✓		47	53	1976	1976	2011	
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 Connecticut State Univ.		5		SUOAF/Local 2836/AFSCME/State Univ. Organization of Administrative Faculty	734	✓	✓			86	14	1976	1977	2012	
Central System Office		1													
(Campuses same as above)															
^ Mitchell College		4	1	AFT	29	* ✓				100	0	1975	1975	2005	
^ Post Univ.		4	1	AAUP	31	*						1990	1978	1979	2007
^ Saint Joseph College ²⁶		4	1	AAUP	96	✓				100	0				
U.S. Coast Guard Academy		4	1	AFGE	70	*						1975	1978	2004	
Univ. of Connecticut ²⁷		6	1												
Unit 1: Faculty at the Univ. of Connecticut		6		UCC/AAUP/Univ. of Connecticut Chapter of the AAUP	2,122	✓	✓	✓		58	42	1976	1977	2011	
Avery Point		4													
Hartford		4													
Stamford		4													
Storrs		4													
Torrington		4													
Waterbury		4													
Unit 2: Unit at the Univ. of Connecticut Health Sciences Center		1		AAUP								2010	Bargaining first CBA		
Health Sciences Center		4													

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified
DE															
Delaware State Univ. ²⁸	3	1		AAUP	288	✓	✓		✓	100	0	1977	1981	2010	
Dover Campus	4														
Sussex Campus	4														
Wilmington Campus	4														
Univ. of Delaware	5	1		AAUP	1,100	✓	✓			93	7	1972	1973	2010	
Dover Campus	4														
Georgetown Campus	4														
Lewes Campus	4														
Newark Campus	4														
Wilmington Campus	4														
DC															
^ George Washington Univ.	4	1	1	SEIU/Local 500	900				✓	0	100	2005	2008	2012	
Univ. of the District of Columbia	4	1	1	NEA	220	*	✓		✓			1978	1980	2006	
FL															
Brevard C.C. ²⁹	5	1		UFF/FEA/NEA/AFT	239	✓	✓		✓	88	12	2003	1976	1981	2012
Cocoa Campus	2														
Health Services Campus	2														
Melbourne Campus	2														
Palm Bay Campus	2														
Titusville Campus	2														
Broward College	9	1		UFF/FEA/NEA/AFT	325	*	✓		✓	100	0	1983	1981	1981	2006
Allied Health Center Campus	2														
Central Campus	2														
North Campus	2														
South Campus	2														
Centers (5)	2														
Chipola Junior College	2	1	1	UFF/FEA/NEA/AFT	61	*	✓		✓	100	0	1976	1977	2008	
Edison C.C.	3	1		ESCFF/UFF/FEA/NEA/AFT/Edison C.C. Faculty of Florida	130		✓			100	0	1976	1979	2010	
Charlotte Co.Campus	2														
Collier Co.Campus	2														
Hendry-Glades Campus	2														
Lee Co.Campus	2														
^ Edward Waters College	4	1	1	AAUP	50	**						1992			
Florida A&M Univ.	4	1	1	UFF/FEA/NEA/AFT	735		✓			100	0	2003	1976	2006	2009
Florida Atlantic Univ. ³⁰	4	1	1	UFF/FEA/NEA/AFT	825	*	✓	✓	✓			2004	1976	2004	2009
Florida C.C. at Jacksonville	5	1		UFF/FEA/NEA/AFT	380	*	✓		✓	100	0	2002	2003	2005	
Downtown Campus	2														
Kent Campus	2														
North Campus	2														
Open Campus	2														
South Campus	2														
Florida Gulf Coast Univ. ³¹	4	1	1	UFF/FEA/NEA/AFT	352		✓	✓		11	89	2003	1976	2004	2010
Florida International Univ.	4	1	1	UFF/FEA/NEA/AFT	1,000	*	✓		✓	100	0	2004	1976	Re-bargaining	
Florida State Univ. ³²	4	1	1	UFF/FEA/NEA/AFT	1,731		✓	✓	✓	60	40	2003	1976	2005	2010

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Hillsborough C.C. ³³	4	1		FUSA/UFF/FEA/NEA/AFT/Faculty United Service Asso.	348	✓	✓	✓		79	21	2003	1974	1974	2011
Brandon Learning Center	2														
Dale Mabry Campus	2														
Plant City Campus	2														
Ybor City Campus	2														
Indian River C.C.	4	1		AAUP	200	* ✓		✓		100	0	1973		1975	2005
Chastain Center	2														
Dixon/Hendry Center	2														
Mueller Center	2														
Port Saint Lucie/Saint Lucie West Centers	2														
Miami-Dade College	6	1		UFMDC/Local 4253/AFT/United Faculty of Miami-Dade Coll.	700	✓				100	0	1998		2000	2011
Homestead Campus	2														
InterAmerican Campus	2														
Kendall Campus	2														
Medical Campus	2														
North Campus	2														
Wolfson Campus	2														
New College of Florida ³⁴	4	1	1	UFF/FEA/NEA/AFT	81	✓	✓	✓	✓	93	7	2003		2005	2011
Palm Beach C.C.	4	1		UFPBCC/Local 7463/UFF/FEA/NEA/ AFT/United Faculty of Palm Beach C.C.	267	✓				100	0	1975		1978	2009
Central Campus	2														
Eissey Campus	2														
Glade Campus	2														
South Campus	2														
Pensacola Junior College	3	1		UFF/FEA/NEA/AFT	230	* ✓		✓		100	0	1985		1987	2005
Milton Campus	2														
Pensacola Campus	2														
Warrington Campus	2														
^ Saint Leo Univ. ³⁵	4	1	1	UFF/FEA/NEA/AFT	96	✓	✓			89	11	2003	1976	1978	2012
Seminole State College	3	1		UFF/FEA/NEA/AFT	198	✓				100	0	2010			
Sandford/Lake Mary Campus	4														
Oviedo Campus	2														
Altamonte Campus	2														
Univ. of Central Florida ³⁶	4	1	1	UFF/FEA/NEA/AFT	1,333	✓	✓	✓	✓	54	46	2003	1976	2005	2007
Univ. of Florida	4	1	1	UFF/FEA/NEA/AFT	1,800	✓	✓			89	11	2005	1976	2010	2013
Univ. of North Florida ³⁷	4	1	1	UFF/FEA/NEA/AFT	500	✓	✓		✓	80	20	2003	1976	2006	2011
Univ. of South Florida	4	1	1	UFF/FEA/NEA/AFT	1,800	*						2003	1976	2004	2011
Univ. of West Florida	4	1	1	UFF/FEA/NEA/AFT	325	* ✓		✓		100	0	2003	1976	Re-bargaining	

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized
HI														
Univ. of Hawaii System	10	1		NEA	3,811	✓	✓	✓		46	54	1974	1975	2015
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													
IA³⁸														
Des Moines Area C.C.	6	1		DMACCHEA/ISEA/NEA/Des Moines Area C.C. Higher Education Asso.	355	✓	✓		✓	100	0	1976	1976	2011
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		EICCHEA/ISEA/NEA/Eastern Iowa C.C. Higher Education Asso.	130	✓				100	0	1975	1976	2011
Clinton C.C.	2													
Muscatine C.C.	2													
Scott C.C.	2													
Hawkeye C.C. ³⁹	7	1		HPEA/ISEA/NEA/Hawkeye Professional Educators' Asso.	116	✓		✓	✓	100	0	1980	1981	2011
Main Campus	2													
Metro Center	2													
Martin Luther King Jr., Center	2													
Cedar Falls Center	2													
Independence Center	2													
Hawkeye Technology Access Center	2													
University Avenue	2													
Iowa Central C.C.	3	1		ICCCEA/ISEA/NEA/Iowa Central C.C. Education Asso.	81	✓				100	0	1975	1976	2011
Eagle Grove	2													
Storm Lake	2													
Webster City	2													
Iowa Lakes C.C.	5	1		ILCCEA/ISEA/NEA/Iowa Lakes C.C. Education Asso.	90	✓		✓		98	2	1975	1976	2011
Estherville Campus	2													
Emmetsburg Campus	2													
Spencer Campus	2													
Algona Campus	2													
Spirit Lake Campus	2													

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

Institution and Units	2/4 Yr. Instit.	Campuses	Units	Bargaining Agent/ Affiliation	Unit Size	Bargaining Unit ¹					Election & Contract Years				
						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified
Iowa Valley C.C. District ⁴⁰	2	1		IVCCEA/NEA/ISEA/Iowa Valley C.C. Education Asso.	80	✓					96	4	1973	1973	2011
Ellsworth C.C.	2														
Marshalltown C.C.	2														
Iowa Western C.C.	2	1		IWCCEA/ISEA/NEA/Iowa Western C.C. Education Asso.	108	✓							1975	1976	2011
Clarinda Campus	2														
Council Bluffs Campus	2														
Kirkwood C.C.	2	1		KFA/ISEA/NEA/Kirkwood Faculty Asso.	290	✓					100	0	1975	1976	2011
Cedar Rapids Campus	2														
Iowa City Campus	2														
Northeast Iowa C.C.	2	1		A1HEA/ISEA/NEA/Area 1 Higher Education Asso.	145	✓					100	0	1975	1976	2011
Calmar Campus	2														
Peosta Campus	2														
Northwest Iowa C.C.	2	1	1	A4CCEA/ISEA/NEA/Area 4 C.C. Education Asso.	39	✓					100	0	1975	1976	2011
Southeastern C.C.	2	1		SECCEA/ISEA/NEA/Southeastern C.C. Education Asso.	85	✓					100	0	1987	1976	2011
Keokuk Campus	2														
West Burlington Campus	2														
Southwestern C.C.	3	1		SCCEA/ISEA/NEA/Southwestern C.C. Education Asso.	43	✓					100	0	1975	1976	2011
Creston	2														
Osceola	2														
Red Oak	2														
Univ. of Northern Iowa ⁴¹	4	1	1	UNIUF/AAUP/Univ. of Northern Iowa United Faculty	727	✓	✓	✓	✓	69	31	2000	1976	1977	2013
Western Iowa Tech C.C.	2	1	1	WITEA/ISEA/NEA/Western Iowa Technical Education Asso.	72	✓					100	0	1976	1978	2011
IL															
Black Hawk College	3	2													
Unit 1: FT Faculty at Black Hawk College	3			BHCTU/Local 1836/IFT/AFT/Black Hawk Teachers Union	133	✓	✓				87	23	1972	1973	2010
East Campus	2														
Outreach Center	2														
Quad Campus	2														
Unit 2: Adjunct/PT Faculty at Black Hawk College	3			BHCAFU/Local 4939/IFT/AFT/Black Hawk Coll. Adjunct Faculty Union	195			✓			0	100	1994	1994	2011
(Campuses same as above)															
Carl Sandburg College	3	1		IEA/NEA	95	* ✓					100	0	1975	1974	2008
Bushnell Campus	2														
Carthage Campus	2														
Galesburg Campus	2														
Chicago State Univ. ⁴²	4	1	2	UPI/Local 4100/IFT/AFT/University Professionals of Illinois											
Unit 1: FT Faculty at Chicago State Univ. (Unit A)	1				214	✓					100	0	1976	1977	2010
Unit 2: NT Faculty & Academic Professionals at Chicago State Univ. (Unit B)	1				137		✓				0	100	1986	1986	2010

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
City Colleges of Chicago (Cook County) ⁴³		8	3													
<u>Unit 1:</u> Permanent Faculty at City College of Chicago		8		CCCTU/Local 1600/IFT/AFT/Cook County College Teachers Union	700	✓			✓	100	0	1964		1965	2013	
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														
<u>Unit 2:</u> Adjunct Faculty at City College of Chicago (Campuses same as above)		8		CCCLOC/IEA/NEA/City Colleges Contingent Labor Organizing Committee	1,067				✓	0	100	2003		2004	2012	
<u>Unit 3:</u> Adult Educators and Coordinators (Campuses same as above)		8		AEC/Local 3506/AFSCME/Adult Educators and Coordinators	600				✓	0	100	1985		1985		
College of DuPage		2	1	2												
<u>Unit 1:</u> FT Faculty at College of DuPage		1		CODFA/IEA/NEA/Coll. of DuPage Faculty Asso.	313	✓			✓	0	100	1989	1984	1984	2011	
<u>Unit 2:</u> Adjunct Faculty at College of DuPage		1		IEA/NEA	435				✓	0	100	2001		2002	2009	
College of Lake County ⁴⁴		2	2	1												
<u>Unit 1:</u> FT Faculty at College of Lake County		1		CLCFT/AFT/Coll. of Lake County Fed. of Teachers	218	✓				100	0	1973	1971	1973	2010	
<u>Unit 2:</u> NT Faculty at College of Lake County		1		AFU/AFT/Adjunct Faculty Union	400				✓	0	100	2005		2006	2009	
^ Columbia College Chicago		4	1	1	PT-FAC/IEA/NEA/PT Faculty at Columbia	1,200			✓	0	100	1998		2002	2010	
Danville Area C.C.		2	1	1	IEA/NEA	51	* ✓			100	0	1983		1983	2006	
Eastern Illinois Univ. ⁴⁵		4	1	2	EIUCUPI/Local 4100/IFT/AFT/ Eastern IL Univ. Chapter-Univ. Professionals of Illinois											
<u>Unit 1:</u> FT Faculty at Eastern IL Univ. (Unit A)		1			433	✓				100	0	1976		1977	2010	
<u>Unit 2:</u> FT-NT and PT-NT Faculty at EIU (Unit B)		1			247			✓	✓	0	100	1985		1985	2010	
^ East-West University		4	1	1	UAFA/IEA/NEA/United Adjunct Faculty Asso.	100				0	100	2011		Bargaining first CBA		
Elgin C.C.		1	1	1	ECCFA/Local 3791/IFT/AFT/Elgin C.C. Faculty Asso.	451	✓	✓		✓	100	0	1984		1984	2010
Main Campus		2														
Fountain Square		2														
Governors State Univ. ⁴⁶		4	1	2	UPI/Local 4100/IFT/AFT/University Professionals of Illinois											
<u>Unit 1:</u> FT Faculty at Governors State Univ. (Unit A)		1			147	✓				100	0	1976		1977	2009	
<u>Unit 2:</u> NT Faculty & Academic Professionals at Governors State Univ. (Unit B)		1			106			✓		0	100	1986		1986	2009	
Heartland C.C.		2	1	2												
<u>Unit 1:</u> FT Faculty at Heartland C.C.		1		HFA/Local 6038/IFT/AFT/Heartland Faculty Asso.	85	✓				100	0	1998		2000	2009	
<u>Unit 2:</u> Adjunct Faculty at Heartland C.C.		1		HAFA/Local 6077/IFT/AFT/ Heartland Adjunct Faculty Asso.	187				✓	0	100	1999		2000	2010	
Highland C.C.		2	1	1	IFT/AFT	47	✓	✓		87	13	1968		1968	2009	
Illinois Central College		2	1	1	ICCCFF/Independent/Illinois Central Coll. Faculty Forum	593	** ✓	✓				1977		1977	2010	

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Institution and Units	2/4 Yr. Instit.	Campuses	Units	Bargaining Agent/ Affiliation	Unit Size	Bargaining Unit ¹					Election & Contract Years					
						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
Illinois Eastern C.C.		4	1	IEA/NEA	101	✓					100	0	1985	1985	2012	
Frontier C.C.		2														
Lincoln Trail College		2														
Olney Central College		2														
Wabash Valley College		2														
Illinois State Univ. ⁴⁷		4	1	ISUNTTFA/IEA/NEA/Illinois State Univ. Non-Tenure Track Faculty Asso.	240			✓	✓	✓	0	100	2003	2004	2012	
Illinois Valley C.C.		2	1	IFT/AFT	82	*	✓				100	0	1966	1966	2008	
John A. Logan C.C.		1	2													
Unit 1: FT Faculty at John A. Logan C.C.		2		IEA/NEA	100	*	✓				100	0	1972	1972	2005	
Unit 2: Adjunct Faculty at John A. Logan C.C.		2		IEA/NEA	200	*		✓			0	100	2000	2001	2005	
John Wood C.C.		2	1	IFT/AFT	52	*	✓				100	0	2000	2000	2007	
Joliet Junior College		2	1													
Unit 1: FT Faculty at Joliet Junior College			1	JJCFC/Local 604/IFT/AFT/Joliet J.C. Faculty Council	184	*	✓				100	0	1967	1967	2011	
Unit 2: PT Faculty at Joliet Junior College			1	IEA/NEA	400			✓			0	100	2008			
Kankakee C.C.		2	1	IFT/AFT	55	*	✓				100	0	1984	1985	2006	
Kaskaskia College ⁴⁸		2	1	KCFT/Local 4756/IFT/AFT/ Kaskaskia Coll. Fed. of Teachers	75	*	✓		✓		100	0	1991	1984	1985	2012
Kishwaukee College		2	1	IFT/AFT	82	*	✓		✓		100	0	1986	1985	2006	
Lake Land College		2	1	LCFA/Local 2296/IFT/AFT	113		✓		✓		100	0	1968	1970	2010	
Lewis and Clark C.C.		2	1	LCFA/IEA/NEA/Lewis and Clark Faculty Asso.	100		✓				100	0	1979	1985	2010	
Lincoln Land C.C.		2	1	LLFA/Local 4438/IFT/AFT	541		✓		✓		26	74	1987	1985	2009	
McHenry County College		2	1													
Unit 1: FT Faculty at McHenry County College			1	MCCFA/NEA/IEA/McHenry County Coll. Faculty Asso.	102		✓				100	0	1971	1972	2013	
Unit 2: Adjunct Faculty at McHenry County College			1	MCCFA/NEA/IEA/McHenry County Coll. Adjunct Faculty Asso.	175			✓			0	100	2006	2008	2011	
Moraine Valley C.C.		2	1													
Unit 1: FT Faculty at Moraine Valley C.C.			1	MVCCFA/Local 1600/AFT/Moraine Valley C.C. Faculty Asso.	250		✓		✓		100	0	1972	1972	2011	
Unit 2: Adjunct Faculty at Moraine Valley C.C.			1	MVCCFA/Local 1600/AFT/Moraine Valley C.C. Adjunct Faculty Asso.	250			✓			0	100	2002	2003	2012	
Morton College		2	1													
Unit 1: FT Faculty at Morton College			1	CCCTU/Local 1600/IFT/AFT/Cook County College Teachers Union	60		✓				100	0	1967	1967	2013	
Unit 2: PT Faculty at Morton College			1	IEA/NEA					✓		0	100	2010			
Northeastern Illinois Univ. ⁴⁹		4	1	UPI/Local 4100/IFT/AFT/University Professionals of Illinois												
Unit 1: FT Faculty at Northeastern Illinois Univ. (Unit A)			1		229		✓				100	0	1975	1979	2008	
Unit 2: NT Faculty & Academic Professionals at Northeastern Illinois Univ. (Unit B)			1		261			✓			0	100	1986	1986	2008	
Northern Illinois Univ.		4	1	UPI/Local 4100/IFT/AFT/University Professionals of Illinois	162	*		✓			0	100	1992	1994	2011	
Oakton C.C.		2	2													
Unit 1: FT Faculty at Oakton C.C. Des Plains Campus			2	OCCFA/IEA/NEA/Oakton C.C. Faculty Asso.	154		✓				100	0	1986	1986	2008	
Unit 2: Adjunct Faculty at Oakton C.C. Skokie Campus			2													
Unit 2: Adjunct Faculty at Oakton C.C.			2	OCCAFA/IEA/NEA/Oakton C.C. Adjunct Faculty Asso.	500			✓			0	100	1985	1987	2010	

(Campuses same as above)

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Parkland College	2	1	2																
Unit 1: FT Faculty at Parkland College			1	Independent	189	*	✓				100	0	1985			1987			2005
Unit 2: Adjunct Faculty at Parkland College			1	IFT/AFT	127	*			✓		0	100	1995			2001			2004
Prairie State College ⁵⁰	2	1	1																
Unit 1: FT Faculty at Prairie State College			1	PSCFT/Local 3816/IFT/AFT/Prairie State Coll. Fed. of Teachers	85		✓				100	0	1969			1969			2009
Unit 2: Adjunct Faculty at Prairie State College			1	AIU/IEA/NEA/Adjunct Instructors United	200				✓		0	100	2006			2006			2009
Rend Lake College	2	2	1	IFT/AFT	60	*	✓				100	0	1985			1986			2007
Richland C.C.	2	1	1	IFT/AFT	72	*	✓				100	0	1984			1986			2004
Rock Valley College	2	1	1	RVCFA/Local 6211/IFT/AFT/ Rock Valley Coll. Faculty Asso.	154		✓				100	0	2002			2003			2011
^ Roosevelt Univ.			2	1	RAFO/IEA/NEA/Roosevelt Adjunct Faculty Organization	400	*			✓	0	100	1999			2000			2008
Downtown Chicago Campus			4																
Schamburg Campus			4																
^ Saint Xavier Univ.			2	1	FAC/Independent/Faculty Affairs Committee	210		✓			100	0	1974			1974			2011
Chicago Campus			4																
Orland Campus			4																
Sauk Valley C.C.	2	1	2																
Unit 1: FT Faculty at Sauk Valley C.C.			1	SVCCFA/IEA/NEA/Sauk Valley C.C. Faculty Asso.	47		✓		✓		91	9	1969			1970			2010
Unit 2: Adjunct Faculty at Sauk Valley C.C.			1	SVCCFA/IEA/NEA/Sauk Valley C.C. Adjunct Faculty Asso.	80				✓		0	100	2002			2003			2011
Shawnee C.C.	2	1	1	IEA/NEA	39	*	✓				100	0	1984			1984			2006
South Suburban College			2	2															
Unit 1: FT Faculty at South Suburban College			2	SSCFA/Local 1600/IFT/AFT/South Suburban Coll. Faculty Asso.	175		✓			✓	100	0	1971			1972			2013
City Center Campus			2																
Oak Forest Campus			2																
Unit 2: Adjunct Faculty at South Suburban College (Campuses same as above)			2	SSCAA/Local 1600/IFT/AFT/South Suburban Coll. Adjunct Asso.	250				✓		0	100	2004			2005			2013
Southeastern Illinois College	2	1	1	SICEA/IEA/NEA/Southeastern IL Coll. Education Asso.	63		✓			✓	100	0	1984			1985			2010
Southern Illinois Univ.-Carbondale	4	1	2																
Unit 1: FT Faculty at SIU-Carbondale			1	SIUCFA/IEA/NEA/Southern IL Univ.-Carbondale Faculty Asso.	690		✓				100	0	1996			1998			2010
Unit 2: NT Faculty Asso. at SIU-Carbondale			1	SIUCNTFA/IEA/NEA/Southern IL Univ.-Carbondale Non-Tenure Faculty Asso.	700				✓	✓	0	100	2005			2007			2009
Southern Illinois Univ.-Edwardsville	4	1	1	NTTFA/IEA/NEA/NTT Faculty Asso.	206				✓	✓	0	100	2004			2007			2010
Southwestern Illinois College			3	2															
Unit 1: FT Faculty at Southwestern IL College			3	SICFU/AAUP/IFT/AFT/ Southwestern IL Coll. Faculty Union	169		✓			✓	100	0	1967			1967			2011
Belleville Campus			2																
Granite City Campus			2																
Red Bud Campus			2																
Unit 2: Adjunct Faculty at Southwestern IL College (Campuses same as above)			3	PTCPSIC/Local 6270/IFT/AFT	420				✓	✓	0	100	2003			2005			2012
Spoon River College	2	1	1	SRCFA/IEA/NEA/Spoon River Coll. Faculty Asso.	36		✓		✓		75	25	1973			1976			2012

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Triton College	2	1	2													
Unit 1: FT Faculty at Triton College		1		CCCTU/Local 1600/IFT/AFT/Cook County College Teachers Union	170	✓			✓	100	0	1973		1978	2014	
Unit 2: Adjunct Faculty at Triton College		1		IEA/NEA	375	*			✓	0	100	2004		2006		
Univ. of Illinois-Chicago ⁵¹	4	1	1	UICUF/Local 6456/IFT/AFT/AAUP/Univ.	1,000	✓			✓			2011		Bargaining first CBA		
Waubonsee C.C.		3	2													
Unit 1: FT Faculty at Waubonsee C.C. Sugar Grove Campus		3		WCCFC/Local 604/IFT/AFT	105	✓				100	0	1968		1970	2010	
Aurora Campus		2														
Copley Campus		2														
Unit 2: Adjunct Faculty at Waubonsee C.C. (Campuses same as above)		3		WCCFAFA/IEA/NEA/Waubonsee C.C. Adjunct Faculty Asso.	183				✓	0	100	2006		2008	2009	
Unit 3: Adjunct Faculty at Waubonsee C.C. (Adult Education) (Campuses same as above)		3		WCCFAFA/IEA/NEA/Waubonsee C.C. Adjunct Faculty Asso.	72				✓	0	100	2006		2008	2009	
Western Illinois Univ.	4	1	2	UPI/Local 4100/IFT/AFT/University Professionals of Illinois												
Unit 1: FT Faculty at Western IL Univ. (Unit A)		1			498	✓				100	0	1976		1977	2010	
Unit 2: NT Faculty & Academic Professionals at Western IL Univ. (Unit B)		1			115			✓		0	100	1986		1986	2010	
William Rainey Harper College ⁵²	2	1	2													
Unit 1: FT Faculty at W.R.Harper College		1		CCCTU/Local 1600/IFT/AFT/Cook County College Teachers Union	300	✓			✓	100	0	1981		1981	2013	
Unit 2: Adjunct Faculty at W.R.Harper College		1		IEA/NEA	250				✓	0	100	1994				
KS																
Allen County C.C.	2	1	1	ACCCNEA/KNEA/NEA/Allen County C.C.-NEA	36	✓				100	0	1978		1978	2011	
Butler County C.C.		3	1	BCCCEA/KNEA/NEA/Butler County C.C. Education Asso.	161	✓				100	0	1971		1971	2011	
Andover Campus		2														
El Dorado Campus		2														
McConnell Campus		2														
Cloud County C.C.	2	1	1	KNEA/NEA	57	*	✓	✓				1970		1973	2005	
Coffeyville C.C.		2	1	PEA/Independent/Professional Employees Asso.	70	✓			✓	100	0	1982	1980	1983	2010	
Coffeyville Campus		2														
Columbus Technical Campus		2														
Colby C.C. ⁵³	2	1	1	FA/KNEA/NEA/Faculty Alliance	55	✓		✓	✓	71	29	1988	1972	1975	2009	
Cowley County C.C. ⁵⁴		2	1	CEA/KNEA/NEA/Cowley Education Asso.	206	✓				100	0	1969		1970	2009	
Arkansas City		2														
Mulvane Kansas		2														
Dodge City C.C. College	2	1	1	FA/KNEA/NEA/Faculty Asso.	56	✓				100	0	1991		1972	2010	
Flint Hills Technical College	2	1	1	KNEA/NEA	27	✓				100	0	2003				
Fort Hays State Univ.	2,4	1	1	AAUP	308	✓	✓	✓		70	30	2000		2002	2010	
Fort Scott C.C.	2	1	1	KNEA/NEA	58	**						1984	1974	1985		
Garden City C.C.	2	1	1	KNEA/NEA	70	✓				100	0	1971		1973	2011	
Highland C.C. ⁵⁵	2	1	1	HCCFA/Independent/Highland C.C. Faculty Asso.	56	✓				100	0	2005	1997	2005	2011	

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		Units				Units	FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized
Hutchinson C.C.	2	1	1	HNFA/KNEA/NEA/Hutchinson National Faculty Asso.	132	✓			✓	88	12	1970		1972	2010
Independence C.C.	2	1	1	ICCFA/KNEA/NEA/Independence C.C. Faculty Asso.	27	✓				100	0	1970		1970	2011
Johnson County C.C. ⁵⁶	2	1	1	JCCCFA/KNEA/NEA/Johnson County C.C. Faculty Asso.	360	✓			✓	100	0	1980		1981	2010
Kansas City Kansas C.C.	2	2	1	KNEA/NEA	125	* ✓			✓	100	0	1971		1971	2003
Kansas City Campus	2														
Leavenworth Center	2														
Labette C.C.	2	2	1	KNEA/NEA	35	✓				100	0	1970		1970	2010
Parsons Campus	2														
Oswego Campus	2														
Manhattan Area Technical College	2	1	1	KNEA/NEA	27	✓				100	0	2003			
Neosho County C.C.	2	2	1	KNEA/NEA	40	* ✓				100	0	1997		1991	2005
Chanute Campus	2														
Ottawa Campus	2														
Pittsburg State Univ.	4	1	1	KNEA/NEA	301	✓				100	0	1974		1978	2011
Pratt C.C.	2	1	1	PHEA/KNEA/NEA/Pratt Higher Education Asso.	50	✓				100	0	1977		1977	2010
MA															
^ Becker College	2	2	1	MFT/AFT	40	* ✓			✓	100	0	1974		1975	2005
Leicester Campus	4														
Worcester Campus	4														
^ Berklee College of Music	4	1	1	MFT/AFT	471	* ✓	✓					1985		1986	2005
^ Curry College	2	2	1	AAUP	229			✓	✓	0	100	1979		1981	2010
Plymouth	4														
Medford	4														
^ Emerson College	4	1	2	AAUP											
Unit 1: FT Faculty at Emerson College	1				110	* ✓				100	0	1975		1976	2004
Unit 2: PT Faculty at Emerson College	1				220	*		✓		0	100	2001		2004	2008
^ Endicott College	4	1	1	NEA	67	* ✓			✓	100	0	1973		1974	2005
^ Laboure College	2	1	1	NEA	90	* ✓				100	0	1975		1979	
^ Longy School of Music	4	1	1	MFT/AFT	89	✓						2010			

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

Institution and Units	2/4 Yr. Instit.	Campuses	Units	Bargaining Agent/ Affiliation	Unit Size	Bargaining Unit ¹					Election & Contract Years						
						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires	
Massachusetts C.C. System ⁵⁷		15	2	MCCC/NEA/Massachusetts C.C. Council													
Unit 1: Day Unit at MA C.C. System		15			1,987	✓					100	0	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															
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: Div. of Continuing Ed. of MA C.C. System (Campuses same as above)		15			4,126				✓		0	100	1987		1991	2009	
Massachusetts State Colleges ⁵⁸		9	2														
Unit 1: Day Unit of MA State Colleges		9		MSCA/MTA/NEA/MA State College Asso.	2,225	✓	✓	✓	✓		75	25	1977		1977	2008	
Bridgewater State College		4															
Fitchburg State College		4															
Framingham State College		4															
Mass. College of Art and Design		4															
Mass. Maritime Academy		4															
North Adams State College		4															
Salem State College		4															
Westfield State College		4															
Worcester State College		4															
Unit 2: Div. of Continuing Ed. of MA State Colleges (Campuses same as above)		9		MTA/NEA	800						0	100	1987		1989	2009	
Quincy College		2	1	NEA	65	✓					100	0					
Quincy Campus		2															
Plymouth Campus		2															
^ Suffolk Univ.		4	1	AAUP	450	*			✓		0	100	2006		Bargaining first CBA		
Univ. of Massachusetts ⁵⁹		4	4														
Unit 1: Faculty unit at Amherst & Boston		2		MSP/FSU/MTA/NEA/MA Society of Professors/ Faculty Staff Union	2,300	✓	✓	✓	✓	✓	57	43	1976		1978	2012	
Amherst Campus		4															
Boston Campus		4															
Unit 2: FT Faculty unit at UMass Lowell		1		MSP/FSU/MTA/NEA/MA Society of Professors/ Faculty Staff Union	509	**	✓			✓	100	0	1976		1978	2004	
Lowell Campus		4															
Unit 3: PT Faculty unit at UMass Lowell (Campus same as above)		1		UAF/Local 1596/UAW	600				✓		0	100	2011		Bargaining first CBA		
Unit 4: Faculty unit at UMass Dartmouth		1		UMFF/Local 1895/MFT/AFT/Univ. of Massachusetts Faculty Fed.	610	✓		✓	✓	✓	66	34	1970		1970	2012	
Dartmouth Campus		4															
^ Wentworth Institute of Technology		4	1	MFT/AFT	128	*	✓			✓	100	0	1973		1976	2006	

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized
MD														
Montgomery College		3	2											
Unit 1: FT Faculty at Montgomery College		3		AAUP	511	*	✓	✓			1980	1982	2006	
Germantown Campus		2												
Rockville Campus		2												
Takoma Park Campus		2												
Unit 2: PT Faculty at Montgomery College (Campuses same as above)		3		Local 500/SEIU	850			✓	0	100	2008	2010	2012	
^ National Labor College ⁶⁰		4	1	1										
Unit 1: FT Faculty at the National Labor College		1		WBNG/Local 32035/CWA/Washington Baltimore Newspaper Guild	20		✓		✓	99	1	2003	1968	2011
Unit 2: PT Faculty at the National Labor College		1		AFUNLC/AFT/Adjunct Faculty Union at the National Labor College	35			✓	0	100	2008	2009	2012	
ME														
Maine C.C. System		7	2											
Unit 1: FT Faculty at Maine C.C. System		7		MEA/NEA	324	*	✓	✓			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												
Unit 2: PT Faculty at Maine C.C. System		7		MSEA/Local 1989/SEIU/Maine State Employees Asso.	800			✓	0	100	2010	Bargaining first CBA		
Maine Maritime Academy		4	1	1	MSEA/NEA/SEIU	59	*	✓	✓		1988	1988	2004	
Univ. of Maine System ⁶¹		7	2											
Unit 1: FT Faculty at Univ. of Maine System		7		AFUMS/MEA/NEA/Associated Faculties of the Univ. of Maine System	1,200		✓		100	0	1978	1979	2011	
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 (Campuses same as above)		7		UMPTFA/AFT/Univ. of Maine PT Faculty Asso.	1,200			✓	0	100	1986	1988	2009	

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Institution and Units	2/4 Yr. Instit.	Campuses	Units	Bargaining Agent/ Affiliation	Unit Size	Bargaining Unit ¹				Election & Contract Years				
						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized
MI														
^ Adrian College ⁶²	4	1	1	ACEA/MEA/NEA/Adrian Coll. Education Asso.	95	✓	✓			98	2	1975	1977	2012
Alpena C.C.		2	1	ACCFA/MEA/NEA/Alpena C.C. Faculty Asso.	56	✓				100	0	1965	1965	2014
Alpena Campus		2												
Huron Shores (Oscoda) Campus		2												
^ Baker College	4	1	1	MEA/NEA	37	**	✓					1978	1978	
Bay de Noc C.C. ⁶³		2	2											
Unit 1: FT Faculty at Bay de Noc C.C.		2		MEA/NEA	48	✓				100	0	1973	1971	2010
Escanaba Campus		2												
Iron Mountain Campus		2												
Unit 2: PT Faculty at Bay de Noc C.C. (Campuses same as above)		2		Independent	100			✓		0	100	1971	1971	2012
Central Michigan Univ. ⁶⁴	4	1	2											
Unit 1: FT-TTT Faculty at Central MI Univ.		1		CMUFA/MEA/NEA/Central MI Univ. Faculty Asso.	680	✓		✓		100	0	1977	1969	2008
Unit 2: FT-NTT Faculty at Central MI Univ.		1		UTF/AFT/Union of Teaching Faculty	500		✓	✓		0	100			Bargaining first CBA
Eastern Michigan Univ.	4	1	3											
Unit 1: FT-TTT Faculty at Eastern MI Univ.		1		AAUP	675	✓				100	0	1974	1974	2010
Unit 2: FT-NTT Faculty at Eastern MI Univ.		1		EMUFT/Local 9102/AFT/Eastern MI Univ. Fed. of Teachers	99		✓			0	100	2010		Bargaining first CBA
Unit 3: PT-NTT Faculty at Eastern MI Univ.		1		EMUFT/Local 9102/AFT/Eastern MI Univ. Fed. of Teachers	680			✓		0	100	2010		2011
Ferris State Univ.	4	1	2											
Unit 1: FT-TTT Faculty at Ferris State Univ.		1		MEA/NEA	450	*	✓		✓	100	0	1973	1973	2006
Unit 2: FT and PT-NTT Faculty at Ferris State U.		1		FNTFO/AFT/Ferris NTT Faculty Org.	90			✓	✓	100	0	2010		Bargaining first CBA
Glen Oaks C.C.	2	1	1	FS/MEA/NEA/Faculty Senate	31		✓			100	0	1968	1968	2011
Gogebic C.C.	2	1	1	MEA/NEA	35	*	✓	✓				1965	1965	2004
Grand Rapids C.C. ⁶⁵		3	1	FAGRCC/Independent/Faculty Asso. of Grand Rapids C.C.	621	✓	✓	✓	✓	78	22	1965	1965	2010
Tassell MI Tech. Education Center Kent Co.		2												
Thompson MI Tech. Ed. Center Ottawa Co.		2												
Learning Centers Kent County		2												
Henry Ford C.C.		2	2											
Unit 1: FT-TTT Faculty at Henry Ford C.C.		2		HFCCFT/Local 1650/MFT/ AFT/Henry Ford C.C. Fed. of Teachers	205	✓				100	0	1965	1966	2012
Dearborn Heights Campus		2												
Main Campus		2												
Unit 2: PT-NTT Faculty at Henry Ford C.C. (Campuses same as above)		2		AFO/Local 337/MFT/AFT/Adjunct Faculty Org.	717			✓		0	100	2008	2009	2011
Jackson C.C. ⁶⁶		3	1	JCCFA/MEA/NEA/Jackson C.C. Faculty Asso.	457	✓		✓		20	80	1965	1966	2008
Hillsdale Center		2												
Jackson Campus		2												
Lenawee Campus		2												
Kalamazoo Valley C.C.		2	1	AAUP	131	*						1995	1969	
Arcadia Commons Campus		2												
Texas Township Campus		2												

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Institution and Units	2/4 Yr. Instit.	Campuses		Bargaining Agent/ Affiliation	Unit Size	Bargaining Unit ¹					Election & Contract Years				
		Campuses	Units			FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified
Kellogg C.C.		3	1	MEA/NEA	97	* ✓			✓	100	0	1968	1967	1968	2005
Eastern Academic Campus		2													
Fehsehfeld Campus		2													
Grahil Campus		2													
^ Kendall College of Art and Design		4	1	MEA/NEA	120	* ✓		✓				1974		1974	2007
Kirtland C.C. ⁶⁷		2	1	KCCFT/Local 4416/MFT/AFT/ Kirtland C.C. Fed. of Teachers	42			✓		7	93	1985	1969	1971	2011
Lake Michigan College		4	1	LMCEA/MEA/NEA/Lake Michigan Coll. Education Asso.	54	✓				100	0	2000		2003	2011
Bertrand Crossing Campus		2													
M-TEC Campus		2													
Napier Campus		2													
South Haven Campus		2													
Lake Superior State Univ. ⁶⁸		4	1	LSSUFA/NEA/MEA/Lake Superior State Univ. Faculty Asso.	125		✓	✓		100	0	1978		1978	2010
Lansing C.C.		2	1	MEA/NEA	1,095	* ✓	✓	✓	✓			1968		1969	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	* ✓			✓	100	0	1966		1967	2005
Center Campus		2													
Fraser Campus		2													
South Campus		2													
Unit 2: PT Unit at Macomb C.C.		3		MEA/NEA	500	* ✓	✓	✓				2003		Bargaining first CBA	
(Campuses same as above)															
Michigan State Univ. ⁶⁹		4	1	UNTTF/AFT/Union of NTT Faculty	614			✓	✓			2009		2010	
Mid Michigan C.C.		2	1	MEA/NEA	35	* ✓						1968		1969	2003
Harrison Campus		2													
Mt. Pleasant Campus		2													
Monroe County C.C. ⁷⁰		2	1	MCCC/MEA/NEA/Monroe County C.C. Faculty Asso.	62		✓		✓	100	0	1973	1968	1968	2010
Montcalm C.C.		2	1	MFC/MEA/NEA/Montcalm Faculty Council	157		✓		✓	17	83	1968		1968	2010
Mott C.C.		3	1	MCCEA/MEA/NEA/Mott C.C. Education Asso.	703		✓	✓		100	0	1966		1966	2009
Lapeer Campus		2													
Main Campus		2													
Southern Lakes Campus		2													
Muskegon C.C.		2	1	MEA/NEA	110	* ✓			✓	100	0	1965		1967	2004
North Central Michigan College		2	1	MEA/NEA	36	* ✓				100	0	1980		1981	2007
Northern Michigan Univ. ⁷¹		4	1												
Unit 1: Faculty at Northern Michigan Univ.		1		AAUP	396		✓	✓	✓	64	36	1975		1976	2012
Unit 2: Faculty at College of Technology & Applied Sciences, Northern Michigan Univ.		1		NMUFA/MEA/NEA/Northern Michigan Univ. Faculty Asso.	23			✓	✓	0	100	1980		1980	2011
Oakland C.C.		5	1	OCCFA/MEA/NEA/Oakland C.C. Faculty Asso.	331		✓		✓	100	0	1965		1966	2009
Auburn Hills Campus		2													
Highland Lakes Campus		2													
Orchard Ridge Campus		2													
Royal Oak Campus		2													
Southfield Campus		2													
Oakland Univ.		4	1	AAUP	674		✓	✓	✓	73	27	1970		1971	2009

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified
Saginaw Valley State Univ.	4	1	1	SVSUFA/MEA/NEA/Saginaw Valley State Univ. Faculty Asso.	235	* ✓				100	0	1972	1972	2008	
Saint Clair County C.C.	2	1	1	MEA/NEA	275	* ✓		✓	✓			1968	1970	2006	
Schoolcraft College	2	1	1	FF/MEA/NEA/Faculty Forum	580			✓	✓	1	99	1972	1967	2009	
^ Univ. of Detroit-Mercy ⁷²		2	1	UDMPU/MEA/NEA/Univ. of Detroit-Mercy Professors' Union	240	✓			✓	100	0	1990	1975	1977	2013
McNichols Campus	4														
Outer Drive Campus	4														
Univ. of Michigan		3	1	LEO/Local 6244/MFT/AFT	1,362			✓	✓	0	100	2003	2003	2010	
Ann Arbor Campus	4														
Dearborn Campus	4														
Flint Campus	4														
Washtenaw C.C.	2	1	1	WCCEA/MEA/NEA/Washtenaw C.C. Education Asso.	350	✓	✓		✓	100	0	1966	1967	2009	
Wayne County C.C. ⁷³		5	1	WCCCFT/Local 2000/MFT/ AFT/Wayne County C.C. Fed. of Teachers	739	✓			✓			1970	1970		
Downriver Campus	2														
Downtown Campus	2														
Eastern Campus	2														
Northwest Campus	2														
Western Campus	2														
Wayne State Univ. ⁷⁴	4	1	2												
Unit 1: FT Faculty at Wayne State Univ.		1		Local 6075/AFT/AAUP	1,950	✓		✓		61	39	1972	1972	2012	
Unit 2: PT Faculty at Wayne State Univ.		1		UPFT/Local 477/AFT/Union of PT Faculty	400				✓	0	100	2007	2008	2012	
West Shore C.C. ⁷⁵	2	1	1	MEA/NEA	28	✓				100	0	1984	1970	1970	2012
Western Michigan Univ.	4	1	2												
Unit 1: FT Faculty at Western MI Univ.		1			855	✓		✓		91	9	1975	1976	2011	
Unit 2: PT Faculty at Western MI Univ.		1		PIO/AFT/Professional Instructors' Org.	435				✓	0	100	2009	2010	2013	
MN															
Minnesota State Universities		7	1	IFO/Independent/Inter Faculty Organization	3,430	✓	✓	✓	✓	61	39	1975	1976	2011	
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														

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified
Minnesota 2-Year Colleges		46	1	EM/AFT/NEA	4,924	*	✓	✓	✓	✓			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 Technical College		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													
Minnesota State College-Southeast Tech.															
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													
Thief 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													

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
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																
Faribault Campus		2														
Mankato Campus		2														
Vermilion C.C.		2														
Univ. of Minnesota-Duluth	4	1	1	EM/AFT/NEA	400	*	✓	✓	✓			1980		1982	2006	
MO																
Jefferson College	2	1	1	MNEA/NEA	389		✓		✓			1983				
^ Park University	4	1	1	PFF/Local 3576/MFT/AFT/Park Faculty Fed.	80		✓		✓	✓	91	9	1976	1977	2012	
Saint Charles County C.C.	2	1	1	SCCCFA/MFT/AFT/St. Charles C.C. Faculty Asso.	92		✓				100	0	1991	1993	2010	
Saint Louis C.C.		3	1	MNEA/NEA	430	*	✓				100	0	1977	1977	2004	
Florissant Valley		2														
Forest Park		2														
Meramec		2														
MT																
Dawson C.C.	2	1	1	MEA-MFT/AFT/NEA	30	*	✓	✓	✓	✓			1975	1975	2006	
Flathead Valley C.C.		2	2													
Unit 1: FT Faculty at Flathead Valley C.C.		2		MEA-MFT/AFT/NEA	42	*	✓			✓	100	0	1979	1981	2005	
Kalispell Campus		2														
Libby Campus		2														
Unit 2: Adjunct Faculty at Flathead Valley C.C. (Campuses same as above)			2	MEA-MFT/AFT/NEA	60	*		✓	✓				1992	1992	2005	
Helena College of Technology at UM	4	1	1	MEA-MFT/AFT/NEA	35		✓		✓		89	11	2000	2001	2011	
Miles C.C.	2	1	1	MCCFA/MEA-MFT/AFT/NEA/Miles C.C. Faculty Asso.	21				✓		0	100	2005	2007	2009	
Missoula College of Technology	4	1	1	MEA-MFT/AFT/NEA	27	*	✓	✓		✓					2005	
Montana Colleges of Technology		3	1	MEA-MFT/AFT/NEA	32	*	✓	✓							2005	
Billings Campus		4														
Butte Campus		4														
Great Falls Campus		4														
Montana State Univ.-Billings	4	1	1	MEA-MFT/AFT/NEA	125	*	✓		✓	✓			1978	1975	1976	2005
Montana State Univ.-Bozeman	4	1	2													
Unit 1: FT Faculty at Montana State Univ.-Bozeman			1	MEA-MFT/AFT/NEA	400		✓				100	0	2009			
Unit 2: PT Faculty at Montana State Univ.-Bozeman			1	MEA-MFT/AFT/NEA	200				✓		0	100	2009			
Montana State Univ.-Northern	4	1	1	MEA-MFT/AFT/NEA	67	*	✓	✓	✓	✓			1979	1975	1976	2005
Univ. of Montana-College of Mining	4	1	1	MEA-MFT/AFT/NEA	130	*	✓	✓		✓			2006	Bargaining first CBA		
Univ. of Montana-Missoula	4	1	1	MEA-MFT/AFT/NEA	455	*	✓				100	0	1978	1979	2009	
Univ. of Montana-Western ⁷⁶	4	1	1	FAUM-W/Local 4323/MFT/ AFT/MEA/NEA/Faculty Asso. Univ. of Montana-Western	60		✓		✓		73	27	2000	1975	1975	2011

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

Institution and Units	2/4 Yr. Instit.	Campuses	Units	Bargaining Agent/ Affiliation	Unit Size	Bargaining Unit ¹					Election & Contract Years					
						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
NE																
Central C.C.	4	1		NSEA/NEA	145	*	✓				100	0	1985	1976	1976	2006
Columbus Campus	2															
Grand Island Campus	2															
Hastings Campus	2															
Kearney Campus	2															
Metropolitan C.C.	5	1		NSEA/NEA	200	*	✓				100	0	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.	2	2														
Unit 1: FT Faculty at Mid-Plains C.C.	2			NSEA/NEA	46	*	✓		✓		100	0	1976		1976	2007
McCook Campus	2															
South Campus (North Platte)	2															
Unit 2: FT Vocational Faculty at Mid-Plains C.C.	1			NSEA/NEA	19	*	✓				100	0	2000		2001	2007
North Campus (North Platte)	2															
Nebraska State Colleges	3	1		NSEA/NEA	240	*	✓				100	0	1976		1976	2007
Chadron State College	4															
Peru State College	4															
Wayne State College	4															
Northeast C.C.	2	1	1	NSEA/NEA	101	*	✓				100	0	1990	1974	1975	2005
Southeast C.C.	4	1		Independent	297	*	✓	✓					1979	1970	1971	2007
Beatrice Campus	2															
East 'O' Street Campus	2															
Lincoln Campus	2															
Milford Campus	2															
Univ. of Nebraska-Kearney	4	1	1	UNKEA/NSEA/NEA/Univ. of NE-Kearney Education Asso.	300		✓				100	0	1976		1991	2011
Univ. of Nebraska-Omaha	4	1	1	AAUP	430	*							1979		1981	
Western Nebraska C.C.	4	1		NWCEA/NSEA/NEA/Nebraska Western Coll. Education Asso.	77		✓		✓		100	0	1976			2011
Alliance Center	2															
Center for Business	2															
Scottsbluff Campus	2															
Sidney Center	2															

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Institution and Units	2/4 Yr. Instit.	Campuses	Units	Bargaining Agent/ Affiliation	Unit Size	Bargaining Unit ¹				Election & Contract Years				
						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized
NH														
C.C. system of New Hampshire ⁷⁷	2	7	2											
<u>Unit 1:</u> FT Faculty & Staff at C.C. system of NH		1		FTFSCCSNH/Local 1984/NHSEA/SEIU/Full-Time Faculty & Staff of the CC system of NH/NH State Employee Asso.	1,150	✓				100	0	1973	1974	2011
Great Bay C.C.	2													
Lakes Region C.C.	2													
Manchester C.C.	2													
Nashua C.C.	2													
New Hampshire Technical Institute	2													
River Valley C.C.	2													
White Mountain C.C.	2													
<u>Unit 2:</u> PT Faculty & Staff at C.C. system of NH (Campuses same as above)		1		NHAU/Local 1984/NHSEA/SEIU/NH Adjuncts United/NH State Employee Asso.	559			✓		0	100	2011	Bargaining first CBA	
^ Franklin Pierce University	4	1	1	RFF/Local 2433/NHFT/AFT/Rindge Faculty Fed.	147				✓	0	100	1974	1974	2011
Keene State College	4	1	2											
<u>Unit 1:</u> FT Unit at Keene State College		1		KSCE/NEANH/NEA/Keene State Coll. Education	100	✓				100	0	1978	1979	2009
<u>Unit 2:</u> PT Unit at Keene State College		1		KSCAA/NEANH/NEA/Keene State Coll. Adjunct Asso.	130			✓	✓	0	100	2000	2000	2011
Plymouth State University ⁷⁸	4	1	1	SEANH/Local 1984/SEIU/NH State Employees Asso.					✓	0	100	2011		
Univ. of New Hampshire Durham Campus	2	1		AAUP	623	✓				100	0	1990	1993	2009
Manchester Campus	4													
NJ														
Atlantic College	2	1	1	NJEA/NEA	80	*	✓	✓				1968	1970	2006
Bergen C.C.	2	1	1	BCCFA/NJEA/NEA/Bergen C.C. Faculty Asso.	303		✓			100	0	1968	1969	2013
^ Bloomfield College	4	1	1	AAUP	246		✓		✓	28	72	1973	1975	2010
Brookdale C.C.	2	1	1	FA/NJEA/NEA/Faculty Asso.	276		✓		✓	96	4	1971	1974	2010
Burlington County College	2	2	1	BCCFA/NJEA/NEA/Burlington County Coll. Faculty Asso.	53		✓			100	0	1970	1971	2008
Camden County College ⁷⁹		3	2											
<u>Unit 1:</u> FT Faculty at Camden County College		3		CCCFA/NJEA/NEA/Camden County Coll. Faculty Asso.	119		✓			100	0	1980	1968	2009
Camden Campus	2													
Blackwood Campus	2													
Cherry Hill Campus	2													
<u>Unit 2:</u> Adjunct Faculty at Camden County College (Campuses same as above)		3		UAFNJ/AFT/United Adjunct Faculty of NJ	700				✓	0	100	1995	1996	2009

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

Institution and Units	2/4 Yr. Instit.	Campuses	Units	Bargaining Agent/ Affiliation	Unit Size	Bargaining Unit ¹					Election & Contract Years							
						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires		
County College of Morris ⁸⁰	2	1	1															
Unit 1: FT Faculty at County College of Morris			1	FACCM/NJEA/NEA/Faculty Asso. of County Coll. of Morris	160	✓				☐	100	0	1975	1974	1975	2010		
Unit 2: Department Chairs and Asst. Chairs			1	NJEA/NEA	23						100	0	2008		2008	2011		
Unit 3: Adjunct Faculty at County College of Morris			1	CCMAFF/Local 6462/County Coll. of Morris Adjunct Faculty Fed.	321				✓		0	100	2008		2009	2012		
Cumberland County College	2	1	1	FACCC/NJEA/NEA/Faculty Asso. of Cumberland County Coll.	52	✓				✓	100	0	1995		1969	2010		
Essex County College		4	1	ECCFA/NJEA/NEA/Essex County Coll. Faculty Asso.	121	✓					100	0	1968		1970	2006		
Newark Campus		2																
West Essex Campus		2																
Satelite Centers		2																
Gloucester County College ⁸¹	2	1	1	NJEAFA/NEA/NJEA Faculty Asso.	80	✓					100	0	2006	1968	1969	2011		
Hudson County C.C.	2	1	2															
Unit 1: FT Faculty at Hudson County C.C.			1	HCCCPA/NJEA/NEA/Hudson County C.C. Professional Asso.	83	✓					100	0	1989		1989	2010		
Unit 2: Adjunct Unit at Hudson County C.C.			1	UAFNJ/Local 2222/AFT/United Adjunct Faculty of NJ	350				✓		0	100	2003		2006	2009		
Mercer County C.C.	2	1	2															
Unit 1: FT Faculty at Mercer County C.C.			1	MCCCFA/NJEA/NEA/Mercer County C.C. Faculty Asso.	135	✓					100	0	1971		1971	2009		
Unit 2: Adjunct Faculty at Mercer County C.C.			1	NJFT/AFT	300	*			✓				1997		1997	2005		
Middlesex County College	2	1	2															
Unit 1: FT Faculty at Middlesex County College			1	NJFT/AFT	200	*	✓		✓	100	0	1968		1968	2004			
Unit 2: Adjunct Faculty at Middlesex County College			1	NJFT/AFT	400	*			✓	0	100	1996		1998	2005			
^ Monmouth Univ. ⁸²	4	1	1	AAUP	259	✓		✓		74	26	1978	1971	1971	2009			
New Jersey Institute of Technology ⁸³	4	1	1	AAUP	952	✓		✓	✓	68	32	1988	1970	1971	2007			
New Jersey State College System ⁸⁴		9	2															
Unit 1: Permanent Faculty at NJ State College System			9	CNJSL/Local 9997/NJFT/ AFT/Council of NJ State Coll. Locals	4,168	✓			✓	96	4	1972	1970	1970	2011			
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 (Campuses same as above)			9	NJFT/AFT	3,743				✓	0	100	1997		1998				
Ocean County College ⁸⁵	2	1	1															
Unit 1: FT Faculty at Ocean County College			1	FAOCC/NEA/Faculty Asso. of Ocean County Coll.	118	✓					100	0	1968		1968	2010		
Unit 2: PT Faculty at Ocean County College			1	AFA/Independent/Adjunct Faculty Asso.	454				✓		0	100	1982		1984	2011		
Passaic County C.C.	2	1	2															
Unit 1: FT Faculty at Passaic County C.C.			1	PCCCFA/NJEA/NEA/Passaic County C.C. Faculty Asso.	73	✓					100	0	1972		1972	2008		
Unit 2: Adjunct Faculty at Passaic County C.C.			1	NJFT/AFT	300	*			✓		0	100	2003		2005	2007		

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires	
Raritan Valley C.C.	2	1	2														
Unit 1: FT Faculty at Raritan Valley C.C.		1		NJFT/AFT	106	*	✓			✓	100	0	1973				2005
Unit 2: Adjunct Faculty at Raritan Valley C.C.		1		NJFT/AFT	238	*			✓		0	100					2005
^ Rider Univ. ⁸⁶		2	1	AAUP	612	✓		✓	✓		51	49	1973		1974		2007
Lawrenceville Campus	4																
Princeton Campus	4																
Rutgers, The State Univ. of New Jersey ⁸⁷		3	3														
Unit 1: FT Faculty at Rutgers		3		Local 6323/AFT/AAUP	2,742	✓		✓			75	25	1970		1971		2011
Camden Campus	4																
Newark Campus	4																
New Brunswick Campus	4																
Unit 2: Adjunct Faculty at Rutgers		3		PTLFCRC/Local 6324/AFT/AAUP/PT Lecturer Faculty Chapter Rutgers Council	967				✓		0	100	1988		1991		2011
(Campuses same as above)																	
Unit 3: Equal Opportunity Fund at Rutgers		3		Local 6323/AFT/AAUP	22						0	100	1989		1990		2011
(Campuses same as above)																	
Salem C.C.	2	1	1	SCCFA/NJEA/NEA/Salem C.C. Faculty Asso.	33	✓					100	0	1975		1976		2012
Sussex County C.C.	2	1	2														
Unit 1: FT Faculty at Sussex County C.C.		1		SCCFF/Local 4780/AFT/Sussex C.C. Faculty Fed.	52	✓		✓		✓	98	2	1991		1994		2009
Unit 2: Adjunct Faculty at Sussex C.C.		1		SCCFAFF/Local 6033/NJFT/ AFT/Sussex County C.C. Adjunct Faculty Fed.	200				✓		0	100	1997		2000		
Union County College		3	2														
Unit 1: FT Faculty at Union County College		3		AAUP	174	✓		✓		✓	81	19	1974		1975		2012
Elizabeth Campus	2																
Main Campus-Cranford	2																
Plainfield Campus	2																
Unit 2: Adjunct Faculty at Union County College		3		UCCCUAF/Local 6227/AFT/Union County Coll. Chapter of United Adjunct Faculty	263				✓		0	100	2003		2004		2010
Univ. of Medicine and Dentistry of New Jersey ⁸⁸		6	2														
Unit 1: Permanent Faculty at UMDNJ		5		CAAUPC-UMDNJ/AAUP/Council of AAUP Chapters, UMDNJ	1,403	✓	✓	✓	✓	✓	29	71	1972		1973		2009
Camden	4																
Newark	4																
New Brunswick	4																
Piscataway	4																
Stratford	4																
Unit 2: Faculty at School of Health Related Professions		1		UMDHRPF/NJEA/NEA/Univ. of Medicine and Dentistry Health Related Professionals Faculty	60	✓					100	0	1984		1984		2010
Scotch Plains	4																
Warren County C.C.	2	1	1	WCCFA/NJEA/NEA/Warren County Coll. Faculty Asso.	24	✓					100	0	1992		1995		2010

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
NM																
Central New Mexico C.C.	4	1		AFT	1,100	*	✓	✓	✓			1995	1996	2005		
Main	2															
Montoya	2															
Westside	2															
South Valley	2															
New Mexico Highlands Univ.	4	1	1	NEA										Bargaining first CBA		
Northern New Mexico College	2	2	1	AFT	46	*	✓					2005		Bargaining first CBA		
El Rito Campus	2															
Espanola Campus	2															
NV																
Truckee Meadows C.C.	2	1	1	AAUP	250	*	✓	✓	✓	✓		1992	1993	2006		
NY																
^ Adelphi Univ.	4	1	1	AAUP	862		✓	✓	✓		30	70	1972	1973	2009	
Adirondack C.C.	2	1	1	Independent	110	*	✓	✓				1985	1970	1970	2004	
^ Bank Street College ⁸⁹	4	1	1	NYSUT/AFT/NEA	60			✓	✓		0	100	2006	1995	1995	2008
^ Bard College	4	1	1	AAUP	243		✓	✓	✓	✓	71	29	1972		1973	2009
Broome C.C.	2	1	1	FABCC/NYSUT/AFT/NEA/Faculty Asso. of Broome C.C.	484		✓	✓	✓	✓	40	60	1979		1969	2008
Cayuga County C.C. ⁹⁰	2	1	1	CCCCFA/NYSUT/AFT/NEA/Cayuga County C.C. Faculty Asso.	70		✓		✓		100	0	2006	1978	1970	2011
City Univ. of New York ⁹¹		20	1	PSC/NYSUT/AFT/NEA/AAUP/ Professional Staff Congress	23,012		✓	✓	✓		48	52	2006	1969	1969	2010
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 C.C.	2															
New York City College of Technology	4															
Queens College	4															
Queensborough C.C.	2															
York College	4															
Clinton C.C. ⁹²	2	1	1	CCCCFA/Independent/Clinton C.C. Faculty Asso.	200		✓	✓	✓	✓	86	14	2006	1972	1973	2010

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Columbia-Greene C.C. ⁹³	2	1	1	CGCCFA/NYSUT/AFT/NEA/ Columbia-Greene C.C. Faculty Asso.	45	✓					100	0	2006	1971	1971	2013
^ Cooper Union ⁹⁴																
Unit 1: FT Faculty at Cooper Union	4	1	2	CUFCT/NYSUT/AFT/NEA/Cooper Union Fed. of College Teachers	52	✓					100	0	2006	1975	1978	2008
Unit 2: PT Faculty at Cooper Union			1	NYSUT/AFT/NEA	210			✓			0	100	2009			
Cornell Univ., NY State School of Industrial and Labor Relations ⁹⁵			6	CAFA/NYSUT/AFT/NEA/Cornell Adjunct Faculty Alliance	165	*			✓		0	100	2006	1981	1982	2010
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	NYSUT/AFT/NEA	98	*	✓		✓		100	0	2004		2005	2007
^ Culinary Institute of America ⁹⁶	4	2	1	NYSUT/AFT/NEA	130			✓			0	100		1979	1979	2011
^ Dowling College ⁹⁷			2													
Unit 1: FT Faculty at Dowling College			2	DCC/NYSUT/AFT/NEA/Dowling Coll. Chapter	120	✓					100	0	2006	1978	1979	2012
Brookhaven Campus	4															
Oakdale Campus	4															
Unit 2: Adjunct Faculty at Dowling College			2	ADA/NYSUT/AFT/NEA/Asso. of Dowling Adjuncts	300				✓		0	100	2006	2002	2003	2010
(Campuses same as above)																
Dutchess C.C.	2	1	2													
Unit 1: FT Faculty at Dutchess C.C.			1	NYSUT/AFT/NEA	155	*	✓		✓		100	0	1987	1968	1969	2008
Unit 2: Adjunct Faculty at Dutchess C.C.			1	NYSUT/AFT/NEA	250	*		✓			0	100	1987	1985	1987	2008
^ D'Youville College	4	1	1	DCC/AAUP	150	✓		✓	✓		74	26	1976		1977	2008
Erie C.C. ⁹⁸			3	FFECC/NYSUT/AFT/NEA/Faculty Fed. of Erie C.C.	1,519	✓			✓		24	76	2006	1971	1971	2009
City Campus	2															
North Campus	2															
South Campus	2															
Fashion Institute of Technology	2,4	1	1	UCEFIT/Local 3457/NYSUT/ AFT/NEA	1,400									1967	1967	2008
Finger Lakes C.C.	2	1	1													
Unit 1: FT Faculty at Finger Lakes C.C.			1	Independent	112	✓					100	0	1978	1974	1975	2011
Unit 2: Adjunct Faculty at Finger Lakes C.C.			1	NYSUT/AFT/NEA	222				✓		0	100				
Fulton-Montgomery C.C.	2	1	1	NYSUT/AFT/NEA	84	*	✓		✓				1978	1969	1969	2004
Genesee C.C. ⁹⁹	2	1	1	NYSUT/AFT/NEA	175			✓			0	100	2006	1970	1970	2010
Herkimer County C.C. ¹⁰⁰	2	1	1	HCCCPA/NYSUT/AFT/NEA/Herkimer County C.C. Professional Asso.	128	✓			✓		100	0	2006	1975	1977	2010
^ Hofstra Univ.	4	1	1	AAUP	850	*	✓		✓	✓	999	999	1973		1974	2006
Hudson Valley C.C. ¹⁰¹			3													
Unit 1: Faculty at Hudson Valley C.C.			1	HVCCFA/Independent/Hudson Valley C.C. Faculty Asso.	651	✓			✓		39	61	1983	1969	1969	2011
Troy Campus	2															
Unit 2: Department Chairpersons at Hudson Valley C.C.			1	Independent	23	*	✓				100	0	1976		1976	2007
Troy Campus	2															
Unit 3: Opportunity Center at Hudson Valley C.C.			2	Independent	20	*	✓				100	0	1976		1976	2004
2 Educational Opportunity Center Campuses	2															

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

Institution and Units	2/4 Yr. Instit.	Campuses	Units	Bargaining Agent/ Affiliation	Unit Size	Bargaining Unit ¹					Election & Contract Years					
						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
Jamestown C.C. ¹⁰²		2	1	JCCFA/NYSUT/AFT/NEA/James-town C.C. Faculty Asso.	340	✓					24	76	2006	1992	1970	2010
Cattaraugus County Campus		2														
Jamestown Campus		2														
North County Extension Center		2														
Warren (PA) Extension Center		2														
Jefferson C.C.		2	1	NYSUT/AFT/NEA	113	* ✓			✓	100	0	1975		1969	2004	
^ LeMoyne College		4	1	NYSUT/AFT/NEA	222				✓	0	100	2007				
^ Long Island Univ. ¹⁰³		4	4													
Unit 1: Faculty at Long Island Univ.-Brooklyn Ctr.		1		NYSUT/AFT/NEA	876	✓			✓	29	71	2006	1970	1972	2011	
Brooklyn Center Campus		4														
Unit 2: FT Faculty at Long Island Univ.-College of Pharmacy		1		AAUP	75	✓				100	0	1978		1979	2011	
College of Pharmacy		4														
Unit 3: FT Faculty at Long Island Univ.-C.W. Post Center		1		CWPCF/NYSUT/AFT/NEA/C.W. Post Collegial Fed.	332	✓		✓		99	1	2006	1976	1975	2011	
C.W. Post Center		4														
Unit 4: Adjunct Faculty at Long Island Univ.-C.W. Post Center		1		CWA	675				✓	0	100	1987	1978	1979	2008	
C.W. Post Center		4														
^ Manhattan School of Music		4	1	NYSUT/AFT/NEA	150				✓	0	100	2009				
^ Marymount Manhattan College		4	1	MAC/NYSUT/AFT/NEA/Marymount Adjunct Collective	250				✓	0	100	2006		2010	2013	
Mohawk Valley C.C.		2	1	NYSUT/AFT/NEA	220	* ✓			✓	100	0	1972		1972	2005	
Rome Campus		2														
Utica Campus		2														
Monroe C.C. ¹⁰⁴		2	1	MCCFA/NYSUT/AFT/NEA/Monroe C.C. Faculty Asso.	1,005	✓		✓	✓	55	45	2006	1969	1969	2012	
Brighton Campus		2														
Damon City Campus		2														
Nassau C.C. ¹⁰⁵		2	1	NCCFT/NYSUT/AFT/NEA/Nassau C.C. Fed. of Teachers	720	✓		✓	✓	98	2	2006	1969	1969	2008	
Unit 1: FT Faculty at Nassau C.C.		1		AFA/Independent/Adjunct Faculty Asso.	1,330				✓	0	100	1974		1974	2010	
Unit 2: PT Faculty at Nassau C.C.		1		UAW	1,600	*			✓	0	100	2004		Bargaining first CBA		
^ New School Univ.		4	1	AAUP	238	✓		✓	✓	95	5	1970		1971	2012	
^ New York Institute of Technology ¹⁰⁶		3	1													
Central Islip Campus		4														
Manhattan Campus		4														
Old Westbury Campus		4														
^ New York Univ.		4	1	UAW	2,750	*			✓	0	100	2002		2004	2010	
Niagara County C.C. ¹⁰⁷		2	1	FANCCC/NYSUT/AFT/NEA/Faculty Asso. of Niagara County C.C.	168	✓		✓	✓	98	2	2006	1978	1969	2006	
^ Niagara Univ.		4	1	NULTA/AAUP/Niagara Univ. Lay Teachers Asso.	153	✓				100	0	1979	1975	1979	2011	
North Country C.C.		3	1	NYSUT/AFT/NEA	53	* ✓				100	0	1978	1969	1970	2006	
Malone Campus		2														
Saranac Lake Campus		2														
Ticonderoga Campus		2														
Onondaga C.C. ¹⁰⁸		2	1	OCCFTA/NYSUT/AFT/NEA/ Onondaga C.C. Fed. of Teachers and Administrators	658	✓	✓		✓	46	54	2006	1968	1968	2008	
Orange County C.C. ¹⁰⁹		2	2	NYSUT/AFT/NEA	406	✓		✓		42	58	2006	1969	1969	2012	

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^ Pace University ¹¹⁰	2	1		UAFP/NYSUT/AFT/NEA/Union of Adjunct Faculty at Pace	686				✓	0	100	2006	2004	2009	2011
New York City Campus	4														
Westchester Campus	4														
^ Pratt Institute ¹¹¹	2	1		UFCT/NYSUT/AFT/NEA/United Fed. of College Teachers	933	✓	✓			100	0	2006	1971	1972	2011
Brooklyn	4														
Pratt Manhattan Center	4														
Rockland C.C.	2	1	1	NYSUT/AFT/NEA	253				✓	0	100	1993		1995	2003
^ Saint John's Univ. ¹¹²	2	1		AAUP	920	**	✓		✓			1970		1970	
Queens	4														
Staten Island	4														
Schenectady County C.C. ¹¹³	2	1	2												
Unit 1: Faculty at Schenectady County C.C.	1			NYSUT/AFT/NEA	90			✓	✓	0	100	2006	1970	1971	2010
Unit 2: Chairs/Directors at Schenectady Co. C.C.	1			NYSUT/AFT/NEA	12			✓		0	100	2006			
State Univ. of New York ¹¹⁴	28	1		UUP/NYSUT/AFT/NEA/AAUP/United Univ. Professions	32,019	✓	✓	✓	✓	55	45	2006	1971	1971	2011
Albany	4														
Alfred	2														
Binghamton	4														
Brockport	4														
Brooklyn Health Sciences Center	4														
Buffalo State College	4														
Canton	2														
Cobleskill	2														
College of Optometry at NYC	4														
Cortland	4														
Delhi	2														
Empire State College	4														
Environmental Science & Forestry	4														
Farmingdale	2														
Fredonia	4														
Geneseo	4														
Institute of Technology at Utica/Rome	4														
Maritime College at Fort Schuyler	4														
Morrisville	2														
New Paltz	4														
Old Westbury	4														
Oneonta	4														
Oswego	4														
Plattsburgh	4														
Potsdam	4														
Purchase	4														
Stony Brook	4														
Upstate Medical University	4														
Suffolk County C.C. ¹¹⁵	3	1		FASCC/NYSUT/AFT/NEA/Faculty Asso. of Suffolk C.C.	1,858	✓	✓	✓	✓	26	74	2006	1970	1970	2011
Ammerman Campus	2														
Eastern Campus	2														
Grant Campus	2														
Sullivan County C.C.	2	2	1	NYSUT/AFT/NEA	104	*	✓		✓	100	0	1978	1974	1976	2005

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^ Syracuse Univ.	4	1	1	AU/NYSUT/AFT/NEA/Adjuncts United	608					✓	0	100	2005	2008	2011	
Tompkins-Cortland C.C. ¹¹⁶	2	1	1	NYSUT/AFT/NEA	89	*	✓	✓	✓				1982	1983	2013	
^ Trocaire College ¹¹⁷	2	1	1	TFA/NYSUT/AFT/NEA/Trocaire Faculty Asso.	136			✓	✓		0	100	2007	1974	1981	2010
Ulster County C.C.	2	1	1	Independent	60	**							1989		1970	
U.S. Merchant Marine Academy	4	1	1	AFGE	65	*	✓				100	0	1978	1968	1968	2005
^ Utica College of Syracuse Univ.	4	1	1	AAUP	123		✓		✓		100	0	1976		1977	2008
Westchester C.C. ¹¹⁸	2	1	1	NYSUT/AFT/NEA	1,000		✓		✓		20	80	2006	1969	1969	2011
OH¹¹⁹																
Bowling Green State Univ. ¹²⁰	4	1	1	BGSUFA/AAUP/Bowling Green State Univ. Faculty Asso.	800		✓	✓					2011	Bargaining first CBA		
Central Ohio Technical College		4	1	UFCOTC/Local 4729/OFT/AFT/ United Faculty-Central Ohio T.C.	58		✓	✓			8	92	1990		1990	2010
Coshocton Campus		2														
Knox Campus		2														
Newark Campus		2														
Pataskala Campus		2														
Central State Univ.	4	1	1	AAUP	85	*	✓				100	0	1985		1985	2005
Cincinnati State Tech. & C.C.	2	1	1	AAUP	180	*	✓				100	0	1989		1989	2005
^ Chancellor Univ.	4	1	1	OFT/AFT	18	*	✓				100	0	1975		1976	2005
Cleveland State Univ.	4	1	1	AAUP	400		✓				100	0	1993		1995	2010
Columbus State C.C.	2	1	1	CSEA/OEA/NEA/Columbus State Education Asso.	284		✓				100	0	2001		2002	2011
Cuyahoga C.C. District		3	1	AAUP	358		✓		✓		100	0	1977		1978	2010
Eastern Campus		2														
Metropolitan Campus		2														
Western Campus		2														
Eastern Gateway C.C. ¹²¹	2	1	1	JCCEAPS/OEA/NEA/Jefferson C.C. Education Asso. Professional Staff	38		✓						1985		1986	2010
Edison C.C.	2	1	1	ESEA/OEA/NEA/Edison State Education Asso.	55			✓			0	100	1985		1986	2010
Hocking College		2	1	OEA/NEA	221	*	✓				100	0	1986		1994	2006
Nelsonville Campus		2														
Perry Campus		2														
Kent State Univ.		8	2													
Unit 1: FT Tenured Faculty at Kent State Univ.		8		AAUP	863		✓				100	0	1979	1975	1978	2011
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														
Unit 2: FT Non-Tenured Faculty at Kent State Univ. (Campuses same as above)		8		AAUP	347			✓			0	100	1995		1996	2012
Lakeland C.C.	2	5	1	LFA/OEA/NEA/Lakeland Faculty Asso.	129		✓				100	0	1978		1978	2011

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North Central State College		2	1	AAUP		✓					100	0	2006		2008	
Main Campus		2														
Shelby Campus		2														
Northwest State C.C.		2	1	NSCCEA/OEA/NEA/Northwest State C.C. Education Asso.	50	✓			✓	100	0	1975	1973	1973	2010	
Owens C.C.		2	1	Local 4670/OFT/AFT	280	✓			✓	100	0	1989		1989	2012	
Findlay Campus		2														
Toldeo Campus		2														
Shawnee State Univ.		4	1	OEA/NEA	119	* ✓				100	0	1975		1976	2006	
Southern State C.C.		4	1	OEA/NEA	49	* ✓				100	0	1985		1986	2004	
Central Campus		2														
Fayette Campus		2														
North Campus		2														
South Campus		2														
Terra C.C.		2	1	TFA/OFT/AFT/Terra Faculty Asso.	42	✓				100	0	1992	1985	1986	2009	
Univ. of Akron		2	1	AAUP/Akron Asso. of Univ. Professors	675	✓		✓		93	7	2003		2005	2009	
Univ. of Akron Main Campus		4														
Wayne College		4														
Univ. of Cincinnati		3	1	UCC/AAUP/Univ. of Cincinnati Chapter, American Asso. of Univ. Professors	1,800	✓		✓	✓	76	24	1975		1975	2013	
Cincinnati Campus		4														
Clermont General & Tech. College		2														
Raymond Walters College		2														
^ Univ. of Rio Grande		4	1	Independent	80	* ✓				100	0	1976		1985	2005	
Univ. of Toledo		4	1													
Unit 1: FT TTT at Univ. of Toledo		1		AAUP	600	✓				100	0	1991		1993	2011	
Unit 2: FT NTT at Univ. of Toledo		1		AAUP	110			✓		0	100	1991		1993	2011	
^ Wilberforce Univ.		4	1	AAUP	43	* ✓				100	0	1979		1979		
Wright State Univ.		4	1	AAUP	470	✓				100	0	1998		1999	2011	
Youngstown State Univ.		4	1	YSU/OEA/NEA/Youngstown State Univ. Ohio Education Asso.	430	✓		✓		93	7	1972		1973	2010	
OR																
Blue Mountain C.C.		2	1	BMFA/OEA/NEA/Blue Mountain Faculty Asso.	274	✓	✓			100	0	1975		1976	2010	
Central Oregon C.C. ¹²²		2	1	FF/Independent/Faculty Forum	138	✓		✓		72	28	1985	1975	1977	2010	
Chemeketa C.C. ¹²³		2	5	OEA/NEA	853	* ✓	✓	✓				1974		1974	2005	
Clackamas C.C.		3	2													
Unit 1: FT Faculty at Clackamas C.C.		3	2	OEA/NEA	151	* ✓			✓	100	0	1975		1973	2007	
Harmony Campus		2														
Oregon City Campus		2														
Wilsonville Campus		2														
Unit 2: Adjunct Unit at Clackamas C.C. (Campuses same as above)		3		OEA/NEA	300	*		✓		0	100	1986		1986	2005	
Clatsop C.C.		2	1													
Unit 1: FT Faculty at Clatsop C.C.		1		CCCFA/OEA/NEA/Clatsop C.C. Faculty Asso.	39	✓	✓			100	0	1975		1975	2011	
Unit 2: Adjunct Faculty at Clatsop C.C.		1		OEA/NEA	33	*		✓		0	100	1999		2000	2005	
Columbia Gorge C.C.		2	1	OFT/AFT	120	* ✓				100	0	1990		1991	2007	
Eastern Oregon Univ. ¹²⁴		4	1	AAP/Local 6200/OFT/AFT/Associated Academic Professionals	76	✓	✓	✓	✓	80	20	2003		2005	2010	
Lane C.C.		2	1	AFT/OFT	550	* ✓	✓	✓	✓			1974		1974	2005	

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Linn-Benton C.C.		3	1	Independent	162	* ✓	✓		✓				1974	1974	2006
Benton Center		2													
Lebanon Center		2													
Sweet Home Center		2													
Mt. Hood C.C. ¹²⁵		2	1 2												
Unit 1: FT Faculty at Mt. Hood C.C.		1		MHCCFA/OEA/NEA/Mt. Hood C.C. Faculty Asso.	167	✓		✓	✓	93	7	1980	1976	1976	2010
Unit 2: Adjunct Faculty at Mt. Hood C.C.		1		OEA/NEA	550				✓	0	100	1982		1984	
Oregon Coast C.C.		2	1 1	OFT/AFT	40	* ✓	✓		✓			1997		1997	2005
Portland C.C. ¹²⁶		8	1	PCCFFAP/Local 2277/OFT/AFT/ Portland C.C. Faculty Fed. and Academic Professionals	1,800	✓			✓			1974		1975	2011
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	1,451	✓		✓	✓	59	41	1978		1979	2009
Unit 2: PT Faculty at Portland State Univ.		1		PSUFA/Local 3571/OFT/AFT	650				✓	0	100	1978		1979	2009
Rogue C.C.		3	1	OEA/NEA	368	✓	✓	✓	✓	38	62	1975		1975	2011
Redwood		2													
Riverside		2													
Table Rock		2													
Southern Oregon Univ.		4	1 1	APSOU/Independent/Asso. of Professors, Southern Oregon Univ.	217	✓	✓	✓	✓	73	27	1973		1975	2011
Southwestern Oregon C.C.		2	1 1	OFT/AFT	61	* ✓				100	0	1974		1974	2004
Treasure Valley C.C.		2	1 1	OEA/NEA	56	*						1980		1980	
Umpqua C.C.		2	1 1	OEA/NEA	64	✓				100	0	2006			
Western Oregon Univ.		4	1 1	OFT/AFT	232	* ✓	✓					1977		1977	2005
^ Western State Chiropractic College		4	1 1	OFT/AFT	41	✓	✓	✓	✓	83	17	1978		1978	2010
PA															
Bucks County C.C.		3	1	BCCFT/Local 2238/AFT	610	✓		✓	✓	26	74	1971		1972	2010
Lower Bucks Campus		2													
Newtown Campus		2													
Upper Bucks Campus		2													
Butler County C.C.		2	1 1	PSEA/NEA	223	* ✓	✓		✓			1992		1992	2007
C.C. of Allegheny County		11	1	Local 2067/AFT	341	✓	✓	✓	✓	89	11	1971		1972	2011
Allegheny Campus		2													
Boyce Campus		2													
North Campus		2													
South Campus		2													
7 Centers		2													
C.C. of Beaver County ¹²⁷		2	1 1	CCBCSF/NEA/C.C. of Beaver County Society of Faculty	52	✓			✓	100	0	1973	1970	1972	2011

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C.C. of Philadelphia ¹²⁸	2	1	2															
Unit 1: FT Faculty at C.C. of Philadelphia		1		FSF/Local 2026/PaAFT/AFT/Faculty and Staff Fed.	408	✓					100	0	1970		1970	2011		
Unit 2: NTT Faculty at C.C. of Philadelphia		1		FSF/Local 2026/PaAFT/AFT/Faculty and Staff Fed.	875			✓	✓		0	100	1978		1983	2011		
Delaware County C.C.	2	1	1	DCCCAHE/NEA/PSEA/Delaware Co. C.C. Asso. of Higher Education	162	✓		✓	✓		91	9	1974		1975	2012		
^ Delaware Valley College ¹²⁹	4	1	1	AAUP	93	✓		✓			68	32	1994		1995	2010		
^ Lackawanna College	3	1		LCEA/PSEA/NEA	25	✓					100	0	1979		1980	2010		
Hazelton Campus	2																	
Honesdale Campus	2																	
Towanda Campus	2																	
Lehigh Carbon C.C.	2	1	1	PSEA/NEA	108	* ✓			✓		100	0	1970		1972	2006		
Lincoln Univ.	4	1	1	AAUP	94	* ✓					100	0	1972		1973	2007		
Luzerne County C.C.	2	1	1	LCCCAHE/PSEA/NEA/Luzerne Co. C.C. Asso. of Higher Education	208			✓	✓		24	76	1971		1971	2011		
Montgomery County C.C. ¹³⁰	2	1		MCCCF/Local 4272/AFT/Montgomery County C.C. Faculty Fed.	753	✓		✓	✓		29	71	1982	1979	1980	2010		
Blue Bell	2																	
Pottstown	2																	
^ Moore College of Art & Design	4	1	1	PaFT/AFT	110	* ✓			✓				1971		1971	2004		
Northampton C.C.	2	1		PaFT/AFT	138	* ✓			✓		100	0	1976		1977	2006		
Bethlehem Campus	2																	
Monroe Campus	2																	
Pennsylvania College of Technology	2	1		PSEA/NEA	285	* ✓			✓		100	0	1971		1972	2007		
Main Campus-WilliamSPORT	4																	
North Campus-Wellsboro	4																	
Pennsylvania Highlands C.C.	2	1	1	PaFT/AFT	45	* ✓	✓		✓				2000		2002	2007		
Pennsylvania State System of Higher Education ¹³¹	14	2																
Unit 1: FT Faculty at PA State System of Higher Education		14	2	APSCUF/Independent/Asso. of PA State College & Univ. Faculties	6,054	✓	✓	✓	✓		72	28	1971		1972	2011		
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																	
Slippery Rock Campus	4																	
West Chester Campus	4																	
Unit 2: Coaches at PA State System of Higher Education (Campuses same as above)		14	2	APSCUF/Independent/Asso. of PA State College & Univ. Faculties	340						0	100	2000		2001	2011		
Reading Area C.C.	2	1	1	PaFT/AFT	66	* ✓			✓		100	0	1974		1975	2007		

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
^ Robert Morris College		2	1	PaFT/AFT	100	*	✓			✓	100	0	1974		1975	2007
Moon Township Campus		4														
Pittsburgh Campus		4														
Temple Univ. ¹³²		5	2													
<u>Unit 1:</u> FT Faculty at Temple Univ.		5		TAUP/Local 4531/PaFT/AFT/Temple Asso. of Univ. Professionals	1,370		✓	✓			61	39	1990	1973	1973	2012
Ambler Campus		4														
Center City		4														
Harrisburg Campus		4														
Philadelphia Campus		4														
Tyler Campus		4														
<u>Unit 2:</u> Law School Faculty at Temple Univ.		1		TLPCBU/Independent/Temple Law Professor Collective Bargaining Unit	69		✓	✓					1973		1973	2010
Thaddeus Stevens College of Technology		2	1	PSEA/NEA	85	*	✓	✓	✓				1972		1972	2004
^ Univ. of Scranton		4	1	FAC/AAUP/Faculty Affairs Council	265		✓	✓			96	4	1994	1974	1974	2009
Westmoreland County C.C. ¹³³		2	1	WCCCPA/PSEA/NEA/Westmoreland County C.C. Professional Asso.	400		✓	✓			100	0	1972		1972	2010
RI																
^ Bryant College		4	1	AFT	130	*	✓				100	0	1967		1967	2004
C.C. of Rhode Island		3	1	NEARI/NEA	287	*	✓	✓					1972		1972	2004
Lincoln Campus		2														
Providence Campus		2														
Warwick Campus		2														
Rhode Island College		4	1													
<u>Unit 1:</u> FT Faculty at RI College		1		RICFT/Local 1819/AFT/RI Fed. of Teachers	340		✓	✓	✓		88	12	1972		1972	2011
<u>Unit 2:</u> PT Faculty at RI College		1		RICAFU/AFT/RI College Adjunct Faculty Union	350				✓		0	100	2009		2009	2012
^ Rhode Island School of Design		1	2													
<u>Unit 1:</u> FT Faculty at RI School of Design		1		RISDFA/NEARI/NEA/RI School of Design Faculty Asso.	150		✓		✓		100	0	1978		1979	2009
<u>Unit 2:</u> PT Faculty at RI School of Design		1		RISDPTFA/NEARI/NEA/RI School of Design PT Faculty Asso.	315				✓		0	100	1979		1982	2008
^ Roger Williams Univ.		2	1	NEARI/NEA	400	*	✓		✓				1972		1973	2008
Bristol Campus		4														
Providence Branch		4														
University of Rhode Island		4	2													
<u>Unit 1:</u> FT Faculty at Univ. of Rhode Island		4		AAUP	695	**	✓	✓	✓				1972		1973	2007
Feinstein Providence Campus		4														
Kingston Campus		4														
Narragansett Bay College		4														
W. Alton Jones Campus		4														
<u>Unit 2:</u> PT Faculty at Univ. of Rhode Island (Campuses same as above)		4		AAUP	450				✓							2008

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
SD																
Mitchell Technical Institute	2	1	1	SDEA/NEA	70	✓					100	0				
South Dakota Board of Regents System		6	1	SDEA/NEA	1,105	* ✓	✓		✓	✓			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															
Western Dakota Tech.	2	1	1	SDEA/NEA	52	✓					100	0				
VT																
^ Goddard College	4	1	1	UAW	120			✓	✓		0	100	1998		2001	2012
Univ. of Vermont	4	1	2	UAUV/Local 3203/AFT/AAUP/United Academics Univ. of VT	700	✓		✓			43	57	2001		2003	2008
<u>Unit 1</u> : FT Faculty at Univ. of VT		1			150				✓		0	100	2003		2006	2009
<u>Unit 2</u> : PT Faculty at Univ. of VT		1														
Vermont State Colleges	4	2		VSCFF/Local 3180/AFT/VT State Coll. Faculty Fed.	170	✓					100	0	1973		1975	2010
<u>Unit 1</u> : FT Faculty at VT State Colleges	4															
Castleton State College	4															
Johnson State College	4															
Lyndon State College	4															
Vermont Tech. College	4															
<u>Unit 2</u> : PT Faculty at VT State Colleges (Campuses same as above)		4			300				✓		0	100	1991		1993	2010
WA																
Bates Technical College		3	1	BF/Local 4184/AFTWA/AFT/Bates Faculty	154	✓	✓	✓	✓		76	24	1981		1985	2010
Downtown Campus	2															
Mohler Campus	2															
South Campus	2															
Bellevue C.C.	2	1	1	BCAHE/WEA/NEA/Bellevue Coll. Asso. of Higher Education	833	✓		✓	✓	✓	20	80	1972		1972	2010
Bellingham Technical College	2	1	1	BEA/WEA/NEA/Bellingham Education Asso.	73	✓		✓	✓		77	23	1980		1981	2011
Big Bend C.C. ¹³⁴	2	1	1	BBCCFA/WEA/NEA/Big Bend C.C. Faculty Asso.	155	✓			✓		35	65	1980	1965	1972	2010
Cascadia C.C.	2	1	1	CCCFT/Local 6191/AFTWA/AFT/ Cascadia C.C. Fed. of Teachers	100	✓		✓			35	65	2002		2006	2012
C.C. of Spokane		2	1	CCSAHE/WEA/NEA/C.C. of Spokane Asso. for Higher Education	1,171	✓			✓		37	63	1970		1977	2012
Spokane C.C.	2															
Spokane Falls C.C.	2															
Central Washington Univ.	4	1	1	AFTWA/WEA/AFT/NEA	577	✓		✓	✓		52	48	2004		2005	2013
Centralia College		2	1	CCFT/Local 4469/AFTWA/AFT/Centralia Coll. Fed. of Teachers	302	✓			✓		21	79	1986	1968	1968	2012
Centralia College East Campus	2															
Garett Hyens Education Center	2															

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							FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
Clark College ¹³⁵	2	1	1		CCAHE/WEA/NEA/Clark Coll. Asso. of Higher Education	415	*	✓	✓	✓	✓		1974	1964	1964	2011	
Clover Park Technical College ¹³⁶		3	1		CPTCFT/Local 3913/AFTWA/AFT/ Clover Park T.C. Fed. of Teachers	191		✓	✓	✓		51	49	1978		1991	2012
100th Street Campus		2															
Fort Lewis Campus		2															
South Hill Campus		2															
Columbia Basin C.C.	2	1	1		AHECBC/WEA/NEA/Asso. for Higher Education of Columbia Basin Coll.	369		✓		✓		35	65	1972		1973	2011
^ Cornish College of the Arts	4	1	1		CFT/Local 4169/AFTWA/AFT/Cornish Fed. of Teachers	291		✓		✓		36	64	1981		1982	2011
Eastern Washington Univ. ¹³⁷	4	1	1		UFEWU/Local 4904/AFTWA/WEA/AFT/NEA/United Faculty of EWU	478		✓		✓		66	34	2004	1994	1995	2013
Edmonds C.C. ¹³⁸	2	1	1		ECCFT/Local 4254/AFTWA/AFT/ Edmonds C.C. Fed. of Teachers	476		✓		✓		25	75	1975	1969	1976	2011
Everett C.C.	2	1	1		EHE/Local 1876/AFTWA/AFT/Everett Higher Education	409		✓		✓		29	71	1975	1969	1976	2011
Evergreen State College ¹³⁹		4	1		WEA/NEA	270		✓		✓				2006			
Olympia Campus		4															
Grays Harbor Campus		4															
Reservation Based		2															
Tacoma Campus		4															
Grays Harbor College ¹⁴⁰	2	1	1		GHCFT/Local 4984/AFTWA/AFT/ Grays Harbor Coll. Fed. of Teachers	377		✓		✓		41	59	1996		1997	2012
Green River C.C.	2	1	1		UFCGRCC/AFT/NEA/AFTWA/WEA/AFT/NEA/United Faculty Coalition of Green River C.C.	406		✓	✓		✓	100	0	1972		1973	2011
Highline C.C.	2	1	1		HCEA/WEA/NEA/Highline Coll. Education Asso.	497		✓		✓		32	68	1965		1969	2012
Lake Washington Technical College	2	1	1		LWTFT/Local 3533/AFTWA/AFT/Lake Washington Technical Fed. of Teachers	339		✓		✓		21	79	1978		1978	2011
Lower Columbia College ¹⁴¹	2	1	1		LCCFAHE/WEA/NEA/Lower Columbia Coll. Faculty Asso. of Higher Education	233		✓		✓		33	67	1981	1967	1972	2011
Olympic College	2	1	1		OCAHE/WEA/NEA/Olympic Coll. Asso. for Higher Education	489		✓		✓		25	75	1964			2013
Peninsula College	2	1	1		PCFA/AFTWA/AFT/Peninsula Coll. Faculty Asso.	209		✓		✓		20	80	1995	1980	1980	2009
Pierce College ¹⁴²		2	1		PCFT/Local 4821/AFTWA/AFT/ Pierce Coll. Fed. of Teachers	135		✓		✓	✓	81	19	1993	1969	1969	2011
Fort Steilacoom Campus		2															
Puyallup Campus		2															
Renton Technical College	2	1	1		RFT/Local 3914/AFTWA/AFT/ Renton Fed. of Teachers	192		✓		✓	✓	48	52	1979		1980	2011
Seattle C.C. District		4	1		AFTSCC/Local 1789/AFTWA/AFT	1,788		✓	✓	✓	✓	60	40	1968		1968	2010
Central Campus		2															
North Campus		2															
Seattle Vocational Institute		2															
South Campus		2															
Shoreline C.C. ¹⁴³	2	1	1		SCCFT/Local1950/AFTWA/AFT/ Shoreline C.C. Fed. of Teachers	360		✓		✓	✓	38	62	1974	1970	1975	2011

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified
Skagit Valley College	2	1		SVCFT/AFTWA/AFT/Skagit Valley Coll. Fed. of Teachers	330	✓	✓	✓		36	64	1965		1969	2010
Mount Vernon Campus	2														
Whidbey Campus	2														
South Puget Sound C.C.	2	1	1	SPSFT/Local 4603/AFTWA/AFT/South Puget Sound Fed. of Teachers	365	✓		✓	✓	27	73	1986		1989	2011
Tacoma C.C.	3	1		AFTWA/AFT	401	✓	✓	✓	✓	28	72	1972		1973	2010
Downtown Tacoma Center	2														
Gig Harbor Center	2														
Tacoma Campus	2														
Univ. of Washington-Seattle	4	1	1	UWELF/AFTWA/AFT/Univ. of Washington English Language Faculty	65			✓	✓	0	100	2011			
Walla Walla C.C.	2	1		WWCCAHE/WEA/NEA/Walla Walla C.C. Asso. of Higher Education	431	✓		✓	✓	22	78	1968		1970	2011
Clarkston Center	2														
Corrections Education	2														
Wenatchee Valley College	2	1		AHE/WEA/NEA/Asso. for Higher Education	125	✓		✓	✓	52	48	1965		1975	2011
North Campus	2														
Wenatchee Campus	2														
Western Washington Univ. ¹⁴⁴	4	1	1	WEA/NEA	770	✓		✓				2006			
Whatcom C.C.	2	1	1	AFTWA/AFT	300	✓		✓		24	76	1975		1976	2012
Yakima Valley C.C. ¹⁴⁵	2	2	1	WAAFT/Local 1485/AFT	300	✓		✓	✓	30	70	1978	1971	1973	2011
WI															
Blackhawk Technical College	2	6	1	BTFF/Local 2308AFT/WFT/ Blackhawk Technical Faculty Fed.	128	✓			✓	100	0	1972		1974	2011
Central Campus															
Monroe Campus															
Airport Campus															
Beloit Center															
Job Center															
Rock County Jail															
Chippewa Valley Technical College ¹⁴⁶	7	1		CVTCEA/WEAC/NEA/Chippewa Valley T.C. Education Asso.	526			✓	✓	0	100	1985	1967	1969	2010
Chippewa Falls Campus	2														
Clairemont Campus	2														
Gateway Campus	2														
Menomonie Campus	2														
Neillsville Center	2														
River Falls Campus	2														
West Campus	2														
Fox Valley Technical College	2	1		WEAC/NEA	350	*	✓	✓				1968		1969	2005
Appleton Campus	2														
Oshkosh Campus	2														

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified
Gateway Technical College		7	1	WEAC/NEA	305	*	✓		✓			1982	1972	1973	2007
ACT Center		2													
Aviation Center		2													
Burlington Campus		2													
Elkhorn Campus		2													
Kenosha Campus		2													
Lake View Campus		2													
Racine Campus		2													
Lakeshore Technical College ¹⁴⁷		3	1	LEA/WEAC/NEA/Lakeshore Education Asso.	105							1968		1968	2010
Cleveland Campus		2													
Manitowoc Campus		2													
Sheboygan Campus		2													
Madison Area Technical College District		10	2												
Unit 1: FT Faculty at Madison Area T.C. District		10		MATCFTTU/Local 243/WFT/AFT/Madison Area T.C. FT Teachers' Union	455		✓			100	0	1969		1969	2010
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: PT Faculty at Madison Area T.C. District (Campuses same as above)		10		Local 6100/WFT/AFT	900	*	✓		✓			1996		1996	2004
Mid-State Technical College		4	1	WEAC/NEA	1,006	*	✓	✓				1970		1970	2006
Adams Center		2													
Marshfield		2													
Stevens Point		2													
Wisconsin Rapids		2													
Milwaukee Area Technical College ¹⁴⁸		4	2												
Unit 1: FT Faculty at Milwaukee Area Technical College				Local 212/WFT/AFT	630		✓	✓	✓	5	95	1963		1967	2014
Mequon Campus		2													
Milwaukee Campus		2													
Oak Creek Campus		2													
West Allis Campus		2													
Unit 2: PT Faculty at Milwaukee Area Technical College (Campuses same as above)		4		WFT/AFT	500				✓	0	100	1963		1967	2014
Moraine Park Technical College		3	1	WFT/AFT	148	*	✓			100	0	1969		1969	2007
Beaver Dam Campus		2													
Fond du Lac Campus		2													
West Bend Campus		2													
Nicolet Area Technical College		2	1	WEA/NEA	86	*	✓	✓				1987		1989	2006
Lake Julia Campus		2													
Lakeland Campus		2													

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						FT-TTT ¹	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac.	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
Northcentral Technical College		6	1	WEAC/NEA	166	*	✓	✓		✓			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	WEAC/NEA	370	*	✓	✓					1972	1967	1972	2005
Green Bay Campus		2														
Marinette Campus		2														
Sturgeon Bay Campus		2														
Southwest Wisconsin Technical College		2	1	1	WFT/AFT	165	*	✓		✓	100	0	1972		1978	2007
Univ. of Wisconsin-Eau Claire		4	1	1	Local 6481/WFT/AFT	370		✓			100	0	2010		Bargaining first CBA	
Univ. of Wisconsin-Green Bay		4	1	1	WFT/AFT	167		✓			100	0	2011		Bargaining first CBA	
Univ. of Wisconsin-La Crosse		4	1	1	WFT/AFT	330		✓			100	0	2011		Bargaining first CBA	
Univ. of Wisconsin-River Falls		4	1	1	WFT/AFT	224		✓			100	0	2011		Bargaining first CBA	
Univ. of Wisconsin-Stevens Point		4	1	1	WFT/AFT	350		✓			100	0	2011		Bargaining first CBA	
Univ. of Wisconsin-Stout		4	1	1	WFT/AFT	270		✓			100	0	2011		Bargaining first CBA	
Univ. of Wisconsin-Superior ¹⁴⁹		4	1	2												
Unit 1: FT Faculty at Univ. at Wisconsin-Superior		1			Local 3335/WFT/AFT	112		✓			100	0	2010		Bargaining first CBA	
Unit 2: Adjunct & Academic Staff Unit at Univ. of Wisconsin-Superior		1			WFT/AFT	170			✓	✓	0	100	2010		Bargaining first CBA	
Waukesha County Technical College		5	1		WEAC/NEA	800	*	✓	✓				1967		1967	2004
Menomonee Falls Campus		2														
La Casa de Esperanza		2														
Pewaukee Campus		2														
Sky Plaza Campus		2														
Waukesha Campus		2														
Western Wisconsin Technical College ¹⁵⁰		6	1		Local 3605/WFT/AFT	251			✓	✓	13	87	1976		1977	2011
Black River Falls		2														
Independence Campus		2														
La Crosse Campus		2														
Mauston Campus		2														
Tomah Campus		2														
Viroqua Campus		2														
Wisconsin Indianhead Technical College		4	1		Local 395/WFT/AFT	152			✓		0	100	1972		1972	2011
Ashland Campus		2														
New Richmond Campus		2														
Rice Lake Campus		2														
Superior Campus		2														

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Table 2 Notes

Header

¹When 1998 or 2006 data are used for unit totals check-marks are provided for the categorical breakdowns when: 1) the 1998 and/or 2006 units contained only FT or PT faculty; 2) the 1998 and/or 2006 data contained FT faculty and librarians, counselors, and/or nurses in the same unit (in the 2012 edition these are checked as non-instructional faculty and PT permanent in the 2006 data are checked off as PT-TTT); 3) the national unions and/or survey respondents provided partial information on the units. 1998 and/or 2006 unit totals are used for Table 2 and the Faculty Dataset, but units using old data do not have categorical break-downs in the Dataset. Note: Table 2 does not list the categories of instructional staff (IS) or non-instructional staff (NIS); units including these have explanations in Table 2 Notes. IS and NIS are listed in the Faculty Dataset.

²PT-NTT faculty in listed bargaining units are often just a portion of the total of PT-NTT employed by the institution, unlike nearly all units that include FT-TTT faculty. Note: FT and PT are not self-evident terms; definitions of who is FT and who is PT vary from institution with some institutions defining anyone who is over 50% of a load as FT. We have accepted whatever definitions we received for FT and PT and this contributes to an under count of those working less than a FT load.

CA

³All units in CA C.C.'s include non-instructional faculty because the state's Public Employment Relations Board decided faculty bargaining units should include counselors, nurses, and librarians as non-instructional faculty both full-time and part-time; in those places from which we received data for non-instructional faculty we checked off the category on Table 2 and logged the numbers into the Faculty Dataset; for the places that did not respond check marks were presented on Table 2 based on 1998 or 2006 information with only the category of PT-TTT being unrecorded since that is an old classification in the state and FT-NTT being unrecorded because it does not match the 1998 or 2006 categories of faculty; these categories were unrecorded in the Faculty Dataset as well.

⁴Allan Hancock Coll.: PT-NTT unit includes an indeterminate number of non-instructional staff members. Agent History -- UAW in 1999, AFT in 2000.

⁵Antelope Valley Coll.: Unit includes 250 non-instructional staff members. Agent History -- NEA in 1986, AFT in 1990.

⁶California State Univ.: Unit includes 1,928 non-instructional staff members; AAUP represents 970 faculty members; additional affiliations for these members are the CFA/CTA/NEA/CSEA/SEIU.

⁷Chabot-Los Positas C.C. District: Unit includes 4 instructional staff members; agent history--NEA in 1978, Independent in 1990.

⁸City College of San Francisco: the number of 488 non-instructional faculty members appears to be questionable.

⁹College of the Redwoods: Unit Size is from 2006; current survey only provided check marks for the categories of members in the unit.

¹⁰Cuesta Coll.: Unit includes 22 FT-TTT instructional staff members and 26 PT-NTT non-instructional staff members.

¹¹Feather River C.C.: PT-NTT joined the unit in 1994.

¹²Foothill-DeAnza C.C. District: Unit includes an indeterminate number of FT-TTT and PT-NTT non-instructional faculty members that were counted in the FT-TTT and PT-NTT categories as per the survey respondent.

¹³Glendale C.C.: Unit Size is from 2006; current survey only provided check marks for the categories of members in the unit; unit includes an indeterminate number of non-instructional staff members.

¹⁴Grossmont/Cuyamaca C.C.: Unit includes 10 non-instructional staff members according to HR response; agent history--NEA in 1977 and 1978, Independent in 1984, AFT in 2009.

¹⁵Lassen College: Unit includes 85 PT non-instructional staff members; agent history--AFT in 1986, NEA in 2002.

¹⁶Long Beach City College: Unit 2 includes 33 PT-NTT non-instructional faculty members.

¹⁷Palmer Coll. of Chiropractic West: Unit has 1 instructional staff member.

¹⁸San Diego C.C. District: Agent history--CTA/NEA in 1977, AFT in 1987; in 2008 the San Diego C.C. Adult Education unit merged with the San Diego C.C. District/AFT Local 1931 faculty unit.

¹⁹San Jose/Evergreen C.C. District: Agent history--NEA in 1977, Independent in 1987, AFT in 2001.

²⁰Santa Monica C.C. District: Unit includes 60 non-instructional staff members.

²¹State Center C.C. District: In 2006 Unit 1 & 2 were counted as one unit having 1,044 members with 31% being FT; by calculating 31% of 1,044 the current totals were configured (based on 2006 unit total).

²²Univ. of California: Unit 2 was counted as FT-TTT but not all members, who are all librarians, have career status and the university does not consider them "faculty."

²³Univ. of San Francisco: Unit includes 16 non-instructional staff members.

²⁴Yuba Coll.: Unit 1 includes 10 instructional staff members; agent history-- Independent/NEA in 1977, AAUP in 1993.

CT

²⁵Connecticut C. & T. System: Unit 1 includes an average of 132 instructional staff members and 298 non-instructional staff members; as per the union response out of the 132 is an average of 50 PT instructional staff members, counted toward the PT-NTT %; unit 2 includes an average of 7 instructional staff members as per the HR response.

²⁶Saint Joseph College: data are provided by the AAUP; a categorical break-down for the unit is unavailable.

²⁷Univ. of Connecticut: Unit includes 186 instructional staff members.

DE

²⁸Delaware State Univ.: Unit includes 6 non-instructional staff members.

FL

²⁹Brevard C.C.: Agent history--AFT in 1976, United C.C. Faculty of FL in 1977, UFF/NEA in 1981, UFF/FEA/NEA/AFT in 2003.

³⁰Florida Atlantic Univ.: Unit Size is from 2006; current survey only provided check marks for the categories of members in the unit; Agent history history--AFT in 1976, UFF/AFT in 1980, UFF/NEA/AFT in 1983, UFF/FTP/NEA (UFF/AFT) in 1989, UFF/FEA/NEA/AFT in 2004.

³¹Florida Gulf Coast Univ.: Unit includes 26 NTT non-instructional staff members; agent history--AFT in 1976, UFF/AFT in 1980, UFF/NEA/AFT in 1983, UFF/FTP/NEA (UFF/AFT) in 1989, UFF/FEA/NEA/AFT in 2003.

³²Florida State Univ.: Unit includes 43 non-instructional staff members; agent history--AFT in 1976, UFF/AFT in 1980, UFF/NEA/AFT in 1983, UFF/FTP/NEA (UFF/AFT) in 1989, UFF/FEA/NEA/AFT in 2003.

³³Hillsborough C.C.: Agent history--FUSA/NEA in 1974, FUSA/UFF/NEA in 1983, FUSA/UFF/NEA/FEA/AFT in 2003.

³⁴New College of Florida: Unit includes 1 instructional staff member.

³⁵Saint Leo Univ.: Agent history--AFT in 1976, UFF/NEA in 1979, UFF/FEA/NEA/AFT in 2003.

³⁶Univ. of Central Florida: Unit includes an indeterminate number of non-instructional faculty members; agent history--AFT in 1976, UFF/AFT in 1980, UFF/NEA/AFT in 1983, UFF/FTP/NEA (UFF/AFT) in 1989, UFF/FEA/NEA/AFT in 2003.

³⁷Univ. of North Florida: Agent history--AFT in 1976, UFF/AFT in 1980, UFF/NEA/AFT in 1983, UFF/FTP/NEA (UFF/AFT) in 1989, UFF/FEA/NEA/AFT in 2003.

IA

³⁸In Iowa librarians have been reclassified as managers and are no longer being counted in the faculty bargaining units; in many locals part-time faculty teaching over a 50% load are being counted as FT regular faculty but their numbers are indeterminate and they are not fully tenured; tenure in Iowa is characterized by year-long continuing contracts.

³⁹Hawkeye C.C.: unit includes an indeterminate number of PT-NTT faculty that have been reclassified or terminated; an indeterminate number of non-instructional faculty and 2 non-instructional staff members.

⁴⁰Iowa Valley C.C.: Unit includes 3 PT non-instructional staff members.

⁴¹Univ. of Northern Iowa: Unit does not include department heads; agent history -- ISEA/NEA in 1976, AAUP in 2000-2001.

IL

⁴²Chicago State Univ.: Unit 2 includes 62 NTT non-instructional staff members.

⁴³City Colleges of Chicago (Cook County): Unit 3 includes an indeterminate number of NT non-instructional faculty members.

⁴⁴College of Lake County: Unit 1 agent history--NEA in 1971, AFT in 1973.

⁴⁵Eastern Illinois Univ.: Unit 2 includes an average of 60 NTT non-instructional staff members.

⁴⁶Governors State Univ.: Unit 2 includes 25 NTT non-instructional staff members.

⁴⁷Illinois State Univ.: Unit includes 10 NT-PTT non-instructional faculty members.

⁴⁸Kaskaskia College: Unit Size is from 2006; current survey only provided check marks for the categories of members in the unit; agent history --NEA in 1984, AFT in 1991.

⁴⁹Northeastern Illinois Univ.: Unit 2 includes 88 NTT non-instructional staff members.

⁵⁰Prairie State College: Unit 1 includes 9 FT-TTT non-instructional staff members.

⁵¹Univ. of Illinois--Chicago: recognition of the bargaining agent was being challenged by the university as of September 2011.

⁵²William Rainey Harper College: Total for unit 2 was updated by the NEA national office.

KS

⁵³Colby C.C.: Unit includes 4 instructional staff members; agent history--Independent in 1972, NEA in 1988.

⁵⁴Cowley C.C.: Unit includes 5 instructional and 160 non-instructional staff members.

⁵⁵Highland C.C.: Agent history--NEA in 1997, Independent in 2005.

⁵⁶Johnson County C.C.: Unit includes 2 instructional and 27 non-instructional staff members.

MA

⁵⁷Massachusetts C.C. System: Unit 1 includes 484 non-instructional staff members.

⁵⁸Massachusetts State Colleges: Unit 1 includes 50 FT non-instructional staff members; unit 2 includes 800 instructional staff members who, based on 2006 information, were PT faculty.

⁵⁹University of Massachusetts: Unit 1 includes an average of 26 non-instructional staff members as per the HR response and an average of 22 FT non-instructional faculty members and 2 PT non-instructional faculty members as per the union response; unit history--in 2001 unit 1 at the Amherst and Boston Campuses absorbed PT-NTT members from a second adult ed unit at the Boston Campus; legally the two bargaining units still exist, but officially and in practice there are two bargaining units covered by one contract; unit 4 includes 70 non-instructional staff members.

MD

⁶⁰National Labor College: Unit 1 includes 4 FT non-instructional faculty members, 1 PT non-instructional faculty member, and 5 non-instructional staff members; institutional and agent history -- in 1968 as the George Meany Center for Labor Studies the institution offered a mainly non-credit labor education program with some credit offerings under the aegis of Antioch University with the instructors represented by an independent union, in the mid 1980's that union affiliated with the Newspaper Guild/CWA, in 1998 the institution became the National Labor College with independent accreditation and degree granting power; the first contract with the Newspaper Guild/CWA was in 2003.

ME

⁶¹Univ. of Maine System: Unit 1 includes an indeterminate number of instructional staff members; Unit 2 includes an indeterminate number of PT instructional staff members.

MI

⁶²Adrian College: Unit includes 3 non-instructional staff members.

⁶³Bay de Noc C.C.: Agent history--Independent in 1971, NEA in 1973.

⁶⁴Central Michigan Univ.: Unit 2 has an indeterminate number of FT-NTT and PT-NTT members.

⁶⁵Grand Rapids C.C.: Unit includes 10 non-instructional staff members according to the HR response.

⁶⁶Jackson C.C.: Unit includes an indeterminate number of FT-NTT members.

⁶⁷Kirtland C.C.: Unit includes 3 non-instructional staff members; agent history--Independent in 1969, NEA in 1973, AFT in 1985.

⁶⁸Lake Superior State Univ.: Unit includes 5 instructional staff members.

⁶⁹Michigan State Univ.: Unit has an indeterminate number of FT-NTT and PT-NTT members.

⁷⁰Monroe County C.C.: Agent history--Independent in 1968, NEA in 1973.

⁷¹N. Michigan Univ.: Unit 1 includes 11 instructional staff members and 100 PT-NTT faculty who joined the unit in 2011.

⁷²Univ. of Detroit-Mercy: Unit includes an unknown number of non-instructional staff members who are librarians; agent history--AAUP/NEA in A149 1975, NEA in 1990.

⁷³Wayne County C.C.: Unit has an indeterminate number of FT-TTT and PT-NTT members.

⁷⁴Wayne State Univ.: Unit 1 includes 275 non-instructional staff members.

⁷⁵West Shore C.C.: Agent history--Independent in 1970, NEA in 1984.

MT

⁷⁶Univ. of Montana-Western: Agent history--NEA in 1975, AFT in 1983, AFT/NEA in 2000.

NH

⁷⁷C.C. System of New Hampshire: Unit 1 includes 400 non-instructional staff members.

⁷⁸Plymouth State Univ.: adjunct unit organized and elected the SEIU Local 19984 as the bargaining agent in late 2011; this unit is only included in Table 2, it has not been calculated into the Faculty Dataset or any other tables.

NJ

⁷⁹Camden County C.C.: FT unit agent history--NEA in 1968, AFT in 1972, NEA in 1980.

⁸⁰County Coll. of Morris: Unit 1 agent history--Independent in 1974, NEA in 1975; unit 2 is composed of 23 instructional staff members.

⁸¹Gloucester County Coll.: Unit includes 10 non-instructional staff members; agent history--NEA in 1968, AFT in 1972, NEA in 2006.

⁸²Monmouth Univ.: Agent history--NEA in 1971, AAUP in 1978.

⁸³New Jersey Institute of Technology: Unit includes 9 instructional staff members and 324 non-instructional staff members; agent history--Independent in 1970 and the AAUP in 1988.

⁸⁴New Jersey State Coll. System: Unit 1 includes 1,407 non-instructional staff members, including librarians. Agent History -- NEA in 1970; AFT in 1972.

⁸⁵Ocean County Coll.: Unit 1 includes 6 non-instructional staff members.

⁸⁶Rider Univ.: Unit includes 30 instructional staff and 20 non-instructional staff members.

⁸⁷Rutgers Univ.: The total number of Unit 1 excludes 1,728 Teaching and Graduate/Research Assistants who bargain with the FT faculty; total number for these is in Table 3; Unit 3 is composed of 22 non-instructional staff members. Rutgers Univ. also has a separate post-doctorate unit with an indeterminate number of members; the AAUP was recognized as the bargaining agent in 2009, as of 2011 the unit was bargaining its first contract. The 2012 edition of the *Directory* does not track post-doc units, but will include this cohort in the future.

⁸⁸Univ. of Medicine and Dentistry of New Jersey: Unit 1 includes an indeterminate number of instructional staff members.

NY

⁸⁹Bank Street College: Agent history -- AFT in 1995, NYSUT/AFT/NEA in 2006.

⁹⁰Cayuga County C.C.: Agent history -- NEA 1970, ACCF in 1972, NYNEA/NEA in 1978, NYSUT/AFT/NEA in 2006.

⁹¹City Univ. of New York: AAUP represents **1,000** faculty members; additional affiliations for these members are the PSC/NYSUT/AFT/NEA; the total number of the unit excludes 1,217 Teaching and Graduate/Research Assistants who are listed in Table 3 but bargain with the FT faculty; unit has a total of 6,324 non-instructional staff members, out of which 2,044 are PT-NTT. Agent history -- PSC/AFT in 1969; PSC/NYSUT/AFT/NEA in 2006. The unit affiliated with the AAUP in 1981.

- ⁹²Clinton C.C.: Agent history--ACCF in 1972, Independent in 1978, NEANY/NEA in 1994, NYSUT/AFT/NEA in 2006.
- ⁹³Columbia-Greene C.C.: Agent history--NYSUT/AFT in 1971, NEA in 1979, NYSUT/AFT/NEA in 2006.
- ⁹⁴Cooper Union: Unit 1 agent history -- NYSUT/AFT in 1975, NYSUT/AFT/NEA in 2006.
- ⁹⁵Cornell Univ.: Agent history -- NYSUT/AFT in 1981, NYSUT/AFT/NEA in 2006.
- ⁹⁶Culinary Institute of America: Agent history -- Independent in 1979-2006, NYSUT/AFT/NEA is current agent, but the year of change is unknown.
- ⁹⁷Dowling College: Unit 1 agent history -- NYSUT/AFT in 1978, NYSUT/AFT/NEA in 2006; Unit 2 agent history -- NYSUT/AFT in 2002, NYSUT/AFT/NEA in 2006.
- ⁹⁸Erie C.C.: Agent history--NEA in 1971, Independent/ACCF in 1972, Independent/Faculty Fed. of Erie C.C in 1978, NYSUT/AFT/NEA in 2006.
- ⁹⁹Genesee C.C.: Unit includes 7 FT-NTT instructional staff members and 87 FT-NTT non-instructional staff members; agent history--NEA in 1970, Independent/ACCF in 1972, NEA in 1978, NYSUT/AFT/NEA in 2006.
- ¹⁰⁰Herkimer C.C.: Unit includes 25 non-instructional staff members; agent history--Independent in 1975, NYSUT/AFT in 1983, NYSUT/AFT/NEA in 2006.
- ¹⁰¹Hudson Valley C.C.: Unit 1 agent history--AFT in 1969, Independent in 1983.
- ¹⁰²Jamestown C.C.: Agent history--Independent/ACCF in 1970, NYSUT/AFT in 1992, NYSUT/AFT/NEA in 2006.
- ¹⁰³Long Island Univ.: Unit 1 agent history--AFT/NYSUT in 1970, AFT in 1976, and NYSUT/AFT/NEA in 2006; unit 3 agent history--NYSUT in 1973, NYSUT/AFT in 1976, NYSUT/AFT/NEA in 2006; unit 4 agent history--NEA in 1978, CWA in 1987; in 2006 the Southampton Campus closed and the fifth unit composed of FT Faculty and adjuncts was absorbed into the C.W. Post and/or Brooklyn campuses.
- ¹⁰⁴Monroe C.C.: Agent history--NYSUT/AFT in 1969, NYSUT/AFT/NEA in 2006.
- ¹⁰⁵Nassau County C.C.: Unit 1 agent history -- NYSUT/AFT in 1969, NYSUT/AFT/NEA in 2006; unit 2 includes 180 PT non-instructional faculty members.
- ¹⁰⁶New York Institute of Technology: Unit includes 18 non-instructional staff members.
- ¹⁰⁷Niagara County C.C.: Agent history--Independent/ACCF in 1969, NEA in 1978, NYSUT/AFT/NEA in 2006.
- ¹⁰⁸Onondaga C.C.: Agent history -- NYSUT/AFT in 1968, NYSUT/AFT/NEA in 2006; unit includes 113 non-instructional staff members.
- ¹⁰⁹Orange County C.C.: Agent history--NEA in 1969, Independent/ACCF in 1972, NEA in 1978, NYSUT/AFT/NEA in 2006.
- ¹¹⁰Pace University: Agent history--AFT/NYSUT in 2004, NYSUT/AFT/NEA in 2006.
- ¹¹¹Pratt Institute: Unit includes 8 non-instructional staff members; agent history--AFT in 1971, NYSUT/AFT in 1971, NYSUT/AFT/NEA in 2006.
- ¹¹²Saint John's Univ.: Due to the historical development of the union there are two branches: 1) AAUP and 2) the Faculty Association. The 2006 *Directory* recognized these branches as the AAUP/Independent, for the purpose of computing this unit is now counted only as AAUP.
- ¹¹³Schenectady County C.C.: Unit 1 includes 9 FT-NTT non-instructional faculty members; agent history--NEA in 1970, Independent/ACCF in 1972, NEA in 1978, NYSUT/AFT/NEA in 2006.
- ¹¹⁴State Univ. of New York: AAUP represents 1,000 faculty members; UUP/NYSUT/AFT/NEA represents the remainder; unit consists of Academics (faculty) and Professionals (non-instructional faculty, instructional staff, and non-instructional staff); the unit includes 173 PT-TTT non-instructional faculty members, 2,121 FT-NTT instructional staff members, and 1,842 PT-NTT non-instructional staff members. Agent history -- NYSUT in 1971, UUP/AFT in 1976-1978, UUP/NYSUT/AFT/NEA in 2006.
- ¹¹⁵Suffolk County C.C. Agent history -- NYSUT/AFT in 1970, NYSUT/AFT/NEA in 2006.
- ¹¹⁶Tompkins-Cortland C.C.: current survey was not returned; check marks on Table 2 were filled out by researching the unit's contract online; categories are not filled out in the Dataset.
- ¹¹⁷Trocaire College: Agent history--Independent in 1974; NYSUT/AFT/NEA in 2007.
- ¹¹⁸Westchester C.C.: Agent history--NYSUT/AFT in 1969, NYSUT/AFT/NEA in 2006.

OH

- ¹¹⁹In Ohio when 1998-2006 data are used all units are checked off as FT-TTT on Table 2 and logged into the Faculty Dataset accordingly since only FT faculty have the right to organize in the state.
- ¹²⁰Bowling Green State Univ.: Unit includes an indeterminate number of FT-NTT faculty members; the unit is currently only known to be active at Bowling Green State Univ.'s main campus and not at the Firelands Campus.
- ¹²¹Eastern Gateway C.C.: Unit includes 1 instructional staff member.

OR

- ¹²²Central Oregon C.C.: Agent history--Independent/NEA in 1975, Independent in 1985.
- ¹²³Chemeketa C.C.: PT-NTT faculty unit merged with the FT-TTT track unit in 2007-2008.
- ¹²⁴Eastern Oregon Univ.: Unit includes 4 instructional staff members.
- ¹²⁵Mt. Hood C.C.: Unit 1 agent history--Independent in 1976, NEA in 1980.
- ¹²⁶Portland C.C.: Unit has an indeterminate number of FT-TTT and PT-NTT faculty, and includes 1,400 instructional and 400 non-instructional staff members.

PA

¹²⁷C.C. of Beaver County: Agent history--AFT in 1970, NEA in 1973.

¹²⁸C.C. of Philadelphia: Unit includes 18 instructional staff members.

¹²⁹Delaware Valley Coll.: Unit includes 4 instructional staff members.

¹³⁰Montgomery County C.C.: Unit includes 23 instructional staff members.

¹³¹Pennsylvania State System of Higher Education: Unit 2 includes 244 FT-NTT and 96 PT-NTT non-instructional staff members.

¹³²Temple Univ.: Unit 1 includes 45 non-instructional staff members; this unit is only at the under-graduate level, not at the graduate or the professional school; unit 2 includes 10 non-instructional staff members.

¹³³Westmoreland County C.C.: Unit includes 10 non-instructional staff members.

WA

¹³⁴Big Bend C.C.: Agent history--Independent/NEA in 1965, AFT in 1975, NEA in 1980.

¹³⁵Clark Coll.: Unit Size is from 2006; current survey only provided check marks for the categories of members in the unit; agent history--Independent in 1964, NEA in 1974.

¹³⁶Clover Park T.C.: Agent history--AFT; recognized in 1978, but records of the school in previous *Directories* do not appear until 1992.

¹³⁷Eastern Washington Univ.: Agent history--AFT/NEA; the unit was recertified in 2004.

¹³⁸Edmonds C.C.: Agent history--Independent in 1969, AFT in 1975.

¹³⁹Evergreen State College: current survey was not returned; check marks on Table 2 were filled out by researching the NEA Almanac; categories are not filled out in the Dataset.

¹⁴⁰Grays Harbor Coll.: Unit includes 98 non-instructional staff members.

¹⁴¹Lower Columbia Coll.: Agent history--Independent from 1967-1972, NEA in 1981.

¹⁴²Pierce Coll.: Agent history--NEA in 1969, SEIU in 1981, Independent in 1989, AFT in 1993.

¹⁴³Shoreline C.C.: Agent history--NEA in 1970, AFT in 1974.

¹⁴⁴Western Washington Univ.: current survey was not returned; check marks on Table 2 were filled out by researching the NEA Almanac; categories are not filled out in the Dataset.

¹⁴⁵Yakima Valley C.C.: Agent history--NEA in 1971, AFT in 1973 and 1978.

WI

¹⁴⁶Chippewa Valley T.C.: Agent history--AFT in 1967, NEA in 1985.

¹⁴⁷Lakeshore T.C.: Unit is composed of 101 instructional and 4 non-instructional staff members.

¹⁴⁸Milwaukee Area T.C.: Unit 1 has an indeterminate number of faculty that teach less than 100% but more than 50%; unit 2 members all teach a load of 50% or less.

¹⁴⁹Univ. of Wisconsin-Superior: Unit 2 includes 85 NT non-instructional faculty members.

¹⁵⁰Western Wisconsin T.C.: Unit includes an average of 33 non-instructional staff members.

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

Institution	2/4 Yr.	Campuses	Bargaining Agent/Affiliation	Unit Size	Bargaining Unit				Election & Contract Years			
					TA	RA	GA	Other	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
CALIFORNIA												
California State Univ.		23	Local 4123/UAW	6,848	a		a	a	2004		2005	2013
Cal. Maritime Academy	4											
CA State Polytech. Univ.-San Luis Obispo	4											
CA State Polytech. Univ.-Pomona	4											
CSU-Bakersfield	4											
CSU-Channel Islands	4											
CSU-Chico	4											
CSU-Dominguez Hills	4											
CSU-East Bay	4											
CSU-Fresno	4											
CSU-Fullerton	4											
CSU-Long Beach	4											
CSU-Los Angeles	4											
CSU-Monterey Bay	4											
CSU-Northridge	4											
CSU-Sacramento	4											
CSU-San Bernardino	4											
CSU-San Marcos	4											
CSU-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											
Univ. of California		8	Local 2865/UAW	13,000 *					1999		2000	2013
UC-Berkeley	4											
UC-Davis	4											
UC-Irvine	4											
UC-Los Angeles	4											
UC-Riverside	4											
UC-San Diego	4											
UC-Santa Barbara	4											
UC-Santa Cruz	4											

KEY: ^Private Institution ^{TA}Teaching Assist. ^{RA}Research Assist. ^{GA}Graduate Assist. *2006 Unit Figure Gray Highlights=Needs Update

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

Institution	2/4 Yr.	Campuses	Bargaining Agent/Affiliation	Unit Size	Bargaining Unit				Election & Contract Years				
					TA	RA	GA	Other	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires	
FLORIDA													
Florida A&M Univ.	4	1	GAU/UFF/AFT/NEA	200	*					2004	1997	1998	2005
Florida State University			GAU/UFF/FEA/NEA/ AFT	3,465	a	a	a			2009	1980	1980	2011
Univ. of Florida	4	1	GAU/UFF/AFT/NEA	4,426		a	a			2004	1980	1983	2011
Univ. of South Florida	4	1	GAU/UFF/AFT/NEA	200	*					2004	1979	1983	2007
ILLINOIS													
Southern Illinois Univ.-Carbondale	4	1	GAU/IEA/NEA/Graduate Assistants United	1,600	a	a	a	a		2006		2007	2010
Univ. of Illinois-Chicago	4	1	GEO/Local 6297/AFT/Graduate Employee Org.	1,500	a		a			2004		2006	2009
Univ. of Illinois-Springfield	4	1	UPI/Local 4100/AFT				a			2005		2006	2009
Univ. of Illinois--Urbana-Champaign	4	1	GEO/Local 6300/AFT/Graduate Employees' Org.	2,677	a		a			2002		2004	2009
IOWA													
Univ. of Iowa	4	1	COGS/Local 896/UE/Council of Graduate Students--United Electrical, Radio & Machine Workers	2,600	a	a				1996		1997	2009
KANSAS													
Univ. of Kansas-Lawrence	4	1	KAPE/AFT/Kansas Asso. of Public Employees	1,000	a					1995		1997	2010
MASSACHUSETTS													
Univ. of Massachusetts-Amherst	4	1	GEO/UAW/Graduate Employee Org.	2,690	a	a		a		1990		1991	2009
Univ. of Massachusetts-Boston	4	1	UAW	500	*					2000		2001	
Univ. of Massachusetts-Lowell	4	1	Local 2322/UAW	320	*					1994		1995	2003

KEY: ^Private Institution TA Teaching Assist. RA Research Assist. GA Graduate Assist. *2006 Unit Figure Gray Highlights=Needs Update

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

Institution	2/4 Yr.	Campuses	Bargaining Agent/Affiliation	Unit Size	Bargaining Unit				Election & Contract Years				
					TA	RA	GA	Other	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires	
MICHIGAN													
Central Michigan Univ.	4	1	GSU/AFT/Graduate Students Union	464	a					2009		2010	2013
Univ. of Michigan-Ann Arbor-Dearborn-Flint	4	3	GEO/Local 3550/AFT/Graduate Employees' Org.	1,894	a		a			1974		1975	2010
Michigan State Univ.	4	1	GEU/Local 6196/AFT/Graduate Employees Union	1,283	a					2001		2002	2011
Wayne State Univ.	4	1	GEOC/AFT/Local 6123/Graduate Employees Organizing Committee	517	a	a	a			1998		1999	2012
Western Michigan Univ.	4	1	TAU/Local 1729/AFT/Teaching Assistants Union	540	a					2006		2007	2012
NEW JERSEY													
Rutgers Univ. ¹	4	1	RC-AAUP/Local 6323/AFT/Rutgers Council of AAUP	1,847	a	a	a			1973		1973	2011
NEW YORK													
City Univ. of New York ²		13	NYSUT/AFT/NEA	1,217		a	a			1971		1971	2010
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												
Queens College	4												
York College	4												

KEY: ^Private Institution TA Teaching Assist. RA Research Assist. GA Graduate Assist. *2006 Unit Figure Gray Highlights=Needs Update

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

Institution	2/4 Yr.	Campuses	Bargaining Agent/Affiliation	Unit Size	Bargaining Unit				Election & Contract Years				
					TA	RA	GA	Other	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires	
State Univ. of New York ³		20	Local 1104/CWA	4,000	a		a			1993		1994	2011
Albany		4											
Binghamton		4											
Brockport		4											
Brooklyn Health Science Center		4											
Buffalo		4											
Buffalo State Teachers College		4											
Coll. of Environmental Science & Forestry at Syracuse		4											
College of Optometry at New York City		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											
OREGON													
Oregon State Univ.		4	1	AFT	738	a		a		1999		2000	2010
Univ. of Oregon		4	1	GTFF/Local 3544/AFT/Graduate Teaching Fellows Fed.	1,338			a		1977		1978	2010
PENNSYLVANIA													
Temple Univ.		4	1	TUGSA/AFT/Temple Univ. Graduate Students' Asso.	600	*				2001		2002	2006
RHODE ISLAND													
Univ. of Rhode Island		4	1	URI/AAUP/GAU/Univ. of Rhode Island Graduate Assistants United	579		a	a		2002		2003	2010

KEY: ^Private Institution TA Teaching Assist. RA Research Assist. GA Graduate Assist. *2006 Unit Figure Gray Highlights=Needs Update

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

Institution	2/4 Yr.	Campuses	Bargaining Agent/Affiliation	Unit Size	Bargaining Unit				Election & Contract Years			
					TA	RA	GA	Other	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
WASHINGTON												
Univ. of Washington-Seattle	4	1	UAW	4,300	*					2004	2004	2007
WISCONSIN												
Univ. of Wisconsin-Madison ⁴	4	1	TAA/Local 3220/AFT/Teaching Assistants' Asso.	3,131	a		a			1969	1970	2009
Univ. of Wisconsin-Milwaukee	4	1	MGAA/Local 2169/AFT/Milwaukee Graduate Assistants Asso.	950	a			a		1991	1992	2009

¹GSEs at Rutgers Univ. are in the same bargaining unit as FT faculty. There is also a separate post-doctorate unit with an indeterminate number of members at Rutgers; the AAUP was recognized as the bargaining agent in 2009, as of 2011 the unit was bargaining its first contract. The 2012 edition of the *Directory* does not track post-doc units, but will include this cohort in the future.

²GSEs at City University of New York are in the same bargaining unit as FT faculty.

³State University of New York at Stony Brook: since 2009 has had a RA contract with the CWA, Local 1104 which seems to be separate from the GSE union of TAs and GAs for the SUNY system.

⁴GSE unit Madison Teaching Assistants' Association/AFT voted in the summer of 2011 to not seek re-certification but rather pursue a direct but informal relationship with their employer, the Univ. of Wisconsin, without recourse to the law or the labor board.

Table 4: Institution Closings, Unit Mergers, and Collective Bargaining Agent Decertifications¹ for Faculty and Graduate Student Employees: 2006-2011

State	Institution	Bargaining Agent	Unit Size	2/4 year	Year Agent Elected	Institution Closing Year	Unit Mergers	Decertification Year
CA	San Diego C.C. District Adult Education Unit ²	AFT	500	2	1977		2008	
CA	Grossmont-Cuyamaca C.C. District ³	Independent	1626	2	1984		2009	
CO	Regis Univ. ⁴	AAUP	114	4	1973			2008
CT	Quinnipiac College	AFT	232	4	1975			2006-07
MA	Univ. of Massachusetts-Boston ⁵	NEA	600	4			2001	
MI	Michigan Technical Univ. Houghton ⁶	AAUP	304	4	2001			2008
NY	NY State: All public and private 2, 4, and 2/4 year institutions	AFT or NEA					2006	
NY	Fordham Univ.-Marymount College-Tarrytown ⁷	AAUP	42	4	1976	2008		
NY	Long Island Univ.-Southampton Adjuncts ⁸	NYSUT/ AFT	63	4	1973-76	2006		
NY	Long Island Univ.-Southampton FT Faculty ⁸	NYSUT/ AFT	110	4	2000	2006		
NY	New York Univ. ⁹	UAW	1100	4	2000			2005-06
NY	Taylor Business Institute	AFT	20	2	1969	2007		
OR	Chemeketa C.C. ¹⁰	NEA	648	2	1984		2007-08	
WI	Univ. of Wisconsin-Madison ¹¹	AFT	3,131	4	1969			2011

^ = Private Institution

¹ 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 the bargaining agent chooses to not recertify or continue as bargaining agent.

²The San Diego C.C. Adult Education unit merged with the San Diego C.C. District Faculty Guild/AFT Local 1931 faculty unit.

³The faculty unit at the Grossmont-Cuyamaca C.C. District is now represented by the San Diego C.C. District Faculty Guild/AFT Local 1931.

⁴ Regis Univ.: no formal decertification for the faculty unit; upon Contract expired in 2008 the parties decided not to renew the contract.

⁵Univ. of Massachusetts: in 2001 unit 1 at the Amherst and Boston Campuses absorbed PT-NTT members from a second adult ed unit that existed at the Boston Campus; legally the two bargaining units exist, but officially and in practice there are two bargaining units covered by one contract.

⁶Michigan Technical Univ. - Houghton: In 2006 the AAUP unit was noted as being elected in 2004 for the faculty. The correct election year was 2001.

⁷Marymount College of Tarrytown, NY merged into Fordham Univ.; a phase out of the faculty bargaining unit was negotiated.

⁸Long Island Univ.: The Southampton campus was sold to Stony Brook University and the faculty units were dissolved; many were absorbed into the C.W. Post or Brooklyn campuses of LIU.

⁹In 2002 a CBA for graduate student employees at New York Univ. was ratified; in 2005-2006 the contract was denied renewal; in 2010 the NLRB was petitioned again by the union.

¹⁰Chemeketa C.C.: PT-NTT faculty unit merged with the FT-TTT track unit in 2007-2008.

¹¹Graduate student employee unit Madison Teaching Assistants' Association/AFT voted in the summer of 2011 to not seek re-certification but rather pursue a direct relationship with their employer, the Univ. of Wisconsin, without recourse to the law or the labor board.

Table 5: Institution Name Changes, 2006 to 2011

State	Name in 2006 <i>Directory</i>	Name in 2012 <i>Directory</i>
FL	Broward Community College	Broward College
FL	Miami-Dade Community College	Miami-Dade College
NH	Franklin Pierce College	Franklin Pierce University
IL	Columbia College	Columbia College Chicago
MI	Lake Michigan Community College	Lake Michigan College
NJ	Atlantic Cape Community College	Atlantic Community College
NM	Albuquerque Technical Vocational Institute	Central New Mexico C.C.
OH	David N. Myers College	Chancellor University
OH	Edison Community College	Edison State Community College
OH	Jefferson Community College	Eastern Gateway C.C.
WA	Bellevue Community College	Bellevue College

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 & (some) Professional Staff in U.S. Institutions of Higher Education, by Union Affiliation

Union Affiliates¹	Organized Institutions	Organized Campuses	Organized Units	Faculty & (some) Professional Staff Covered by CBAs²
AAUP	57	107	62	31,195
AAUP/AFT	6	12	10	9,618
AFGE	2	2	2	135
AFSCME	2	13	2	1,334
AFT	159	345	184	88,325
AFT/NEA	77	177	86	38,986
AFT/NEA/AAUP	2	48	2	55,031
CWA	5	7	5	1,936
Independent	34	85	37	26,423
NEA	218	425	237	77,700
NEA/SEIU	1	1	1	59
NEA/SEIU/AAUP	1	23	1	25,754
SEIU	5	30	6	6,907
UAW	4	4	4	5,070
TOTALS³	573	1,279	639	368,473

¹The union affiliates in this table and throughout the *Directory* are mutually exclusive, with joint affiliations listed separately. That is, figures for organized institutions, organized campuses, organized units or represented faculty are 'split' between affiliations.

²Faculty and professional staff (including uncategorized members) covered by CBAs are represented by the union affiliates for the bargaining units for which we have data in recent surveys or used data from the 1998 or 2006 *Directory* for their responses. Current data are available for 444 units, with an additional 61 units using 1998 or 2006 data; 134 units did not return a survey and these compose the uncategorized faculty members who are not charted, but counted here by the union affiliate totals.

³In 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 institutions 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 xv-xvi.

Key to bargaining agent acronyms in Table 1.

Table 7a: Distribution of Organized Institutions, Campuses, Units and Represented Faculty & (some) Professional Staff in U.S. Public Institutions of Higher Education, by Union Affiliation

Union Affiliation	Organized Institutions			Organized Campuses			Organized Units			Faculty & (some) Professional Staff Covered by CBAs ¹			Total
	2 Yr	4 Yr	2/4 mix ²	2 Yr	4 Yr	2/4 mix	2 Yr	4 Yr	2/4 mix	2 Yr	4 Yr	2/4 mix	
AAUP	9	23	3	22	46	12	9	26	4	1,962	19,559	3,318	24,839
AAUP/AFT	1	5	0	3	9	0	1	9	0	169	9,449	0	9,618
AFGE	0	2	0	0	2	0	0	2	0	0	135	0	135
AFSCME	1	1	0	8	5	0	1	1	0	600	734	0	1,334
AFT	112	31	0	264	63	0	125	42	0	59,529	26,196	0	85,725
AFT/NEA	39	23	2	127	28	4	43	25	2	18,594	13,633	1,598	33,825
AFT/NEA/AAUP	0	0	2	0	0	48	0	0	2	0	0	55,031	55,031
CWA	3	0	0	5	0	0	3	0	0	1,241	0	0	1,241
Independent	28	4	0	59	23	0	30	5	0	16,023	10,110	0	26,133
NEA	181	23	2	347	47	14	195	27	2	55,937	14,443	4,081	74,461
NEA/SEIU	0	1	0	0	1	0	0	1	0	0	59	0	59
NEA/SEIU/AAUP	0	1	0	0	23	0	0	1	0	0	25,754	0	25,754
SEIU	4	0	0	29	0	0	5	0	0	6,007	0	0	6,007
UAW	0	1	0	0	1	0	0	1	0	0	600	0	600
TOTALS	378	115	9	864	248	78	412	140	10	160,062	120,672	64,028	344,762

¹Faculty and professional staff (including uncategorized members) covered by CBAs are represented by the union affiliates for the bargaining units for which we have data in recent surveys or used data from the 1998 or 2006 *Directory* for their responses. Current data are available for 444 units, with an additional 61 units using 1998 or 2006 data; 134 units did not return a survey and these compose the uncategorized faculty members who are not charted, but counted here by the union affiliate totals.

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

Definition of all terms on pages xv-xvi.

Key to bargaining agent acronyms in Table 1.

Table 7b: Distribution of Organized Institutions, Campuses, Units and Represented Faculty & (some) Professional Staff in U.S. Private Institutions of Higher Education, by Union Affiliation

Union Affiliation	Organized Institutions			Organized Campuses			Organized Units			Faculty & (some) Professional Staff Covered by CBAs ¹			
	2 Yr	4 Yr	2/4 mix ²	2 Yr	4 Yr	2/4 mix	2 Yr	4 Yr	2/4 mix	2 Yr	4 Yr	2/4 mix	Total
AAUP	0	22	0	0	27	0	0	23	0	0	6,356	0	6,356
AAUP/AFT	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	0	16	0	0	18	0	0	17	0	0	2,600	0	2,600
AFT/NEA	1	12	0	1	17	0	1	15	0	136	5,025	0	5,161
AFT/NEA/AAUP	0	0	0	0	0	0	0	0	0	0	0	0	0
CWA	0	2	0	0	2	0	0	2	0	0	695	0	695
Independent	0	2	0	0	3	0	0	2	0	0	290	0	290
NEA	2	10	0	4	13	0	2	11	0	115	3,124	0	3,239
NEA/SEIU	0	0	0	0	0	0	0	0	0	0	0	0	0
NEA/SEIU/AAUP	0	0	0	0	0	0	0	0	0	0	0	0	0
SEIU	0	1	0	0	1	0	0	1	0	0	900	0	900
UAW	0	3	0	0	3	0	0	3	0	0	4,470	0	4,470
TOTALS	3	68	0	5	84	0	3	74	0	251	23,460	0	23,711

¹Faculty and professional staff (including uncategorized members) covered by CBAs are represented by the union affiliates for the bargaining units for which we have data in recent surveys or used data from the 1998 or 2006 *Directory* for their responses. Current data are available for 444 units, with an additional 61 units using 1998 or 2006 data; 134 units did not return a survey and these compose the uncategorized faculty members who are not charted, but counted here by the union affiliate totals.

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

Definition of all terms on pages xv-xvi.

Key to bargaining agent acronyms in Table 1.

Table 8: Distribution of Organized Institutions, Campuses, Units and Represented Faculty & (some) Professional Staff in U.S. Institutions of Higher Education, by State

State	Organized Institutions	Organized Campuses	Organized Units	Faculty & (some) Professional Staff Covered by CBAs ¹
Alaska	1	19	3	2,243
California	78	181	98	92,700
Connecticut	7	33	10	9,156
Delaware	2	8	2	1,388
District of Columbia	2	2	2	1,120
Florida	24	60	24	13,706
Hawaii	1	10	1	3,811
Illinois	53	77	80	20,062
Iowa	14	33	14	2,361
Kansas	21	27	21	2,257
Maine	3	15	5	3,583
Maryland	2	4	4	1,416
Massachusetts	13	42	19	15,116
Michigan	40	65	50	18,560
Minnesota	3	54	3	8,754
Missouri	4	6	4	991
Montana	12	15	14	1,684
Nebraska	9	25	10	1,855
Nevada	1	1	1	250
New Hampshire	4	11	6	2,709
New Jersey	26	50	41	20,965
New Mexico	3	7	3	1,146
New York	56	130	67	83,195
Ohio	26	47	28	8,584
Oregon	20	37	24	8,393
Pennsylvania	23	59	26	13,279
Rhode Island	6	12	9	3,117
South Dakota	3	8	3	1,220
Vermont	3	6	5	1,440
Washington	36	55	36	14,376
Wisconsin	23	75	26	9,036
TOTALS	519	1,174	639	368,473

¹Faculty and professional staff (including uncategorized members) covered by CBAs are represented by the union affiliates for the bargaining units for which we have data in recent surveys or used data from the 1998 or 2006 *Directory* for their responses. Current data are available for 444 units, with an additional 61 units using 1998 or 2006 data; 134 units did not return a survey and these compose the uncategorized faculty members who are not charted, but counted here by the state totals.

Definition of all terms on pages xv-xvi.

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

State	Organized Institutions			Organized Campuses			Organized Units			Faculty & (some) Professional Staff Covered by CBAs ¹			Total
	2 Yr	4 Yr	2/4 mix ²	2 Yr	4 Yr	2/4 mix	2 Yr	4 Yr	2/4 mix	2 Yr	4 Yr	2/4 mix	
Alaska	0	0	1	16	3	0	1	2	0	325	1,918	0	2,243
California	73	2	0	145	33	0	90	4	0	61,353	30,418	0	91,771
Connecticut	1	3	0	17	13	0	2	5	0	3,054	5,946	0	9,000
Delaware	0	2	0	0	8	0	0	2	0	0	1,388	0	1,388
District of Columbia	0	1	0	0	1	0	0	1	0	0	220	0	220
Florida	10	11	1	44	11	3	10	11	1	2,880	10,482	198	13,560
Hawaii	0	0	1	0	0	10	0	0	1	0	0	3,811	3,811
Illinois	39	10	0	61	10	0	60	16	0	12,767	5,385	0	18,152
Iowa	13	1	0	32	1	0	13	1	0	1,634	727	0	2,361
Kansas	19	1	1	25	1	1	19	1	1	1,648	301	308	2,257
Maine	1	2	0	7	8	0	2	3	0	1,124	2,459	0	3,583
Maryland	1	0	0	3	0	0	2	0	0	1,361	0	0	1,361
Massachusetts	2	2	0	17	14	0	3	6	0	6,178	7,044	0	13,222
Michigan	25	11	0	47	13	0	28	18	0	7,825	10,243	0	18,068
Minnesota	1	2	0	46	8	0	1	2	0	4,924	3,830	0	8,754
Missouri	3	0	0	5	0	0	3	0	0	911	0	0	911
Montana	3	9	0	4	11	0	4	10	0	153	1,531	0	1,684
Nebraska	6	3	0	20	5	0	7	3	0	885	970	0	1,855
Nevada	1	0	0	1	0	0	1	0	0	250	0	0	250
New Hampshire	1	2	0	7	3	0	2	3	0	1,709	853	0	2,562
New Jersey	19	4	0	27	19	0	30	8	0	5,791	14,057	0	19,848
New Mexico	2	1	0	6	1	0	2	1	0	1,146	0	0	1,146
New York	29	2	3	42	7	49	35	2	3	12,830	230	56,431	69,491
Ohio	13	8	2	25	8	11	13	9	3	1,744	3,689	3,010	8,443
Oregon	15	4	0	32	4	0	18	5	0	5,726	2,626	0	8,352
Pennsylvania	14	4	0	28	23	0	15	6	0	4,474	8,212	0	12,686
Rhode Island	1	2	0	3	5	0	1	4	0	287	1,835	0	2,122
South Dakota	2	1	0	2	6	0	2	1	0	115	1,105	0	1,220
Vermont	0	2	0	0	5	0	0	4	0	0	1,320	0	1,320
Washington	30	4	1	46	4	4	30	4	1	11,925	1,890	270	14,085
Wisconsin	16	7	0	68	7	0	18	8	0	7,043	1,993	0	9,036
TOTALS	340	101	10	776	232	78	412	140	10	160,062	120,672	64,028	344,762

¹Faculty and professional staff (including uncategorized members) covered by CBAs are represented by the union affiliates for the bargaining units for which we have data in recent surveys or used data from the 1998 or 2006 *Directory* for their responses. Current data are available for 444 units, with an additional 61 units using 1998 or 2006 data; 134 units did not return a survey and these compose the uncategorized faculty members who are not charted, but counted here by the union affiliate totals.

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

Definition of all terms on pages xv-xvi.

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

State	Organized Institutions			Organized Campuses		Organized Units			Faculty & (some) Professional Staff Covered by CBAs ¹			Total
	2 Yr	4 Yr	2/4 mix ²	2 Yr	4 Yr	2 Yr	4 Yr	2/4 mix	2 Yr	4 Yr	2/4 mix	
Alaska	0	0	0	0	0	0	0	0	0	0	0	0
California	0	3	0	0	3	0	4	0	0	929	0	929
Connecticut	0	3	0	0	3	0	3	0	0	156	0	156
Delaware	0	0	0	0	0	0	0	0	0	0	0	0
District of Columbia	0	1	0	0	1	0	1	0	0	900	0	900
Florida	0	2	0	0	2	0	2	0	0	146	0	146
Hawaii	0	0	0	0	0	0	0	0	0	0	0	0
Illinois	0	4	0	0	6	0	4	0	0	1,910	0	1,910
Iowa	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
Maine	0	0	0	0	0	0	0	0	0	0	0	0
Maryland	0	1	0	0	1	0	2	0	0	55	0	55
Massachusetts	1	8	0	1	10	1	9	0	90	1,804	0	1,894
Michigan	0	4	0	0	5	0	4	0	0	492	0	492
Minnesota	0	0	0	0	0	0	0	0	0	0	0	0
Missouri	0	1	0	0	1	0	1	0	0	80	0	80
Montana	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
Nevada	0	0	0	0	0	0	0	0	0	0	0	0
New Hampshire	0	1	0	0	1	0	1	0	0	147	0	147
New Jersey	0	3	0	0	4	0	3	0	0	1,117	0	1,117
New Mexico	0	0	0	0	0	0	0	0	0	0	0	0
New York	1	21	0	1	31	1	26	0	136	13,568	0	13,704
Ohio	0	3	0	0	3	0	3	0	0	141	0	141
Oregon	0	1	0	0	1	0	1	0	0	41	0	41
Pennsylvania	1	4	0	3	5	1	4	0	25	568	0	593
Rhode Island	0	3	0	0	4	0	4	0	0	995	0	995
South Dakota	0	0	0	0	0	0	0	0	0	0	0	0
Vermont	0	1	0	0	1	0	1	0	0	120	0	120
Washington	0	1	0	0	1	0	1	0	0	291	0	291
Wisconsin	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS	3	65	0	5	83	3	74	0	251	23,460	0	23,711

¹Faculty and professional staff (including uncategorized members) covered by CBAs are represented by the union affiliates for the bargaining units for which we have data in recent surveys or used data from the 1998 or 2006 *Directory* for their responses. Current data are available for 444 units, with an additional 61 units using 1998 or 2006 data; 134 units did not return a survey and these compose the uncategorized faculty members who are not charted, but counted here by the union affiliate totals.

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

Definition of all terms on pages xv-xvi.

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

State	FT-TTT, FT-NTT, FT-TTT NIF, IS, NIS, FT-NTT NIF, IS, NIS			PT-TTT, PT-NTT, PT-NTT NIF, IS, NIS			Uncategorized Faculty			Faculty & Professional Staff (some) Covered by CBAs ¹			
	2 Yr	4 Yr	2/4 mix ²	2 Yr	4 Yr	2/4 mix	2 Yr	4 Yr	2/4 mix	2 Yr	4 Yr	2/4 mix	ALL
Alaska	325	918	0	0	1,000	0	0	0	0	325	1,918	0	2,243
California	15,850	16,789	0	34,229	13,629	0	11,274	0	0	61,353	30,418	0	91,771
Connecticut	1,654	3,676	0	1,400	2,200	0	0	70	0	3,054	5,946	0	9,000
Delaware	0	1,319	0	0	69	0	0	0	0	0	1,388	0	1,388
District of Columbia	0	0	0	0	0	0	0	220	0	0	220	0	220
Florida	1,654	6,460	198	30	72	0	1,196	3,950	0	2,880	10,482	198	13,560
Hawaii	0	0	3,152	0	0	659	0	0	0	0	0	3,811	3,811
Illinois	4,967	3,600	0	7,050	785	0	750	1,000	0	12,767	5,385	0	18,152
Iowa	1,624	580	0	10	147	0	0	0	0	1,634	727	0	2,361
Kansas	1,349	301	302	59	0	6	240	0	0	1,648	301	308	2,257
Maine	0	1,200	0	800	1,200	0	324	59	0	1,124	2,459	0	3,583
Maryland	0	0	0	850	0	0	511	0	0	1,361	0	0	1,361
Massachusetts	2,052	3,825	0	4,126	2,710	0	0	509	0	6,178	7,044	0	13,222
Michigan	1,824	6,008	0	2,789	2,671	0	3,212	1,564	0	7,825	10,243	0	18,068
Minnesota	0	2,456	0	0	974	0	4,924	400	0	4,924	3,830	0	8,754
Missouri	522	0	0	0	0	0	389	0	0	911	0	0	911
Montana	21	495	0	0	200	0	132	836	0	153	1,531	0	1,684
Nebraska	542	540	0	0	0	0	343	430	0	885	970	0	1,855
Nevada	0	0	0	0	0	0	250	0	0	250	0	0	250
New Hampshire	1,150	833	0	559	20	0	0	0	0	1,709	853	0	2,562
New Jersey	1,879	8,795	0	3,526	5,262	0	386	0	0	5,791	14,057	0	19,848
New Mexico	46	0	0	0	0	0	1,100	0	0	1,146	0	0	1,146
New York	4,287	65	32,980	7,505	165	22,051	1,038	0	1,400	12,830	230	56,431	69,491
Ohio	1,744	2,889	3,010	0	0	0	0	800	0	1,744	3,689	3,010	8,443
Oregon	699	1,696	0	1,415	698	0	3,612	232	0	5,726	2,626	0	8,352
Pennsylvania	1,700	6,732	0	2,109	1,195	0	665	285	0	4,474	8,212	0	12,686
Rhode Island	0	340	0	0	800	0	287	695	0	287	1,835	0	2,122
South Dakota	115	0	0	0	0	0	0	1,105	0	115	1,105	0	1,220
Vermont	0	870	0	0	450	0	0	0	0	0	1,320	0	1,320
Washington	3,811	853	0	7,699	267	0	415	770	270	11,925	1,890	270	14,085
Wisconsin	2,089	1,823	0	806	170	0	4,148	0	0	7,043	1,993	0	9,036
TOTALS	49,904	73,063	39,642	74,962	34,684	22,716	35,196	12,925	1,670	160,062	120,672	64,028	344,762

¹Faculty and professional staff (including uncategorized members) covered by CBAs are represented by the union affiliates for the bargaining units for which we have data in recent surveys or used data from the 1998 or 2006 *Directory* for their responses. Current data are available for 444 units, with an additional 61 units using 1998 or 2006 data; 134 units did not return a survey and these compose the uncategorized faculty members who are charted and counted here in the total number of faculty but not in the breakdown of FT and PT.

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

Definition of all terms on pages xv-xvi.

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

State	FT-TTT, FT-NTT, FT-TTT NIF, IS, NIS, FT-NTT NIF, IS, NIS			PT-TTT, PT-NTT, PT-NTT NIF, IS, NIS			Uncategorized Faculty		Faculty & (some) Professional Staff Covered by CBAs ¹		
	2 Yr	4 Yr	2/4 mix ²	2 Yr	4 Yr	2/4 mix	2 Yr	4 Yr	2 Yr	4 Yr	ALL
Alaska	0	0	0	0	0	0	0	0	0	0	0
California	0	381	0	0	510	0	0	38	0	929	929
Connecticut	0	125	0	0	0	0	0	31	0	156	156
Delaware	0	0	0	0	0	0	0	0	0	0	0
District of Columbia	0	0	0	0	900	0	0	0	0	900	900
Florida	0	96	0	0	0	0	0	50	0	146	146
Hawaii	0	0	0	0	0	0	0	0	0	0	0
Illinois	0	210	0	0	1700	0	0	0	0	1910	1910
Iowa	0	0	0	0	0	0	0	0	0	0	0
Kansas	0	0	0	0	0	0	0	0	0	0	0
Maine	0	0	0	0	0	0	0	0	0	0	0
Maryland	0	19	0	0	36	0	0	0	0	55	55
Massachusetts	90	307	0	0	791	0	0	706	90	1804	1894
Michigan	0	372	0	0	0	0	0	120	0	492	492
Minnesota	0	0	0	0	0	0	0	0	0	0	0
Missouri	0	80	0	0	0	0	0	0	0	80	80
Montana	0	0	0	0	0	0	0	0	0	0	0
Nebraska	0	0	0	0	0	0	0	0	0	0	0
Nevada	0	0	0	0	0	0	0	0	0	0	0
New Hampshire	0	72	0	0	75	0	0	0	0	147	147
New Jersey	0	639	0	0	478	0	0	0	0	1117	1117
New Mexico	0	0	0	0	0	0	0	0	0	0	0
New York	55	2323	0	81	9475	0	0	1770	136	13568	13704
Ohio	0	141	0	0	0	0	0	0	0	141	141
Oregon	0	38	0	0	3	0	0	0	0	41	41
Pennsylvania	25	358	0	0	0	0	0	210	25	568	593
Rhode Island	0	280	0	0	315	0	0	400	0	995	995
South Dakota	0	0	0	0	0	0	0	0	0	0	0
Vermont	0	10	0	0	110	0	0	0	0	120	120
Washington	0	106	0	0	185	0	0	0	0	291	291
Wisconsin	0	0	0	0	0	0	0	0	0	0	0
TOTALS	170	5,557	0	81	14,578	0	0	3,325	251	23,460	23,711

¹Faculty and professional staff (including uncategorized members) covered by CBAs are represented by the union affiliates for the bargaining units for which we have data in recent surveys or used data from the 1998 or 2006 *Directory* for their responses. Current data are available for 444 units, with an additional 61 units using 1998 or 2006 data; 134 units did not return a survey and these compose the uncategorized faculty members who are charted and counted here in the total number of faculty but not in the breakdown of FT and PT.

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

Definition of all terms on pages xv-xvi.

**Table 11a: Distribution of TTT and NTT Represented Faculty & (some) Professional Staff
in U.S. Public Institutions of Higher Education, by State**

State	FT-TTT, PT-TTT, FT-TTT NIF, IS, NIS			FT-NTT, PT-NTT, FT/PT-NTT NIF, IS, NIS			Uncategorized Faculty			Faculty & (some) Professional Staff Covered by CBAs ¹			
	2 Yr	4 Yr	2/4 mix ²	2 Yr	4 Yr	2/4 mix	2 Yr	4 Yr	2/4 mix	2 Yr	4 Yr	2/4 mix	ALL
Alaska	165	688	0	160	1,230	0	0	0	0	325	1,918	0	2,243
California	15,558	13,790	0	34,521	16,628	0	11,274	0	0	61,353	30,418	0	91,771
Connecticut	1,630	3,277	0	1,424	2,599	0	0	70	0	3,054	5,946	0	9,000
Delaware	0	1,313	0	0	75	0	0	0	0	0	1,388	0	1,388
District of Columbia	0	0	0	0	0	0	0	220	0	0	220	0	220
Florida	1,582	4,598	198	102	1,934	0	1,196	3,950	0	2,880	10,482	198	13,560
Hawaii	0	0	1,766	0	0	2,045	0	0	0	0	0	3,811	3,811
Illinois	5,235	2,211	0	6,782	2,174	0	750	1,000	0	12,767	5,385	0	18,152
Iowa	1,629	500	0	5	227	0	0	0	0	1,634	727	0	2,361
Kansas	1,376	301	217	32	0	91	240	0	0	1,648	301	308	2,257
Maine	0	1,200	0	800	1,200	0	324	59	0	1,124	2,459	0	3,583
Maryland	0	0	0	850	0	0	511	0	0	1,361	0	0	1,361
Massachusetts	2,052	3,414	0	4,126	3,121	0	0	509	0	6,178	7,044	0	13,222
Michigan	2,552	4,426	0	2,061	4,253	0	3,212	1,564	0	7,825	10,243	0	18,068
Minnesota	0	2,104	0	0	1,326	0	4,924	400	0	4,924	3,830	0	8,754
Missouri	522	0	0	0	0	0	389	0	0	911	0	0	911
Montana	0	475	0	21	220	0	132	836	0	153	1,531	0	1,684
Nebraska	542	540	0	0	0	0	343	430	0	885	970	0	1,855
Nevada	0	0	0	0	0	0	250	0	0	250	0	0	250
New Hampshire	1,150	723	0	559	130	0	0	0	0	1,709	853	0	2,562
New Jersey	1,835	7,214	0	3,570	6,843	0	386	0	0	5,791	14,057	0	19,848
New Mexico	46	0	0	0	0	0	1,100	0	0	1,146	0	0	1,146
New York	4,045	65	28,263	7,747	165	26,768	1,038	0	1,400	12,830	230	56,431	69,491
Ohio	1,636	2,699	2,225	108	190	785	0	800	0	1,744	3,689	3,010	8,443
Oregon	953	1,069	0	1,161	1,325	0	3,612	232	0	5,726	2,626	0	8,352
Pennsylvania	1,730	5,353	0	2,079	2,574	0	665	285	0	4,474	8,212	0	12,686
Rhode Island	0	300	0	0	840	0	287	695	0	287	1,835	0	2,122
South Dakota	115	0	0	0	0	0	0	1,105	0	115	1,105	0	1,220
Vermont	0	470	0	0	850	0	0	0	0	0	1,320	0	1,320
Washington	4,788	617	0	6,722	503	0	415	770	270	11,925	1,890	270	14,085
Wisconsin	1,469	1,823	0	1,426	170	0	4,148	0	0	7,043	1,993	0	9,036
TOTALS	50,610	59,170	32,669	74,256	48,577	29,689	35,196	12,925	1,670	160,062	120,672	64,028	344,762

¹Faculty and professional staff (including uncategorized members) covered by CBAs are represented by the union affiliates for the bargaining units for which we have data in recent surveys or used data from the 1998 or 2006 *Directory* for their responses. Current data are available for 444 units, with an additional 61 units using 1998 or 2006 data; 134 units did not return a survey and these compose the uncategorized faculty members who are charted and counted here in the total number of faculty but not in the breakdown of FT-TTT and PT-NTT.

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

Definition of all terms on pages xv-xvi.

Table 11b: Distribution of TTT and NTT Represented Faculty & (some) Professional Staff in U.S. Private Institutions of Higher Education, by State

State	FT-TTT, PT-TTT, FT-TTT NIF, IS, NIS			FT-NTT, PT-NTT, FT/PT-NTT NIF, IS, NIS			Uncategorized Faculty		Faculty & (some) Professional Staff Covered by CBAs ¹		
	2 Yr	4 Yr	2/4 mix ²	2 Yr	4 Yr	2/4 mix	2 Yr	4 Yr	2 Yr	4 Yr	ALL
Alaska	0	0	0	0	0	0	0	0	0	0	0
California	0	314	0	0	577	0	0	38	0	929	929
Connecticut	0	125	0	0	0	0	0	31	0	156	156
Delaware	0	0	0	0	0	0	0	0	0	0	0
District of Columbia	0	0	0	0	900	0	0	0	0	900	900
Florida	0	85	0	0	11	0	0	50	0	146	146
Hawaii	0	0	0	0	0	0	0	0	0	0	0
Illinois	0	210	0	0	1700	0	0	0	0	1910	1910
Iowa	0	0	0	0	0	0	0	0	0	0	0
Kansas	0	0	0	0	0	0	0	0	0	0	0
Maine	0	0	0	0	0	0	0	0	0	0	0
Maryland	0	19	0	0	36	0	0	0	0	55	55
Massachusetts	90	199	0	0	899	0	0	706	90	1804	1894
Michigan	0	370	0	0	2	0	0	120	0	492	492
Minnesota	0	0	0	0	0	0	0	0	0	0	0
Missouri	0	73	0	0	7	0	0	0	0	80	80
Montana	0	0	0	0	0	0	0	0	0	0	0
Nebraska	0	0	0	0	0	0	0	0	0	0	0
Nevada	0	0	0	0	0	0	0	0	0	0	0
New Hampshire	0	0	0	0	147	0	0	0	0	147	147
New Jersey	0	558	0	0	559	0	0	0	0	1117	1117
New Mexico	0	0	0	0	0	0	0	0	0	0	0
New York	0	2881	0	136	8,917	0	0	1770	136	13568	13704
Ohio	0	141	0	0	0	0	0	0	0	141	141
Oregon	0	36	0	0	5	0	0	0	0	41	41
Pennsylvania	25	322	0	0	36	0	0	210	25	568	593
Rhode Island	0	280	0	0	315	0	0	400	0	995	995
South Dakota	0	0	0	0	0	0	0	0	0	0	0
Vermont	0	0	0	0	120	0	0	0	0	120	120
Washington	0	106	0	0	185	0	0	0	0	291	291
Wisconsin	0	0	0	0	0	0	0	0	0	0	0
TOTALS	115	5,719	0	136	14,416	0	0	3,325	251	23,460	23,711

¹Faculty and professional staff (including uncategorized members) covered by CBAs are represented by the union affiliates for the bargaining units for which we have data in recent surveys or used data from the 1998 or 2006 *Directory* for their responses. Current data are available for 444 units, with an additional 61 units using 1998 or 2006 data; 134 units did not return a survey and these compose the uncategorized faculty members who are charted and counted here in the total number of faculty but not in the breakdown of FT-TTT and PT-NTT.

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

Definition of all terms on pages xv-xvi.

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

State	Organized Institutions	Organized Campuses	Organized Units	Represented GSEs
California	2	31	2	19,848
Florida	4	4	4	8,291
Illinois	4	4	4	5,777
Iowa	1	1	1	2,600
Kansas	1	1	1	1,000
Massachusetts	3	3	3	3,510
Michigan	5	7	5	4,698
New Jersey	1	1	1	1,847
New York	2	33	2	5,217
Oregon	2	2	2	2,076
Pennsylvania	1	1	1	600
Rhode Island	1	1	1	579
Washington	1	1	1	4,300
Wisconsin	2	2	2	4,081
TOTALS	30	92	30	64,424

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 xv-xvi.

Table 13: Distribution of Organized Institutions, Campuses, Units and Represented Graduate Student Employees in U.S. Institutions of Higher Education, by Union Affiliation

Union Affiliation	Organized Institutions	Organized Campuses	Organized Units	Represented GSEs
AAUP	1	1	1	579
AAUP/AFT	1	1	1	1,847
AFT	15	29	15	16,632
AFT/NEA	4	4	4	9,508
CWA	1	20	1	4,000
NEA	1	1	1	1,600
UAW	6	35	6	27,658
UE	1	1	1	2,600
TOTALS	30	92	30	64,424

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 xv-xvi.

Key to bargaining agent acronyms in Table 1.

Appendix A: Additional Charts

(In reference to page vi)

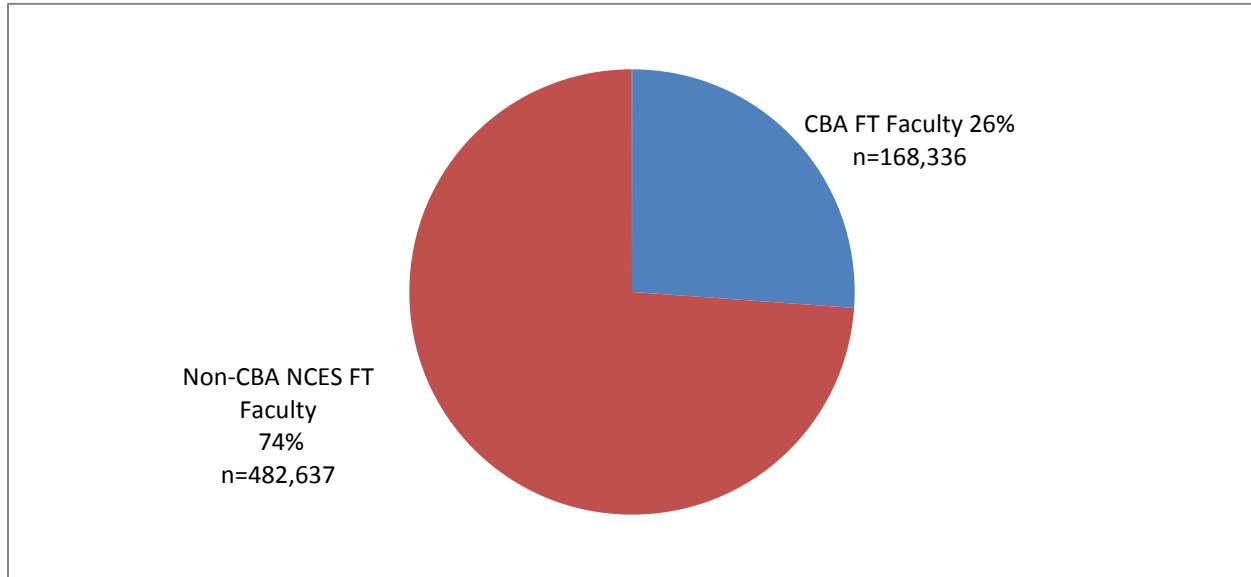
Data Source for Pie Charts and Bar Graphs: Comparison of Faculty Covered by CBAs to Non-CBA NCES Data

	All (totals)	Pub 2-Yr	Pub 4-Yr	Priv 2-Yr	Priv 4-Yr	Priv FP	Pub 2/4-Yr	Pub >2-Yr	Priv NP >2-Yr
All CBA Fac.	368,473	160,062	120,672	251	23,460	211*	64,028	0	0
All Non-CBA NCES Data	991,747	219,754	353,511	4,896	330,628	138,616	N/A	7,207	952
Totals	1,360,220	379,816	474,183	5,147	354,088	138,827	N/A	7,207	952
% All CBA									
	368,473 out of 1,360,220 27%	160,062 out of 379,816 42%	120,672 out of 474,183 25%	251 out of 5,147 N/A	23,460 out of 354,088 7%	211* out of 138,827 N/A*	64,028 out of N/A N/A	0 out of 7,207 N/A	0 out of 952 N/A
FT									
FT CBA	168,336	49,904	73,063	170	5,557	105**	39,642	0	0
FT Non-CBA NCES	482,637	65,970	237,216	2,306	176,199	36,984	N/A	3,061	608
Totals	650,973	115,874	310,279	2,306	181,756	37,089	N/A	3,061	608
% FT CBA									
	168,336 out of 650,973 26%	49,904 out of 115,874 43%	73,063 out of 310,279 24%	170 out of 2,306 N/A	5,557 out of 181,756 3%	105** out of 37,089 N/A	39,642 out of N/A N/A	0 out of 3,061 N/A	0 out of 608 N/A
PT									
PT CBA	147,021	74,962	34,684	81	14,578	106***	22,716	0	0
PT Non-CBA NCES	562,226	188,980	129,220	2,841	157,754	101,632	N/A	4,146	344
Totals	709,247	263,942	163,904	2,841	172,332	101,738	N/A	4,146	344
% PT CBA									
	147,021 out of 709,247 21%	74,962 out of 263,942 28%	34,684 out of 163,904 21%	81 out of 2,841 N/A	14,578 out of 172,332 8%	106*** out of 101,738 N/A	22,716 out of N/A N/A	0 out of 4,146 N/A	0 out of 344 N/A
Uncate- gorized CBA Fac.	53,116	35,196	12,925	0	3,325	N/A	1,670	N/A	N/A
FT & PT CBA Totals w/o uncat.	315,357	124,866	107,747	251	20,135	N/A	62,358	N/A	N/A
<p>*The 211 member unit in the private for-profit sector was not counted in the 368,473 total of CBA faculty; the percentage organized is 0.002% when compared to the NCES data and less than that in comparison to the CBA faculty.</p> <p>**The 105 FT faculty were not counted in the total.</p> <p>***The 106 PT faculty were not counted in the total.</p>									

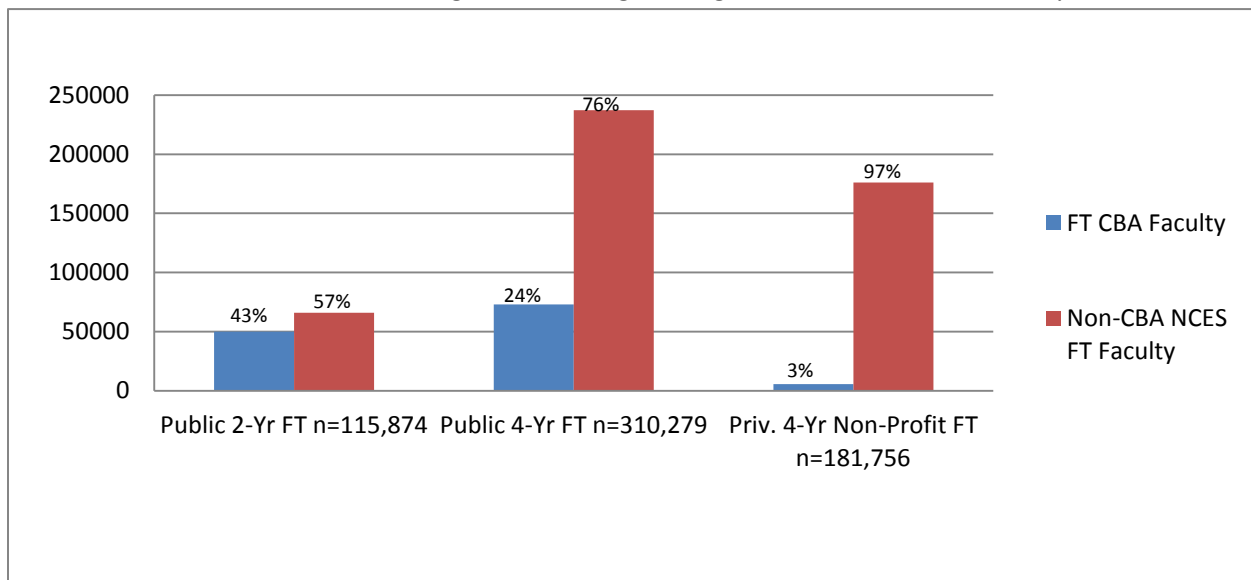
(In reference to page vii)

Pie Charts and Bar Graphs for All Full-Time Faculty:

Just Over a Quarter of Full-Time Faculty Is Organized



2-Year Public Institutions Have the Higher Percentage of Organized Full-Time CBA Faculty*

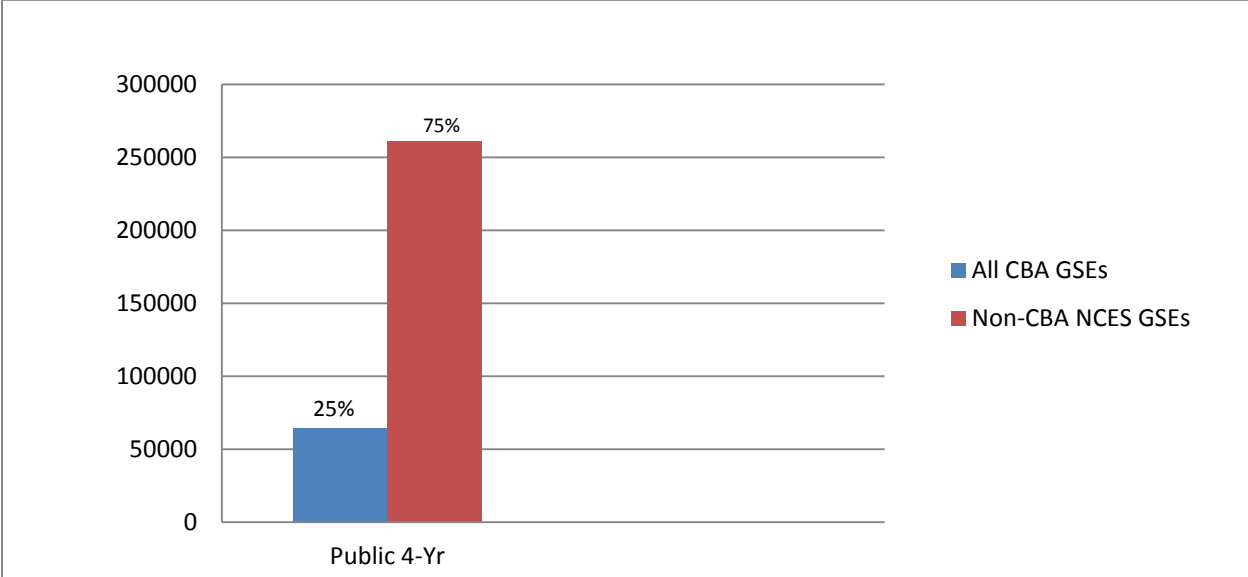


*Due to the lower count of total full-time faculty at public 2-year colleges, the percentages of organized full-time faculty at these institutions only appear to be higher than at public 4-year institutions (in terms of total count, not percentage, the bar graph for 4-year public institutions exceed that of public 2-year institutions).

(In reference to page xii)

Bar Graph for GSEs:

4-Year Public Institutions Hold a Quarter of Organized GSEs



Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
AK	0	University of Alaska System	2	16	AFT	7	325	280	165		160					51	49	1973		1974	2010
AK	0	University of Alaska System	4	3	AAUP/AFT	2	918	847	688		230					75	25	1996		1998	2010
AK	0	University of Alaska System	4	3	AAUP/AFT	2	1,000	667				1,000				0	100	1997		1999	2010
ak							2,243														
CA	0	Allan Hancock College	2	1	Independent	10	155	0	150		5					96	4	1991		1992	2011
CA	0	Allan Hancock College	2	1	CFT/AFT	7	450	400				450				0	100	2002	1999	2001	2011
CA	0	Antelope Valley College	2	1	CFT/AFT	7	900	420	200			430	20	250		52	48	1990	1986	1987	2009
CA	0	Barstow C.C.	2	1	CTA/NEA	11	33	33	33							100	0	1979		1979	7777
CA	0	Butte College	2	1	CTA/NEA	11	154	154								999	999	1978		1978	2012
CA	0	Butte College	2	1	CWA	9	525	525				525				0	100	1990		1991	2012
CA	0	Cabrillo College	2	1	CFT/AFT	7	687	590	189		33	465				28	72	1985		1985	2010
CA	0	California State University System	4	23	CFA/CTA/NEA/CS EA/SEIU/ AAUP	4	25,754	22,461	10,269	629	1,928	11,000			1,928	50	50	1983		1983	2010
CA	0	Cerritos College	2	1	CFT/AFT	7	890	850	255		13	622				29	71	2004		2004	2012
CA	0	Chabot-Las Positas C.C. District	2	2	Independent	10	1,098	1,275	142		91	758	103	4		23	77	1990	1978	1991	2009
CA	0	Chaffey College	2	1	CTA/NEA	11	863	400	237		12	585	29			31	69	1980		1981	2010
CA	0	Citrus College	2	1	CTA/NEA	11	359	359								999	999	1976		1977	2011
CA	0	Citrus College	2	1	CFT/AFT	7	375	375				375				0	100	2001		2002	2008
CA	0	City College of San Francisco ⁴	2	10	AFT	7	2,417	1,775	741			1,188	488			51	49	1978		1979	2012
CA	0	City College of San Francisco	2	10	Independent	10	70	0	67				3			100	0	1978		1979	2013
CA	0	Coast C.C. District	2	3	CFT/AFT	7	750	731	475		25	250				63	37	1979		1980	2011
CA	0	Coast C.C. District	2	3	CTA/NEA	11	950	580				950				0	100	1979		1980	2010
CA	0	College of Marin	2	2	CFT/AFT	7	315	360	100			200	15			37	63	1978	1976	1980	2007
CA	0	College of the Canyons	2	1	CTA/NEA	11	195	155	195							100	0	1977		1978	2011
CA	0	College of the Canyons	2	1	CFT/AFT	7	490	390				490				0	100	2003		2004	2008
CA	0	College of the Desert	2	1	CTA/NEA	11	125	125	125							100	0	1988		1988	7777
CA	0	College of the Desert	2	1	CTA/NEA	11	326	326				326				0	100	1995		1996	7777
CA	0	College of the Redwoods	2	3	Independent	10	350	350								999	999	1977		1977	2010
CA	0	College of the Sequoias	2	1	CTA/NEA	11	138	138	138							100	0	1976		1977	7777
CA	0	College of the Sequoias	2	1	CWA	9	216	216				216				0	100	1994		9999	9999
CA	0	College of the Siskiyou	2	1	CTA/NEA	11	232	102	38			185	9			20	80	1996		1997	2008
CA	0	Compton C.C.	2	1	CFT/AFT	7	205	205								999	999	1978		1979	7777
CA	0	Contra Costa C.C. District	2	3	Independent	10	790	790								999	999	1976		1977	7777
CA	0	Copper Mountain C.C.	2	1	CTA/NEA	11	155	26	40		2	100	13			30	70	2000		2001	2010
CA	0	Cuesta College ⁵	2	1	AFT	7	573	487	142			383		22	26	29	71	1994		1996	2008
CA	0	El Camino C.C.	2	1	AFT	7	1,042	941	346		3	648	45			38	62	1976		1977	2010
CA	0	Feather River C.C.	2	1	CFT/AFT	7	77	28	27			50				35	65	1989		1990	2010
CA	0	Foothill-DeAnza C.C. District	2	3	Independent	10	1,925	1,200	525			1,400				27	73	1977		1977	2004

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
CA	0	Gavilan College	2	1	NEA	11	101	70	85			6	10			94	6	1977		1977	2011
CA	0	Glendale C.C.	2	1	CFT/AFT	7	960	700	225			675	60			30	70	1979		1980	2012
CA	0	Grossmont/Cuyamaca C.C. District	2	2	CFT/AFT	7	1,530	1,100	389			1,131			10	26	74	2009	1977	1978	2009
CA	0	Hartnell C.C.	2	1	CTA/NEA	11	500	500								999	999	1979		1979	2008
CA	0	Imperial Valley College	2	1	CTA/NEA	11	156	76	156							100	0	1981		1984	2010
CA	0	Kern C.C. District	2	3	CTA/NEA	11	360	360								999	999	1977		1977	2011
CA	0	Lake Tahoe C.C.	2	1	CTA/NEA	11	200	200								999	999	1997		1994	2009
CA	0	Lassen C.C. ⁶	2	1	CTA/NEA	11	124	150	39						85	31	69	2002	1986	1988	2007
CA	0	Long Beach City College	2	2	CTA/NEA	11	367	326	338				29			100	0	1978		1979	2009
CA	0	Long Beach City College ⁷	2	2	CTA/NEA	11	686	750				653	33			0	100	1990		1991	2010
CA	0	Los Angeles C.C. System	2	9	AFT	7	4,818	4,000	1,158		14	3,084	562			35	65	1977		1978	2011
CA	0	Los Rios C.C. System	2	4	CFT/AFT	7	2,722	2,243	950	2		1,650	120			39	61	1977		1977	2011
CA	0	Mendocino College	2	1	CFT/AFT	7	55	55	50				5			100	0	2005		9999	8888
CA	0	Mendocino College	2	1	CTA/NEA	11	270	200				270				0	100	1994		1994	2010
CA	0	Merced College	2	1	CTA/NEA	11	471	471								999	999	1976		1977	2009
CA	0	Mira Costa College	2	2	CTA/NEA	11	400	335				400				0	100	1999		1999	2011
CA	0	Monterey Peninsula C.C.	2	1	CTA/NEA	11	396	350	113		4	279				29	71	1978		1980	2011
CA	0	Mt. San Antonio College	2	1	CTA/NEA	11	1,609	1,000	409			1,200				25	75	1976		1978	2011
CA	0	Mt. San Jacinto College	2	3	CTA/NEA	11	130	130								999	999	1976		1977	2010
CA	0	Mt. San Jacinto College	2	3	CWA	9	500	500				500				0	100	2000		2001	2011
CA	0	Napa Valley College	2	1	CTA/NEA	11	386	386								999	999	1977		1979	2009
CA	0	North Orange County C.C. District	2	3	CTA/NEA	11	576	600	576							100	0	1979		1981	2011
CA	0	North Orange County C.C. District	2	3	CFT/AFT	7	1,200	1,400				1,200				0	100	2000		2001	2008
CA	0	Ohlone College	2	1	Independent	10	532	500	128	17	1	365	21			31	69	1979		1979	2009
CA	1	Palmer College of Chiropractic West	4	1	CFT/AFT	7	33	60			22	10		1		3	97	2001		2002	2009
CA	0	Palo Verde C.C. District	2	1	CTA/NEA	11	78	78								999	999	1980	1976	1976	2010
CA	0	Palomar College	2	1	CFT/AFT	7	1,460	1,200	295		5	1,100	60			20	80	2000		2005	2009
CA	0	Pasadena City College	2	1	CTA/NEA	11	1,000	1,000								999	999	1979		1979	2008
CA	0	Peralta C.C. District	2	4	CFT/AFT	7	976	1,025	326			650				33	67	1979		1980	2010
CA	0	Rancho Santiago C.C. District	2	2	Independent	10	800	800								999	999	1978		1980	2009
CA	0	Rancho Santiago C.C. District	2	2	CTA/NEA	11	550	550				550				999	999	1977		1975	2011
CA	0	Rio Hondo C.C.	2	1	CTA/NEA	11	542	542								999	999	1979		1980	7777
CA	0	Riverside C.C. District	2	3	CTA/NEA	11	962	1,500	352		10	568	32			40	60	1978		1979	2010
CA	0	San Bernardino C.C. District	2	2	CTA/NEA	11	796	950	202		4	538	52			32	68	1984		1989	2010
CA	0	San Diego C.C. District	2	10	CFT/AFT	7	2,049	500	500			1,469	80			28	72	1987	1977	1977	2011
CA	1	San Francisco Art Institute	4	1	AAUP	1	38	38								999	999	1984		1984	7777
CA	0	San Joaquin Delta C.C.	2	1	CTA/NEA	11	595	595								999	999	1977		1977	7777
CA	0	San Jose/Evergreen C.C. District	2	2	CFT/AFT	7	828	690	248			550	30			34	66	2001	1977	1978	2009
CA	0	San Mateo County C.C. District	2	3	CFT/AFT	7	1,005	1,005								999	999	1982	1977	1978	2009

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
CA	0	Santa Barbara City College	2	1	Independent	10	740	198	260			400	80			46	54	1986		1987	2008
CA	0	Santa Clarita C.C.	2	1	CTA/NEA	11	177	0	177							100	0	1977		9999	9999
CA	0	Santa Monica C.C. District	2	1	Independent	10	1,540	944	320			1,100	60		60	22	78	1978		1979	2010
CA	0	Santa Rosa Junior College	2	2	Independent	10	1,500	1,700	300			1,200				20	80	1989		1990	2011
CA	0	Santa Rosa Junior College	2	2	CFT/AFT	7	51	51				51				0	100	1989		1991	7777
CA	0	Shasta-Tehama-Trinity C.C. District	2	1	CTA/NEA	11	210	460	128			82				61	39	1976		1976	2009
CA	0	Sierra C.C. District	2	4	CTA/NEA	11	1,009	900	209			800				21	79	1977		1978	2012
CA	0	Solano C.C.	2	1	CTA/NEA	11	670	414	137		32	501				20	80	1976		1977	2011
CA	0	South Orange County C.C. District	2	2	CTA/NEA	11	1,044	1,044								999	999	1976		1978	7777
CA	0	Southwestern C.C. District	2	2	CTA/NEA	11	900	900								999	999	1977		1979	2009
CA	0	State Center C.C. District	2	2	CFT/AFT	7	324	324	324							100	0	1977		1977	2009
CA	0	State Center C.C. District	2	2	CFT/AFT	7	720	720				720				0	100	1992		9999	2009
CA	0	Taft College/West Kern C.C. District	2	1	CTA/NEA	11	52	102	52							100	0	1976		1977	2011
CA	0	University of California	4	10	AFT	7	3,700	2,894			1,700	2,000				0	100	1984		1986	2010
CA	0	University of California	4	10	AFT	7	500	401					500			100	0	1983		1984	2009
CA	0	University of California	4	1	AAUP	1	464	464	464							100	0	1981		1982	7777
CA	1	University of San Francisco	4	1	CFT/AFT	7	358	306	297		45				16	87	13	1975		1976	2013
CA	1	University of San Francisco	4	1	CFT/AFT	7	500	250				500				0	100	1981		1985	2010
CA	0	Ventura County C.C. District	2	3	CFT/AFT	7	1,448	1,400	409		6	990	43			31	69	1977		1978	2010
CA	0	Victor Valley C.C.	2	1	CTA/NEA	11	135	135								999	999	1976		1978	7777
CA	0	Victor Valley C.C.	2	1	CFT/AFT	7	400	400				400				0	100	2004		8888	8888
CA	0	West Hills C.C.	2	2	CTA/NEA	11	97	85	97							100	0	1977		1977	2009
CA	0	West Valley Mission C.C. District	2	2	Independent	10	770	770								999	999	1993	1984	1985	2008
CA	0	Yosemite C.C. District	2	2	Independent	10	500	500								999	999	1989	1976	1978	2010
CA	0	Yuba College	2	3	AAUP	1	158	130	97		51			10		68	32	1993	1977	1978	2008
CA	0	Yuba College	2	3	CFT/AFT	7	388	412				388				0	100	1994		1995	2010
ca							92,700														
CT	0	Connecticut C.&T. System ⁸	2	12	SEIU	12	2,648	3,500	698		18	1,150	352	132	298	54	46	1975		1977	2010
CT	0	Connecticut C.&T. System	2	5	AFT	7	406	420	155		6	200	38	7		49	51	1976		1976	2010
CT	0	Connecticut State Univ. System	4	4	AAUP	1	3,020	2,667	1,420			1,600				47	53	1976		1976	2011
CT	0	Connecticut State Univ. System	4	4	AFSCME	6	734	900	634		100					86	14	1976		1977	2012
CT	1	Mitchell College	4	1	AFT	7	29	29	29							100	0	1975		1975	2005
CT	1	Post University	4	1	AAUP	1	31	31								999	999	1990	1978	1979	7777
CT	1	Saint Joseph College	4	1	AAUP	1	96	0	96							100	0	9999		9999	9999
CT	0	University of Connecticut	4	6	AAUP	1	2,122	2,013	1,037		299	600		186		58	42	1976		1977	2011
CT	0	University of Connecticut	4	1	AAUP	1										999	999	2010		8888	8888
CT	0	U.S. Coast Guard Academy	4	1	AFGE	5	70	70								999	999	1975		1978	7777
ct							9,156														

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
DE	0	Delaware State University	4	3	AAUP	1	288	200	207	69			6		6	100	0	1977		1981	2010
DE	0	University of Delaware	4	5	AAUP	1	1,100	1,000	1,025		75					93	7	1972		1973	2010
de							1,388														
DC	1	George Washington University	4	1	SEIU	12	900	0				900				0	100	2005		2008	2012
DC	0	Univ. of the District of Columbia	4	1	NEA	11	220	220								999	999	1978		1980	7777
dc							1,120														
FL	0	Brevard C.C.	2	5	UFF/FEA/AFT/NEA	8	239	209	199			30	10			88	12	2003	1976	1981	2012
FL	0	Broward College	2	9	UFF/FEA/AFT/NEA	8	325	325								999	999	1983	1981	1981	7777
FL	0	Chipola Junior College	2	1	UFF/FEA/AFT/NEA	8	61	61								999	999	1976		1977	7777
FL	0	Edison C.C.	2	3	UFF/FEA/AFT/NEA	8	130	96	130							100	0	1976		1979	2010
FL	1	Edward Waters College	4	1	AAUP	1	50	50								999	999	1992		9999	9999
FL	0	Florida A&M University	4	1	UFF/FEA/AFT/NEA	8	735	750	735							100	0	2003	1976	2006	2009
FL	0	Florida Atlantic University	4	1	UFF/FEA/AFT/NEA	8	825	825								999	999	2004	1976	2004	7777
FL	0	Florida C.C. at Jacksonville	2	5	UFF/FEA/AFT/NEA	8	380	380								999	999	2002		2003	7777
FL	0	Florida Gulf Coast University	4	1	UFF/FEA/AFT/NEA	8	352	204	11		315				26	11	89	2003	1976	2004	2010
FL	0	Florida International University	4	1	UFF/FEA/AFT/NEA	8	1,000	1,000								999	999	2004	1976	8888	8888
FL	0	Florida State University	4	1	UFF/FEA/AFT/NEA	8	1,731	1,530	992		640	56			43	60	40	2003	1976	2005	2010
FL	0	Hillsborough C.C.	2	4	UFF/FEA/AFT/NEA	8	348	256	262		72		14			79	21	1983	1974	1974	2011
FL	0	Indian River C.C.	2	4	AAUP	1	200	200								999	999	1973		1975	7777
FL	0	Miami-Dade College	2	6	UFF/FEA/AFT/NEA	8	700	708	700							100	0	1998		2000	2011
FL	0	New College of Florida	4	1	UFF/FEA/AFT/NEA	8	81	68	63	2	6		9	1		93	7	2003		2005	2011
FL	0	Palm Beach C.C.	2	4	UFF/FEA/AFT/NEA	8	267	200	267							100	0	1975		1978	2009
FL	0	Pensacola Junior College	2	3	UFF/FEA/AFT/NEA	8	230	230								999	999	1985		1987	7777

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
FL	1	Saint Leo University	4	1	UFF/FEA/AFT/NEA	8	96	69	85		11					89	11	2003	1976	1978	2012
FL	0	Seminole State College	2, 4	3	UFF/FEA/AFT/NEA	8	198	0	198							100	0	2010		9999	9999
FL	0	University of Central Florida	4	1	UFF/FEA/AFT/NEA	8	1,333	1,300	717	1	602	13				54	46	2003	1976	2005	2007
FL	0	University of Florida	4	1	UFF/FEA/AFT/NEA	8	1,800	0	1,600		200					89	11	2005	1976	2010	2013
FL	0	University of North Florida	4	1	UFF/FEA/AFT/NEA	8	500	440	380		102		18			80	20	2003	1976	2006	2011
FL	0	University of South Florida	4	1	UFF/FEA/AFT/NEA	8	1,800	1,800								999	999	2003	1976	2004	2011
FL	0	University of West Florida	4	1	UFF/FEA/AFT/NEA	8	325	325								999	999	2003	1976	9999	7777
fl							13,706														
HI	0	University of Hawaii System	2, 4	10	NEA	11	3,811	3,200	1,766		1,386	659				46	54	1974		1975	2015
hi							3,811														
IA	0	Des Moines Area C.C.	2	6	ISEA/NEA	11	355	279	334	5			16			100	0	1976		1976	2011
IA	0	Eastern Iowa C.C. District	2	3	ISEA/NEA	11	130	130	130							100	0	1975		1976	2011
IA	0	Hawkeye C.C.	2	2	ISEA/NEA	11	116	159	114					2		0	100	1980		1981	2011
IA	0	Iowa Central C.C.	2	3	ISEA/NEA	11	81	74	81							100	0	1975		1976	2011
IA	0	Iowa Lakes C.C.	2	3	ISEA/NEA	11	90	89	88			2				98	2	1975		1976	2011
IA	0	Iowa Valley C.C. District ⁹	2	2	ISEA/NEA	11	80	95	77					3		96	4	1973		1973	2011
IA	0	Iowa Western C.C.	2	2	ISEA/NEA	11	108	108	108							100	0	1975		1976	2011
IA	0	Kirkwood C.C.	2	2	ISEA/NEA	11	290	290	290							0	100	1975		1976	2011
IA	0	Northeast Iowa C.C.	2	2	ISEA/NEA	11	145	250	145							100	0	1975		1976	2011
IA	0	Northwest Iowa C.C.	2	1	ISEA/NEA	11	39	39	39							100	0	1975		1976	2011
IA	0	Southeastern C.C.	2	2	ISEA/NEA	11	85	80	85							100	0	1987		1976	2011
IA	0	Southwestern C.C.	2	3	ISEA/NEA	11	43	46	43							100	0	1975		1976	2011
IA	0	University of Northern Iowa	4	1	AAUP	1	727	750	470		80	147	30			69	31	2000	1976	1977	2013
IA	0	Western Iowa Technical C.C.	2	1	ISEA/NEA	11	72	80	72							100	0	1976		1978	2011
ia							2,361														
IL	0	Black Hawk College	2	3	IFT/AFT	7	133	217	116		17					87	23	1972		1973	2010
IL	0	Black Hawk College	2	3	IFT/AFT	7	195	74				195				0	100	1994		1994	2011
IL	0	Carl Sandburg College	2	3	IEA/NEA	11	95	95	95							100	0	1975		1974	7777
IL	0	Chicago State University	4	1	UPI/IFT/AFT	7	214	478	214							100	0	1976		1977	2010
IL	0	Chicago State University ¹⁰	4	1	UPI/IFT/AFT	7	137	0			75			62		0	100	1986		1986	2010
IL	0	City Colleges of Chicago (Cook Co.)	2	8	IFT/AFT	7	700	4,235	675				25			100	0	1964		1965	2013

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
IL	0	City Colleges of Chicago (Cook Co.)	2	8	IEA/NEA	11	1,067	650				1,067				0	100	2003		2004	2012
IL	0	City Colleges of Chicago (Cook Co.) ¹¹	2	8	AFSCME	6	600	0				600				0	100	1985		1985	9999
IL	0	College of DuPage	2	1	IEA/NEA	8	313	260	290				23			100	0	1989	1984	1984	2011
IL	0	College of DuPage	2	1	IEA/NEA	8	435	313				435				0	100	2001		2002	2009
IL	0	College of Lake County	2	2	AFT	7	218	201	218							100	0	1973	1971	1973	2010
IL	0	College of Lake County	2	2	AFT	7	400	0				400				0	100	2005		2006	2009
IL	1	Columbia College Chicago	4	1	IEA/NEA	11	1,200	850				1,200				0	100	1998		2002	2010
IL	0	Danville Area C.C.	2	1	IEA/NEA	11	51	51	51							100	0	1983		1983	7777
IL	0	Eastern Illinois University	4	1	UPI/IFT/AFT	7	433	423	433							100	0	1976		1977	2010
IL	0	Eastern Illinois University ¹²	4	1	UPI/IFT/AFT	7	247	209			184	3		60		0	100	1985		1985	2010
IL	1	East-West University	4	1	IEA/NEA	11	100	0				100				0	100	2011		8888	9999
IL	0	Elgin C.C.	2	1	IFT/AFT	7	451	240	129	304			18			100	0	1984		1984	2010
IL	0	Governors State University	4	1	UPI/IFT/AFT	7	147	250	147							100	0	1976		1977	2009
IL	0	Governors State University ¹³	4	1	UPI/IFT/AFT	7	106	0			81			25		0	100	1986		1986	2009
IL	0	Heartland C.C.	2	1	IFT/AFT	7	85	69	85							100	0	1998		2000	2009
IL	0	Heartland C.C.	2	1	IFT/AFT	7	187	175				187				0	100	1999		2000	2010
IL	0	Highland C.C.	2	1	IFT/AFT	7	47	47	41		6					87	13	1968		1968	2009
IL	0	Illinois Central College	2	1	Independent	10	593	593								999	999	1977		1977	2010
IL	0	Illinois Eastern C.C.	2	4	IEA/NEA	11	101	98	101							100	0	1985		1985	2012
IL	0	Illinois State University ¹⁴	4	1	IEA/NEA	11	240	0			173	57	10			0	100	2003		2004	2012
IL	0	Illinois Valley C.C.	2	1	IFT/AFT	7	82	82	82							100	0	1966		1966	7777
IL	0	John A. Logan C.C.	2	1	IEA/NEA	11	100	100	100							100	0	1972		1972	7777
IL	0	John A. Logan C.C.	2	1	IEA/NEA	11	200	200				200				0	100	2000		2001	7777
IL	0	John Wood C.C.	2	1	IFT/AFT	7	52	52	52							100	0	2000		2000	7777
IL	0	Joliet Junior College	2	3	IFT/AFT	7	184	184	184							100	0	1967		1967	2011
IL	0	Joliet Junior College	2	3	IEA/NEA	8	400	0				400				0	100	2008		9999	9999
IL	0	Kankakee C.C.	2	1	IFT/AFT	7	55	55	55							100	0	1984		1985	7777
IL	0	Kaskaskia College	2	1	IFT/AFT	7	75	75								999	999	1991	1984	1985	2012
IL	0	Kishwaukee College	2	1	IFT/AFT	7	82	82								999	999	1986		1986	7777
IL	0	Lake Land College	2	1	IFT/AFT	7	113	120	102				11			100	0	1968		1970	2010
IL	0	Lewis and Clark C.C.	2	1	IEA/NEA	11	100	90	100							100	0	1979		1979	2010
IL	0	Lincoln Land C.C.	2	1	IFT/AFT	7	541	120	141			400				26	74	1987		1988	2009
IL	0	McHenry County College	2	1	IEA/NEA	11	102	98	102							100	0	1971		1972	2013
IL	0	McHenry County College	2	1	IEA/NEA	11	175	0				175				0	100	2006		2008	2011
IL	0	Moraine Valley C.C.	2	1	IFT/AFT	7	250	180	223				27			100	0	1972		1972	2011
IL	0	Moraine Valley C.C.	2	1	IFT/AFT	7	250	170				250				0	100	2002		2003	2012
IL	0	Morton College	2	1	IFT/AFT	7	60	49	60							100	0	1967		1967	2013
IL	0	Morton College	2	1	IEA/NEA	8		0								0	100	2010		9999	9999

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
IL	0	Northeastern Illinois University	4	1	UPI/IFT/AFT	7	229	500	229							100	0	1975		1979	2008
IL	0	Northeastern Illinois University ¹⁵	4	1	UPI/IFT/AFT	7	261	0			173		88			0	100	1986		1986	2008
IL	0	Northern Illinois University	4	1	UPI/IFT/AFT	7	162	162			162					0	100	1992		1994	2011
IL	0	Oakton C.C.	2	2	IEA/NEA	11	154	154	154							100	0	1986		1986	2008
IL	0	Oakton C.C.	2	2	IEA/NEA	11	500	350				500				0	100	1985		1987	2010
IL	0	Parkland College	2	1	Independent	10	189	189	189							100	0	1985		1987	7777
IL	0	Parkland College	2	1	IFT/AFT	7	127	127				127				0	100	1995		2001	7777
IL	0	Prairie State College	2	1	IFT/AFT	7	85	85	76						9	100	0	1969		1969	2009
IL	0	Prairie State College	2	1	IEA/NEA	7	200	0				200				0	100	2006		2006	2009
IL	0	Rend Lake College	2	2	IFT/AFT	7	60	60	60							100	0	1985		1986	7777
IL	0	Richland C.C.	2	1	IFT/AFT	7	72	72	72							100	0	1984		1986	7777
IL	0	Rock Valley College	2	1	IFT/AFT	7	154	130	154							100	0	2002		2003	2011
IL	1	Roosevelt University	4	2	IEA/NEA	11	400	400				400				0	100	1999		2000	7777
IL	1	Saint Xavier University	4	2	Independent	10	210	200	210							100	0	1974		1974	2011
IL	0	Sauk Valley C.C.	2	1	IEA/NEA	11	47	60	40		4		3			91	9	1969		1970	2010
IL	0	Sauk Valley C.C.	2	1	IEA/NEA	11	80	125				80				0	100	2002		2003	2011
IL	0	Shawnee C.C.	2	1	IEA/NEA	11	39	39	39							100	0	1984		1984	7777
IL	0	South Suburban College	2	2	IFT/AFT	7	175	125	155				20			100	0	1971		1972	2013
IL	0	South Suburban College	2	2	IFT/AFT	7	250	67				250				0	100	2004		2005	2013
IL	0	Southeastern Illinois College	2	1	IEA/NEA	11	63	58	53				10			100	0	1984		1985	2010
IL	0	Southern Illinois Univ.-Carbondale	4	1	IEA/NEA	11	690	677	690							100	0	1996		1998	2010
IL	0	Southern Illinois Univ.-Carbondale	4	1	IEA/NEA	11	700	0			350	350				0	100	2005		2007	2010
IL	0	Southern Illinois Univ.-Edwardsville	4	1	IEA/NEA	11	206	167			76	130				0	100	2004		2007	2010
IL	0	Southwestern Illinois College	2	3	AAUP/IFT/AFT	2	169	138	159				10			100	0	1967		1967	2011
IL	0	Southwestern Illinois College	2	3	IFT/AFT	7	420	290				400	20			0	100	2003		2005	2012
IL	0	Spoon River College	2	1	IEA/NEA	11	36	37	27		9					75	25	1973		1976	2012
IL	0	Triton College	2	1	IFT/AFT	7	170	127	165				5			100	0	1973		1978	2014
IL	0	Triton College	2	1	IEA/NEA	11	375	375				375				0	100	2004		2006	9999
IL	0	Univ. of Illinois-Chicago	4	1	AAUP/AFT	2	1,000	0								999	999	2011		8888	8888
IL	0	Waubonsee C.C.	2	1	IFT/AFT	7	105	85	105							100	0	1968		1970	2010
IL	0	Waubonsee C.C.	2	1	IEA/NEA	11	183	0				183				0	100	2006		2008	2009
IL	0	Waubonsee C.C.	2	1	IEA/NEA	11	72	0				72				0	100	2006		2008	2009
IL	0	Western Illinois University	4	1	UPI/IFT/AFT	7	498	655	498							100	0	1976		1977	2010
IL	0	Western Illinois University	4	1	UPI/IFT/AFT	7	115	0			115					0	100	1986		1986	2010
IL	0	William Rainey Harper College	2	1	IFT/AFT	7	300	219	280				20			100	0	1981		1981	2013
IL	0	William Rainey Harper College	2	1	IEA/NEA	7	250	307				250				0	100	1994		9999	9999

il 20,062

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
KS	0	Allen County C.C.	2	1	KNEA/NEA	11	36	34	36							100	0	1978		1978	2011
KS	0	Butler County C.C.	2	3	KNEA/NEA	11	161	143	161							100	0	1971		1971	2011
KS	0	Cloud County C.C.	2	1	KNEA/NEA	11	57	57								999	999	1970		1973	7777
KS	0	Coffeyville C.C.	2	2	Independent	10	70	58	68				2			100	0	1982	1980	1983	2010
KS	0	Colby C.C.	2	1	KNEA/NEA	11	55	60	35		13	3		4		71	29	1988	1972	1975	2009
KS	0	Cowley County C.C.	2	1	KNEA/NEA	11	206	48	41					5	160	100	0	1969		1970	2009
KS	0	Dodge City C.C. College	2	1	KNEA/NEA	11	56	55	56							100	0	1991		1972	2010
KS	0	Flint Hills Technical College	2	1	KNEA/NEA	11	27	0	27							100	0	2003		9999	9999
KS	0	Fort Hays State University	2, 4	1	AAUP	1	308	180	211	6	91					70	30	2000		2002	2010
KS	0	Fort Scott C.C.	2	1	KNEA/NEA	11	58	58								999	999	1984	1974	1985	9999
KS	0	Garden City C.C.	2	1	KNEA/NEA	11	70	64	70							100	0	1971		1973	2011
KS	0	Highland C.C.	2	1	KNEA/NEA	11	56	35	56							100	0	2005	1997	2005	2011
KS	0	Hutchinson C.C.	2	1	KNEA/NEA	11	132	107	116			16				88	12	1970		1972	2010
KS	0	Independence C.C.	2	1	KNEA/NEA	11	27	29	27							100	0	1970		1970	2011
KS	0	Johnson County C.C.	2	1	KNEA/NEA	11	360	303	324				7	2	27	100	0	1980		1981	2010
KS	0	Kansas City Kansas C.C.	2	2	KNEA/NEA	11	125	125								999	999	1971		1971	7777
KS	0	Labette C.C.	2	2	KNEA/NEA	11	35	27	35							100	0	1970		1970	2010
KS	0	Manhattan Area Technical College	2	1	KNEA/NEA	11	27	0	27							100	0	2003		9999	9999
KS	0	Neosho County C.C.	2	2	KNEA/NEA	11	40	40		40						100	0	1997		1991	7777
KS	0	Pittsburg State University	4	1	KNEA/NEA	11	301	231	301							100	0	1974		1978	2011
KS	0	Pratt C.C.	2	1	KNEA/NEA	11	50	48	50							100	0	1977		1977	2010
ks							2,257														
MA	1	Becker College	4	2	MFT/AFT	7	40	40								999	999	1974		1975	7777
MA	1	Berklee College of Music	4	1	MFT/AFT	7	471	471								999	999	1985		1986	7777
MA	1	Curry College	4	2	AAUP	1	229	225			108	121				0	100	1979		1981	2010
MA	1	Emerson College	4	1	AAUP	1	110	110	110							100	0	1975		1976	7777
MA	1	Emerson College	4	1	AAUP	1	220	220				220				0	100	2001		2004	7777
MA	1	Endicott College	4	1	NEA	11	67	67								999	999	1973		1974	7777
MA	1	Laboure College	2	1	NEA	11	90	90	90							100	0	1975		1979	9999
MA	1	Longy School of Music	4	1	MFT/AFT	7	89	0	89							100	0	2010		9999	9999
MA	0	Massachusetts C.C. System	2	15	MCCC/NEA	11	1,987	2,200	1,503						484	100	0	1976		1976	2009
MA	0	Massachusetts C.C. System	2	15	MCCC/NEA	11	4,126	3,000				4,126				0	100	1987		1991	2009
MA	0	Massachusetts State Colleges	4	9	MTA/NEA	11	2,225	1,975	1,600	25	50	500			50	75	25	1977		1977	2008
MA	0	Massachusetts State Colleges ¹⁶	4	9	MTA/NEA	11	800	1,000						800		0	100	1987		1989	2009
MA	0	Quincy College	2	2	NEA	11	65	0	65							100	0	9999		9999	9999
MA	1	Suffolk University	4	1	AAUP	1	450	450				450				0	100	2006		8888	8888
MA	0	University of Massachusetts ¹⁷	4	2	MTA/NEA	11	2,300	1,738	1,255	34	354	607	24		26	57	43	1976		1978	2012
MA	0	University of Massachusetts	4	1	MTA/NEA	11	509	509								999	999	1976		1978	7777
MA	0	University of Massachusetts	4	1	UAW	13	600	0				600				0	100	2011		8888	8888

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
MA	0	University of Massachusetts	4	1	MFT/AFT	7	610	500	315		66	142	17		70	66	34	1970		1970	2012
MA	1	Wentworth Institute of Technology	4	1	MFT/AFT	7	128	128								999	999	1973		1976	7777
ma							15,116														
MD	0	Montgomery College	2	3	AAUP	1	511	511								999	999	1980		1982	2006
MD	0	Montgomery College	2	3	SEIU	12	850	0				850				0	100	2008		2010	2012
MD	1	National Labor College ¹⁸	4	1	CWA	9	20	0	11				4		5	99	1	2003	1968	9999	2011
MD	1	National Labor College	4	1	AFT	7	35	0				35				0	100	2008		2009	2012
md							1,416														
ME	0	Maine C.C. System	2	7	MEA/NEA	11	324	324								999	999	1971		1971	7777
ME	0	Maine C.C. System	2	7	SEIU	12	800	0				800				0	100	2010		8888	8888
ME	0	Maine Maritime Academy	4	1	MSEA/NEA/ SEIU	12	59	59								999	999	1988		1988	7777
ME	0	University of Maine System	4	7	MEA/NEA	11	1,200	1,100	1,200							100	0	1978		1979	2011
ME	0	University of Maine System	4	7	AFT	7	1,200	800				1,200				0	100	1986		1988	2009
me							3,583														
MI	1	Adrian College	4	1	MEA/NEA	11	95	70	90		2				3	98	2	1975		1977	2012
MI	0	Alpena C.C.	2	2	MEA/NEA	11	56	56	56							100	0	1965		1965	2014
MI	1	Baker College	4	1	MEA/NEA	11	37	37	37							100	0	1978		1978	9999
MI	0	Bay de Noc C.C.	2	2	MEA/NEA	11	48	42	48							100	0	1973	1971	1971	2010
MI	0	Bay de Noc C.C.	2	2	Independent	10	100	90				100				0	100	1971		1971	2012
MI	0	Central Michigan University	4	1	MEA/NEA	11	680	600	650							100	0	1977	1969	1970	2008
MI	0	Central Michigan University	4	1	AFT	7	500	0								0	100	8888		8888	8888
MI	0	Eastern Michigan University	4	1	AAUP	1	675	730	675							100	0	1974		1974	2010
MI	0	Eastern Michigan University	4	1	AFT	7	99	0			99					0	100	2010		8888	8888
MI	0	Eastern Michigan University	4	1	AFT	7	680	0				680				0	100	2010		2011	9999
MI	0	Ferris State University	4	1	MEA/NEA	11	450	450								999	999	1973		1973	7777
MI	0	Ferris State University	4	1	AFT	7	90	0			75	15				0	100	2010		8888	8888
MI	0	Glen Oaks C.C.	2	1	MEA/NEA	11	31	29	31							100	0	1968		1968	2011
MI	0	Gogebic C.C.	2	1	MEA/NEA	11	35	35								999	999	1965		1965	7777
MI	0	Grand Rapids C.C.	2	1	Independent	10	621	625	255	225	11	125			5	78	22	1965		1965	2010
MI	0	Henry Ford C.C.	2	2	MFT/AFT	7	205	195	205							100	0	1965		1966	2012
MI	0	Henry Ford C.C.	2	2	MFT/AFT	7	717	0				717				0	100	2008		2009	2011
MI	0	Jackson C.C.	2	3	MEA/NEA	11	457	300	90			367				20	80	1965		1966	2008
MI	0	Kalamazoo Valley C.C.	2	2	AAUP	1	131	131								999	999	1995		1969	9999
MI	0	Kellogg C.C.	2	3	MEA/NEA	11	97	97								999	999	1968	1967	1968	7777
MI	1	Kendall College of Art and Design	4	1	MEA/NEA	11	120	120								999	999	1974		1974	7777
MI	0	Kirtland C.C.	2	1	MFT/AFT	7	42	36			39				3	7	93	1985	1969	1971	2011
MI	0	Lake Michigan College	2	1	MEA/NEA	11	54	65	54							100	0	2000		2003	2011
MI	0	Lake Superior State University	4	1	MEA/NEA	11	125	115	115	5				5		100	0	1978		1978	2010

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
MI	0	Lansing C.C.	2	2	MEA/NEA	11	1,095	1,095								999	999	1968		1969	7777
MI	0	Macomb C.C.	2	3	Independent	10	230	230								999	999	1966		1967	7777
MI	0	Macomb C.C.	2	3	MEA/NEA	11	500	500								999	999	2003		8888	8888
MI	0	Michigan State University	4	1	AFT	7	614	0								999	999	2009		2010	9999
MI	0	Mid-Michigan C.C.	2	2	MEA/NEA	11	35	35	35							100	0	1968		1969	7777
MI	0	Monroe County C.C.	2	1	MEA/NEA	11	62	62	55				7			100	0	1973	1968	1968	2004
MI	0	Montcalm C.C.	2	1	MEA/NEA	11	157	25	27			130				17	83	1968		1968	2010
MI	0	Mott C.C.	2	3	MEA/NEA	11	703	480	150	553						100	0	1966		1966	2009
MI	0	Muskegon C.C.	2	1	MEA/NEA	11	110	110								999	999	1965		1967	7777
MI	0	North Central Michigan College	2	1	MEA/NEA	11	36	36	36							100	0	1980		1981	7777
MI	0	Northern Michigan University	4	1	AAUP	1	396	275	221	7	44	100	13	11		64	36	1975		1976	2012
MI	0	Northern Michigan University	4	1	MEA/NEA	11	23	23			19	4				0	100	1980		1980	2011
MI	0	Oakland C.C.	2	5	MEA/NEA	11	331	280	289				42			100	0	1965		1966	2009
MI	0	Oakland University	4	1	AAUP	1	674	565	494		17	163				73	27	1970		1971	2004
MI	0	Saginaw Valley State University	4	1	MEA/NEA	11	235	235	235							100	0	1972		1972	7777
MI	0	Saint Clair County C.C.	2	1	MEA/NEA	11	275	275								999	999	1968		1970	7777
MI	0	Schoolcraft College	2	1	MEA/NEA	11	580	550			100	472	8			1	99	1972		1967	2009
MI	1	University of Detroit-Mercy	4	2	MEA/NEA	11	240	215	229				11			100	0	1990	1975	1977	2013
MI	0	University of Michigan	4	3	MFT/AFT	7	1,362	1,400			500	862				0	100	2003	1975	2003	2010
MI	0	Washtenaw C.C.	2	1	MEA/NEA	11	350	169	225	100			25			100	0	1966	1975	1967	2009
MI	0	Wayne County C.C.	2	5	MFT/AFT	7	739	525								999	999	1970	1975	1970	9999
MI	0	Wayne State University	4	1	AAUP/MFT/AFT	2	1,950	1,850	908		767				275	61	39	1972	1975	1972	2012
MI	0	Wayne State University	4	1	AFT	7	400	0				400				0	100	2007	1975	2008	2012
MI	0	West Shore C.C.	2	1	MEA/NEA	11	28	28	28							100	0	1984	1970	1970	2012
MI	0	Western Michigan University	4	1	AAUP	1	855	890	782		73					91	9	1975		1976	2004
MI	0	Western Michigan University	4	1	AFT	7	435	0				435				0	100	2009		2010	2013
mi							18,560														
MN	0	Minnesota State Universities	4	7	Independent	10	3,430	3,129	2,009	95	447	879				61	39	1975		1976	2011
MN	0	Minnesota 2-Year Colleges	2	46	EM/AFT/NEA	8	4,924	4,924								999	999	2001		2003	7777
MN	0	University of Minnesota-Duluth	4	1	EM/AFT/NEA	8	400	400								999	999	1980		1982	7777
mn							8,754														
MO	0	Jefferson College	2	1	MNEA/NEA	11	389	0								999	999	1983		9999	9999
MO	1	Park University	4	1	MFT/AFT	7	80	56	70		7		3			91	9	1976		1977	2012
MO	0	Saint Charles County C.C.	2	1	MFT/AFT	7	92	79	92							100	0	1991		1993	2010
MO	0	Saint Louis C.C.	2	3	MNEA/NEA	11	430	430	430							100	0	1977		1977	7777
mo							991														

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
MT	0	Dawson C.C.	2	1	MEA-MFT/AFT/NEA	8	30	30								999	999	1975		1975	7777
MT	0	Flathead Valley C.C.	2	2	MEA-MFT/AFT/NEA	8	42	42								999	999	1979		1981	7777
MT	0	Flathead Valley C.C.	2	2	MEA-MFT/AFT/NEA	8	60	60								999	999	1992		1992	7777
MT	0	Helena Coll. of Technology at U-MT	4	1	MEA-MFT/AFT/NEA	8	35	31	31		4					89	11	2000		2001	2011
MT	0	Miles C.C.	2	1	MEA-MFT/AFT/NEA	8	21	20			21					0	100	2005		2007	2009
MT	0	Missoula College of Technology	4	1	MEA-MFT/AFT/NEA	8	27	27								999	999	9999		9999	7777
MT	0	Montana Colleges of Technology	4	3	MEA-MFT/AFT/NEA	8	32	32								999	999	9999		9999	7777
MT	0	Montana State Univ.-Billings	4	1	MEA-MFT/AFT/NEA	8	125	125								999	999	1978	1975	1976	7777
MT	0	Montana State Univ.-Bozeman	4	1	MEA-MFT/AFT/NEA	8	400	0	400							100	0	2009		9999	9999
MT	0	Montana State Univ.-Bozeman	4	1	MEA-MFT/AFT/NEA	8	200	0				200				0	100	2009		9999	9999
MT	0	Montana State Univ.-Northern	4	1	MEA-MFT/AFT/NEA	8	67	67								999	999	1979	1975	1976	7777
MT	0	Univ. of Montana-College of Mining	4	1	MEA-MFT/AFT/NEA	8	130	130								999	999	2006		8888	8888
MT	0	Univ. of Montana-Missoula	4	1	MEA-MFT/AFT/NEA	8	455	455								999	999	1978		1979	2009
MT	0	Univ. of Montana-Western	4	1	MEA-MFT/AFT/NEA	8	60	46	44		16					73	27	2000	1975	1975	2011
mt							1,684														
NE	0	Central C.C.	2	4	NSEA/NEA	11	145	145	145							100	0	1985	1976	1976	7777
NE	0	Metropolitan C.C.	2	5	NSEA/NEA	11	200	200	200							100	0	1974		1974	7777
NE	0	Mid-Plains C.C.	2	2	NSEA/NEA	11	46	46								999	999	1976		1976	7777
NE	0	Mid-Plains C.C.	2	1	NSEA/NEA	11	19	19	19							100	0	2000		2001	7777
NE	0	Nebraska State Colleges	4	3	NSEA/NEA	11	240	240	240							100	0	1976		1976	7777
NE	0	Northeast C.C.	2	1	NSEA/NEA	11	101	101	101							100	0	1990	1974	1975	7777

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
NE	0	Southeast C.C.	2	4	Independent	10	297	297								999	999	1979	1970	1971	7777
NE	0	University of Nebraska-Kearney	4	1	NSEA/NEA	11	300	300	300							100	0	1976		1991	2011
NE	0	University of Nebraska-Omaha	4	1	AAUP	1	430	430								999	999	1979		1981	9999
NE	0	Western Nebraska C.C.	2	4	NSEA/NEA	11	77	75	73				1	3		100	0	1976		9999	2011
ne							1,855														
NH	0	C.C. system of New Hampshire	2	7	SEIU	7	1,150	0	750						400	100	0	1973		1974	2011
NH	0	C.C. system of New Hampshire	2	7	SEIU	7	559	0				559				0	100	2011		8888	8888
NH	1	Franklin Pierce University	4	1	NHFT/AFT	7	147	146			72	75				0	100	1974		1974	2011
NH	0	Keene State College	4	1	NEANH/NEA	11	100	153	100							100	0	1978		1979	2009
NH	0	Keene State College	4	1	NEANH/NEA	11	130	130			110	20				0	100	2000		2000	2011
NH	0	University of New Hampshire	4	2	AAUP	1	623	620	623							100	0	1990		1993	2009
nh							2,709														
NJ	0	Atlantic Cape C.C.	2	1	NJEA/NEA	11	80	80								999	999	1968		1970	7777
NJ	0	Bergen C.C.	2	1	NJEA/NEA	11	303	270	303							100	0	1968		1969	2013
NJ	1	Bloomfield College	4	1	AAUP	1	246	125	67			178	1			28	72	1973		1975	2010
NJ	0	Brookdale C.C.	2	1	NJEA/NEA	11	276	215	240		10		26			96	4	1971		1974	2010
NJ	0	Burlington County College	2	2	NJEA/NEA	11	53	72	53							100	0	1970		1971	2008
NJ	0	Camden County College	2	3	NJEA/NEA	11	119	120	119							100	0	1980	1968	1968	2009
NJ	0	Camden County College	2	3	NJFT/AFT	7	700	700				700				0	100	1995		1996	2009
NJ	0	County College of Morris	2	1	NJEA/NEA	11	160	168	160							100	0	1975	1974	1975	2010
NJ	0	County College of Morris	2	1	NJEA/NEA	11	23	0						23		100	0	2008		2008	2011
NJ	0	County College of Morris	2	1	NJFT/AFT	7	321	0				321				0	100	2008		2009	2012
NJ	0	Cumberland County College	2	1	NJEA/NEA	11	52	55	47				5			100	0	1995		1969	2010
NJ	0	Essex County College	2	4	NJEA/NEA	11	121	156	121							100	0	1968		1970	2006
NJ	0	Gloucester County College	2	1	NJEA/NEA	7	80	80	70						10	100	0	2006	1968	1969	2011
NJ	0	Hudson County C.C.	2	1	NJEA/NEA	11	83	51	83							100	0	1989		1989	2010
NJ	0	Hudson County C.C.	2	1	NJFT/AFT	7	350	300				350				0	100	2003		2006	2009
NJ	0	Mercer County C.C.	2	1	NJEA/NEA	11	135	132	135							100	0	1970		1971	2009
NJ	0	Mercer County C.C.	2	1	NJFT/AFT	7	300	300				300				999	999	1997		1997	7777
NJ	0	Middlesex County College	2	1	NJFT/AFT	7	200	200								999	999	1968		1968	7777
NJ	0	Middlesex County College	2	1	NJFT/AFT	7	400	400				400				0	100	1996		1998	7777
NJ	1	Monmouth University	4	1	AAUP	1	259	226	190		69					74	26	1978	1971	1971	2009
NJ	0	New Jersey Institute of Technology	4	1	AAUP	1	952	350	291		84	217	27	9	324	68	32	1988	1970	1971	2007
NJ	0	New Jersey State College System	4	9	NJFT/AFT	7	4,168	4,043	2,619			142			1407	96	4	1972	1970	1970	2011
NJ	0	New Jersey State College System	4	9	NJFT/AFT	7	3,743	3,354				3,743				0	100	1997		1998	9999
NJ	0	Ocean County College	2	1	NJEA/NEA	11	118	128	112						6	100	0	1968		1968	2010
NJ	0	Ocean County College	2	1	Independent	10	454	0				454				0	100	1982		1984	2011
NJ	0	Passaic County C.C.	2	1	NJEA/NEA	11	73	80	73							100	0	1972		1972	2008
NJ	0	Passaic County C.C.	2	1	NJFT/AFT	7	300	300				300				0	100	2003		2005	7777

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
NJ	0	Raritan Valley C.C.	2	1	NJFT/AFT	7	106	106								999	999	1973		9999	7777
NJ	0	Raritan Valley C.C.	2	1	NJFT/AFT	7	238	238				238				0	100	9999		9999	7777
NJ	1	Rider University	4	2	AAUP	1	612	350	250		12	300		30	20	51	49	1973		1974	2007
NJ	0	Rutgers, The State Univ. of NJ	4	3	AAUP/AFT	2	2,742	2,700	2,047		695					75	25	1970		1971	2011
NJ	0	Rutgers, The State Univ. of NJ	4	3	AAUP/AFT	2	967	750				967				0	100	1988		1991	2011
NJ	0	Rutgers, The State Univ. of NJ	4	3	AAUP/AFT	2	22	20							22	0	100	1989		1990	2011
NJ	0	Salem C.C.	2	1	NJEA/NEA	11	33	31	33							100	0	1975		1976	2012
NJ	0	Sussex County C.C.	2	1	NJFT/AFT	7	52	39	50		1		1			98	2	1991		1994	2009
NJ	0	Sussex County C.C.	2	1	NJFT/AFT	7	200	190				200				0	100	1997		2000	9999
NJ	0	Union County College	2	3	AAUP	1	174	180	137		33		4			81	19	1974		1975	2012
NJ	0	Union County College	2	3	NJFT/AFT	7	263	300				263				0	100	2003		2004	2010
NJ	0	Univ. of Medicine and Dentistry of NJ	4	5	AAUP	1	1,403	1,377	371	17	819	176	20			29	71	1972		1973	2009
NJ	0	Univ. of Medicine and Dentistry of NJ	4	1	NJEA/NEA	11	60	150	60							100	0	1984		1984	2010
NJ	0	Warren County C.C.	2	1	NJEA/NEA	11	24	20	24							100	0	1992		1995	2010
nj							20,965														
NM	0	Central New Mexico C.C.	2	4	AFT	7	1,100	1,100								999	999	1995		1996	2005
NM	0	New Mexico Highlands University	4	1	NEA	7		0								999	999	9999		8888	8888
NM	0	Northern New Mexico College	2	2	AFT	7	46	46	46							999	999	2005		8888	8888
nm							1,146														
NV	0	Truckee Meadows C.C.	2	1	AAUP	1	250	250								999	999	1992		1993	7777
nv							250														
NY	1	Adelphi University	4	1	AAUP	1	862	750	286		22	554				30	70	1972		1973	2009
NY	0	Adirondack C.C.	2	1	Independent	10	110	110								999	999	1985	1970	1970	7777
NY	1	Bank Street College	4	1	NYSUT/AFT/ NEA	8	60	222			30	30				0	100	1995		1995	2008
NY	1	Bard College	4	1	AAUP	1	243	215	168	3	12	60				71	29	1972		1973	2009
NY	0	Broome C.C.	2	1	NYSUT/AFT/ NEA	8	484	383	155		21	267	41			40	60	1979		1969	2008
NY	0	Cayuga County C.C.	2	1	NYSUT/AFT/ NEA	8	70	75	55				15			100	0	1978	1970	1970	2011
NY	0	City University of New York ¹⁹	2, 4	20	NYSUT/AFT/ NEA/AAUP	14	23,012	19,100	6,701		76	9,911			6,324	48	52	1969		1969	2010
NY	0	Clinton C.C.	2	1	Independent	10	200	80	75	88		28	9			86	14	1978	1972	1973	2010
NY	0	Columbia-Greene C.C.	2	1	NYSUT/AFT/ NEA	8	45	48	45							100	0	2006	1971	1971	2013
NY	1	Cooper Union	4	1	NYSUT/AFT/ NEA	8	52	49	52							100	0	1975		1978	2008
NY	1	Cooper Union	4	1	NYSUT/AFT/ NEA	8	210	0				210				0	100	2009		9999	9999

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
NY	0	Cornell Univ.-NY State School of Industrial and Labor Relations	4	6	NYSUT/AFT/ NEA	8	165	165				165				0	100	1981		1982	2010
NY	0	Corning C.C.	2	1	NYSUT/AFT/ NEA	8	98	98								999	999	2004		2005	7777
NY	1	Culinary Institute of America	4	2	NYSUT/AFT/ NEA	10	130	120			130					0	100	9999	1979	1979	2011
NY	1	Dowling College	4	2	NYSUT/AFT/ NEA	8	120	133	120							100	0	1978		1979	2012
NY	1	Dowling College	4	2	NYSUT/AFT/ NEA	8	300	400				300				0	100	2002		2003	2012
NY	0	Dutchess C.C.	2	1	NYSUT/AFT/ NEA	8	155	155								999	999	1987	1968	1969	7777
NY	0	Dutchess C.C.	2	1	NYSUT/AFT/ NEA	14	250	250				250				0	100	1987	1985	1987	7777
NY	1	D'Youville College	4	1	AAUP	1	150	125	107		39		4			74	26	1976		1977	2008
NY	0	Erie C.C.	2	3	NYSUT/AFT/ NEA	8	1,519	450	366			1,153				24	76	2006	1971	1971	2009
NY	0	Fashion Institute of Technology	2, 4	1	NYSUT/AFT/ NEA	8	1,400	1,400								999	999	1967		1967	7777
NY	0	Finger Lakes C.C.	2	1	NYSUT/AFT/ NEA	8	112	162	112							100	0	2006	1974	1975	2011
NY	0	Finger Lakes C.C.	2	1	NYSUT/AFT/ NEA	8	222	0				222				0	100	9999		9999	9999
NY	0	Fulton-Montgomery C.C.	2	1	NYSUT/AFT/ NEA	8	84	84								999	999	1978	1969	1969	7777
NY	0	Genesee C.C. ²⁰	2	1	NYSUT/AFT/ NEA	8	175	130			81			7	87	0	100	2006	1970	1970	2010
NY	0	Herkimer County C.C.	2	1	NYSUT/AFT/ NEA	8	128	141	78				25		25	100	0	1983	1975	1977	2010
NY	1	Hofstra University	4	1	AAUP	1	850	850								999	999	1973		1974	7777
NY	0	Hudson Valley C.C.	2	1	Independent	10	651	660	253			398				39	61	1983	1969	1969	2011
NY	0	Hudson Valley C.C.	2	2	Independent	10	23	23	23							100	0	1976		1976	7777
NY	0	Hudson Valley C.C.	2	1	Independent	10	20	20	20							100	0	1976		1976	7777
NY	0	Jamestown C.C.	2	2	NYSUT/AFT/ NEA	8	340	267	80			260				24	76	2006	1992	1970	2010
NY	0	Jefferson C.C.	2	1	NYSUT/AFT/ NEA	8	113	113								999	999	1975		1969	7777
NY	1	LeMoyne College	4	1	NYSUT/AFT/ NEA	8	222	0				222				0	100	2007		9999	9999

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
NY	1	Long Island Univ.	4	1	NYSUT/AFT/ NEA	8	876	755	250			626				29	71	2006	1970	1972	2011
NY	1	Long Island Univ.	4	1	AAUP	1	75	52	75							100	0	1978		1979	2011
NY	1	Long Island Univ.	4	1	NYSUT/AFT/ NEA	8	332	324	330		2					99	1	2006	1976	1975	2011
NY	1	Long Island Univ.	4	1	CWA	9	675	600				625	50			0	100	1987	1978	1979	2008
NY	1	Manhattan School of Music	4	1	NYSUT/AFT/ NEA	8	150	0				150				0	100	2009		9999	9999
NY	1	Marymount Manhattan College	4	1	NYSUT/AFT/ NEA	8	250	0				250				0	100	2006		2010	2013
NY	0	Mohawk Valley C.C.	2	2	NYSUT/AFT/ NEA	7	220	220								999	999	1972		1972	7777
NY	0	Monroe C.C.	2	2	NYSUT/AFT/ NEA	8	1,005	1,000	310		5	450	240			55	45	1969		1969	2012
NY	0	Nassau C.C.	2	1	NYSUT/AFT/ NEA	8	720	716	535		15		170			98	2	1969		1969	2008
NY	0	Nassau C.C. ²¹	2	1	Independent	10	1,330	1,550				1,150	180			0	100	1974		1974	2010
NY	1	New School University	4	1	UAW	13	1,600	1,600				1,600				0	100	2004		8888	8888
NY	1	New York Institute of Technology	4	3	AAUP	1	238	229	209		10	1		18		95	5	1970		1971	2012
NY	1	New York University	4	1	UAW	13	2,750	2,750				2,750				0	100	2002		2004	7777
NY	0	Niagara County C.C.	2	1	NYSUT/AFT/ NEA	8	168	187	116		3		49			69	31	2006	1978	1969	2006
NY	1	Niagara University	4	1	AAUP	1	153	122	153							100	0	1979	1975	1979	2011
NY	0	North County C.C.	2	3	NYSUT/AFT/ NEA	8	53	53	53							100	0	1978	1969	1970	7777
NY	0	Onondaga C.C.	2	1	NYSUT/AFT/ NEA	8	658	400	185	2		358		113		46	54	1968		1968	2005
NY	0	Orange County C.C.	2	2	NYSUT/AFT/ NEA	8	406	120	126			280				42	58	2006	1969	1969	2012
NY	1	Pace University	4	2	NYSUT/AFT/ NEA	8	686	694				686				0	100	2004	2006	2009	2011
NY	1	Pratt Institute	4	2	NYSUT/AFT/ NEA	8	933	800	125	800				8		100	0	2006	1971	1972	2011
NY	0	Rockland C.C.	2	1	NYSUT/AFT/ NEA	8	253	253				253				999	999	1993		1995	7777
NY	1	Saint John's University	4	2	AAUP	3	920	920								999	999	1970		1970	9999
NY	0	Schenectady County C.C. ²²	2	1	NYSUT/AFT/ NEA	8	90	74			81		9			0	100	2006	1970	1971	2010

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
NY	0	Schenectady County C.C.	2	1	NYSUT/AFT/ NEA	8	12	11			12					0	100	2006		9999	7777
NY	0	State University of New York ²³	2, 4	28	NYSUT/AFT/ NEA/AAUP	14	32,019	28,775	7,166	421	2,941	7,660	9,868	2121	1842	55	45	1978	1971	1971	2011
NY	0	Suffolk County C.C.	2	3	NYSUT/AFT/ NEA	8	1,858	1,550	328		11	1,366	153			26	74	1970		1970	2011
NY	0	Sullivan County C.C.	2	2	NYSUT/AFT/ NEA	8	104	104										1978	1974	1976	7777
NY	1	Syracuse University	4	1	NYSUT/AFT/ NEA	8	608	610				608				0	100	2005		2008	2011
NY	0	Tompkins-Cortland C.C.	2	1	NYSUT/AFT/ NEA	8	89	89								999	999	1982		1983	2013
NY	1	Trocaire College	2	1	NYSUT/AFT/ NEA	8	136	150			55	81				0	100	2007	1974	1981	2010
NY	0	U.S. Merchant Marine Academy	4	1	AFGE	5	65	65	65							100	0	1978	1968	1968	7777
NY	0	Ulster County C.C.	2	1	Independent	10	65	65										1989		1970	9999
NY	1	Utica College of Syracuse University	4	1	AAUP	1	123	116	116					3	4	100	0	1976		1977	2008
NY	0	Westchester C.C.	2	1	NYSUT/AFT/ NEA	8	1,000	899	200			800				20	80	2006	1969	1969	2011
ny							83,195														
OH	0	Bowling Green State Univ.	4	1	AAUP	1	800	0								999	999	2011		8888	8888
OH	0	Central Ohio Technical College	2	1	OFT/AFT	7	58	54	5		53					8	92	1990		1990	2010
OH	0	Central State University	4	1	AAUP	1	85	85	85							100	0	1985		1985	7777
OH	0	Cincinnati State Tech. & C.C.	2	1	AAUP	1	180	180	180							100	0	1989		1989	7777
OH	1	Chancellor University	4	1	OFT/AFT	7	18	18	18							100	0	1975		1976	7777
OH	0	Cleveland State University	4	1	AAUP	1	400	428	400							100	0	1993		1995	2010
OH	0	Columbus State C.C.	2	1	OEA/NEA	11	284	270	284							100	0	2001		2002	2011
OH	0	Cuyahoga C.C. District	2	3	AAUP	1	358	355	330				28			100	0	1977		1978	2010
OH	0	Eastern Gateway C.C.	2	1	OEA/NEA	11	38	39	37					1		100	0	1985		1986	2010
OH	0	Edison State C.C.	2	1	OEA/NEA	11	55	40			55					0	100	1985		1986	2010
OH	0	Hocking College	2	2	OEA/NEA	11	221	221	221							100	0	1986		1994	7777
OH	0	Kent State University	2, 4	8	AAUP	1	863	850	863							100	0	1979	1975	1978	2011
OH	0	Kent State University	2, 4	8	AAUP	1	347	239			347					0	100	1995		1996	2012
OH	0	Lakeland C.C.	2	5	OEA/NEA	11	129	131	129							100	0	1978		1978	2011
OH	0	North Central State College	2	2	AAUP	1		0								999	999	2006		2008	9999
OH	0	Northwest State C.C.	2	1	OEA/NEA	11	50	46	42				8			100	0	1975	1973	1973	2010
OH	0	Owens C.C.	2	2	OFT/AFT	7	280	240	203				77			100	0	1989		1989	2012
OH	0	Shawnee State University	4	1	OEA/NEA	11	119	119	119							100	0	1975		1976	7777
OH	0	Southern State C.C.	2	4	OEA/NEA	11	49	49	49							100	0	1985		1986	7777

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
OH	0	Terra C.C.	2	1	OFT/AFT	7	42	41	42							100	0	1992	1985	1986	2009
OH	0	University of Akron	4	1	AAUP	1	675	650	625		50					93	7	2003		2005	2009
OH	0	University of Cincinnati	2, 4	3	AAUP	1	1,800	2,083	1,312		438		50			76	24	1975		1975	2013
OH	1	University of Rio Grande	4	1	Independent	10	80	80	80							100	0	1976		1985	7777
OH	0	University of Toledo	4	1	AAUP	1	600	529	600							100	0	1991		1993	2011
OH	0	University of Toledo	4	1	AAUP	1	110	75			110					0	100	1991		1993	2011
OH	1	Wilberforce University	4	1	AAUP	1	43	43	43							100	0	1979		1979	9999
OH	0	Wright State University	4	1	AAUP	1	470	412	470							100	0	1998		1999	2011
OH	0	Youngstown State University	4	1	OEA/NEA	11	430	350	400		30					93	7	1972		1973	2010
oh							8,584														
OR	0	Blue Mountain C.C.	2	1	OEA/NEA	11	274	175	59	215						100	0	1975		1976	2010
OR	0	Central Oregon C.C.	2	1	Independent	10	138	105	100			38				72	28	1985	1975	1977	2010
OR	0	Chemeketa C.C.	2	5	OEA/NEA	11	853	853								999	999	1974		1974	7777
OR	0	Clackamas C.C.	2	3	OEA/NEA	11	151	151								999	999	1975		1973	7777
OR	0	Clackamas C.C.	2	3	OEA/NEA	11	300	300				300				0	100	1986		1986	7777
OR	0	Clatsop C.C.	2	1	OEA/NEA	11	39	38	38	1						100	0	1975		1975	2011
OR	0	Clatsop C.C.	2	1	OEA/NEA	11	33	33				33				0	100	1999		2000	7777
OR	0	Columbia Gorge C.C.	2	1	OFT/AFT	7	120	120	120							100	0	1990		1991	7777
OR	0	Eastern Oregon University	4	1	OFT/AFT	7	76	130	55	2	10	5		4		80	20	2003		2005	2010
OR	0	Lane C.C.	2	1	OFT/AFT	7	550	550								999	999	1974		1974	7777
OR	0	Linn-Benton C.C.	2	3	Independent	10	162	162								999	999	1974		1974	7777
OR	0	Mt. Hood C.C.	2	1	OEA/NEA	11	167	157	150		11		6			93	7	1980	1976	1976	2010
OR	0	Mt. Hood C.C.	2	1	OEA/NEA	11	550	450				550				0	100	1982		1984	9999
OR	0	Oregon Coast C.C.	2	1	OFT/AFT	7	40	40								999	999	1997		1997	7777
OR	0	Portland C.C.	2	8	OFT/AFT	7	1,800	2,000								999	999	1974		1975	2011
OR	0	Portland State University	4	1	AAUP	1	1,451	1,012	516		602		333			59	41	1978		1979	2009
OR	0	Portland State University	4	1	OFT/AFT	7	650	600				650				0	100	1978		1979	2009
OR	0	Rogue C.C.	2	3	OEA/NEA	11	368	450	84	55	6	223				38	62	1975		1975	2011
OR	0	Southern Oregon University	4	1	Independent	10	217	190	140	19	36	22				73	27	1973		1975	2011
OR	0	Southwestern Oregon C.C.	2	1	OFT/AFT	7	61	61	61							100	0	1974		1974	7777
OR	0	Treasure Valley C.C.	2	1	OEA/NEA	11	56	56								999	999	1980		1980	9999
OR	0	Umpqua C.C.	2	1	OEA/NEA	11	64	0	64							100	0	2006		9999	9999
OR	0	Western Oregon University	4	1	OFT/AFT	7	232	232								999	999	1977		1977	7777
OR	1	Western State Chiropractic College	4	1	OFT/AFT	7	41	35	31	3	5		2			83	17	1978		1978	2010
or							8,393														
PA	0	Bucks County C.C.	2	3	AFT	7	610	605	150		10	450				26	74	1971		1972	2010
PA	0	Butler County C.C.	2	1	PSEA/NEA	11	223	223								999	999	1992		1992	7777
PA	0	C.C. of Allegheny County	2	11	AFT	7	341	346	300	4	33		4			89	11	1971		1972	2011
PA	0	C.C. of Beaver County	2	1	PSEA/NEA	11	52	60	40				12			100	0	1973	1970	1972	2011

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
PA	0	C.C. of Philadelphia	2	1	AFT	7	408	600	390					18		100	0	1970		1970	2011
PA	0	C.C. of Philadelphia	2	1	AFT	7	875	1,200			50	825				0	100	1978		1983	2011
PA	0	Delaware County C.C.	2	1	PSEA/NEA	11	162	133	135		15		12			91	9	1974		1975	2012
PA	1	Delaware Valley College	4	1	AAUP	1	93	83	63		26			4		68	32	1994		1995	2010
PA	1	Lackawanna College	2	3	PSEA/NEA	11	25	25	25							100	0	1979		1980	2010
PA	0	Lehigh Carbon C.C.	2	1	PSEA/NEA	11	108	108								999	999	1970		1972	7777
PA	0	Lincoln University	4	1	AAUP	1	94	94	94							100	0	1972		1973	7777
PA	0	Luzerne County C.C.	2	1	PSEA/NEA	11	208	109			158		50			24	76	1971		1971	2011
PA	0	Montgomery County C.C.	2	2	AFT	7	753	500	192		8	530		23		29	71	1982	1979	1980	2010
PA	1	Moore College of Art & Design	4	1	PaFT/AFT	7	110	110								999	999	1971		1971	7777
PA	0	Northampton C.C.	2	2	PaFT/AFT	7	138	138								999	999	1976		1977	7777
PA	0	Pennsylvania College of Technology	4	2	PSEA/NEA	11	285	285								999	999	1971		1972	7777
PA	0	Pennsylvania Highlands C.C.	2	1	PaFT/AFT	7	45	45								999	999	2000		2002	7777
PA	0	PA State System of Higher Education	4	14	Independent	10	6,054	5,650	4,343	14	621	1,076				72	28	1971		1972	2011
PA	0	PA State System of Higher Education ²⁴	4	14	Independent	10	340	0							340	0	100	2000		2001	2011
PA	0	Reading Area C.C.	2	1	PaFT/AFT	7	66	66								999	999	1974		1975	7777
PA	1	Robert Morris College	4	2	PaFT/AFT	7	100	100								999	999	1974		1975	7777
PA	0	Temple University	4	5	PaFT/AFT	7	1,370	1,200	788		537				45	61	39	1990	1973	1973	2012
PA	0	Temple University	4	1	Independent	10	69	60	50	9					10	100	0	1973		1973	2010
PA	0	Thaddeus Stevens College of Tech.	2	1	PSEA/NEA	11	85	85								999	999	1972		1972	7777
PA	1	University of Scranton	4	1	AAUP	1	265	250	255		10					96	4	1994	1974	1974	2009
PA	0	Westmoreland County C.C.	2	1	PSEA/NEA	11	400	94	90	300					10	100	0	1972		1972	2010
pa							13,279														
RI	1	Bryant College	4	1	AFT	7	130	130	130							100	0	1967		1967	7777
RI	0	C.C. of Rhode Island	2	3	NEARI/NEA	11	287	287								999	999	1972		1972	7777
RI	0	Rhode Island College	4	1	AFT	7	340	360	289		40		11			88	12	1972		1972	2011
RI	0	Rhode Island College	4	1	AFT	7	350	0				350				0	100	2009		2009	2012
RI	1	Rhode Island School of Design	4	1	NEARI/NEA	11	150	149	143				7			100	0	1978		1979	2009
RI	1	Rhode Island School of Design	4	1	NEARI/NEA	11	315	165				315				0	100	1979		1982	2008
RI	1	Roger Williams University	4	2	NEARI/NEA	11	400	400								999	999	1972		1973	7777
RI	0	University of Rhode Island	4	4	AAUP	1	695	695								999	999	1972		1973	7777
RI	0	University of Rhode Island	4	4	AAUP	1	450	0				450				0	100	9999		2008	9999
ri							3,117														
SD	0	Mitchell Technical Institute	2	1	SDEA/NEA	11	63	0	63							100	0	9999		9999	9999
SD	0	SD Board of Regents System	4	6	SDEA/NEA	11	1,105	1,105								999	999	1977		1979	7777
SD	0	Western Dakota Tech.	2	1	SDEA/NEA	11	52	0	52							100	0	9999		9999	9999
sd							1,220														

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
VT	1	Goddard College	4	1	UAW	13	120	70			10	110				0	100	1998		2001	2012
VT	0	University of Vermont	4	1	AAUP/AFT	2	700	650	300		400					43	57	2001		2003	2008
VT	0	University of Vermont	4	1	AAUP/AFT	2	150	85				150				0	100	2003		2006	2009
VT	0	Vermont State Colleges	4	4	AFT	7	170	270	170							100	0	1973		1975	2010
VT	0	Vermont State Colleges	4	4	AFT	7	300	200				300				0	100	1991		1993	2010
vt							1,440														
WA	0	Bates Technical College	2	3	AFTWA/AFT	7	154	197	114	3	10	27				76	24	1981		1985	2010
WA	0	Bellevue C.C.	2	1	WEA/NEA	11	833	780	156		12	652	13			20	80	1972		1972	2010
WA	0	Bellingham Technical College	2	1	WEA/NEA	11	73	53	56		2	15				77	23	1980		1981	2011
WA	0	Big Bend C.C.	2	1	WEA/NEA	11	155	48	55			100				35	65	1980	1965	1972	2010
WA	0	Cascadia C.C.	2	1	AFTWA/AFT	7	100	100	35		65					35	65	2002		2006	2012
WA	0	C.C. of Spokane	2	2	WEA/NEA	11	1,171	991	428			743				37	63	1970		1977	2012
WA	0	Central Washington University	4	1	AFTWA/WEA/AFT/NEA	8	577	563	302		87	188				52	48	2004		2005	2013
WA	0	Centralia College	2	2	AFTWA/AFT	7	302	288	64			238				21	79	1986	1968	1968	2012
WA	0	Clark College	2	1	WEA/NEA	11	415	415								999	999	1974	1964	1964	2011
WA	0	Clover Park Technical College	2	3	AFTWA/AFT	7	191	318	97		44	50				51	49	1978		1991	2012
WA	0	Columbia Basin C.C.	2	1	WEA/NEA	11	369	400	130			239				35	65	1972		1973	2011
WA	1	Cornish College of the Arts	4	1	AFTWA/AFT	7	291	150	106			185				36	64	1981		1982	2011
WA	0	Eastern Washington University	4	1	AFTWA/WEA/AFT/NEA	8	478	450	315		116	47				66	34	2004	1994	1995	2013
WA	0	Edmonds C.C.	2	1	AFTWA/AFT	7	476	470	120		6	350				25	75	1975	1969	1976	2011
WA	0	Everett C.C.	2	1	AFTWA/AFT	7	409	350	120			289				29	71	1975	1969	1976	2011
WA	0	Evergreen State College	2, 4	4	WEA/NEA	11	270	0								999	999	2006		9999	9999
WA	0	Grays Harbor College	2	1	AFTWA/AFT	7	377	150	56		4	219			98	41	59	1996		1997	2012
WA	0	Green River C.C.	2	1	AFTWA/WEA/AFT/NEA	8	406	400	140	260			6			100	0	1972		1973	2011
WA	0	Highline C.C.	2	1	WEA/NEA	11	497	340	157			340				32	68	1965		1969	2012
WA	0	Lake Washington Technical College	2	1	AFTWA/AFT	7	339	284	72			267				21	79	1978		1978	2011
WA	0	Lower Columbia College	2	1	WEA/NEA	11	233	82	78		5	150				33	67	1981	1967	1972	2011
WA	0	Olympic College	2	1	WEA/NEA	11	489	400	124			365				25	75	1964		9999	2013
WA	0	Peninsula College	2	1	AFTWA/AFT	7	209	200	41		8	160				20	80	1995	1980	1980	2009
WA	0	Pierce College	2	2	AFTWA/AFT	7	135	740	100			25	10			81	19	1993	1969	1969	2011
WA	0	Renton Technical College	2	1	AFTWA/AFT	7	192	297	80			100	12			48	52	1979		1980	2011
WA	0	Seattle C.C. District	2	4	AFTWA/AFT	7	1,788	1,350	350	700	20	700	18			60	40	1968		1968	2010
WA	0	Shoreline C.C.	2	1	AFTWA/AFT	7	360	586	125		5	220	10			38	62	1974	1970	1975	2011
WA	0	Skagit Valley College	2	2	AFTWA/AFT	7	330	400	120		10	200				36	64	1965		1969	2010
WA	0	South Puget Sound C.C.	2	1	AFTWA/AFT	7	365	250	90			268	7			27	73	1986	1968	1989	2011
WA	0	Tacoma C.C.	2	3	AFTWA/AFT	7	401	475	102	1	33	256	9			28	72	1972		1973	2010

Appendix B: Dataset - Faculty & (some) Professional Staff

State	ctrl	Institution	2/4 Yr. Instit.	Campuses	State/ National Agent	agent#	Unit Size '08-'11 ¹	Unit Size '06	FT-TTT	PT-TTT	FT-NTT	PT-NTT ²	Non-Inst. Fac. ³	Inst. Staff ³	Non-Inst. Staff ³	%TTT	%NTT	Current Agent Recognized	Initial Agent Recognized	Initial CBA Ratified	Current CBA Expires
WA	0	University of Washington-Seattle	4	1	AFTWA/AFT	7	65	0			33	32				0	100	2011		9999	9999
WA	0	Walla Walla C.C.	2	2	WEA/NEA	11	431	520	93	305	28		5			22	78	1968		1970	2011
WA	0	Wenatchee Valley College	2	2	WEA/NEA	11	125	240	65		10	50				52	48	1965		1975	2011
WA	0	Western Washington Univ.	4	1	WEA/NEA	11	770	0								999	999	2006		9999	9999
WA	0	Whatcom C.C.	2	1	AFTWA/AFT	7	300	279	73			227				24	76	1975		1976	2012
WA	0	Yakima Valley C.C.	2	2	AFTWA/AFT	7	300	413	90		30	180				30	70	1978	1971	1973	2011
wa							14,376														
WI	0	Blackhawk Technical College	2	1	WFT/AFT	7	128	100	122				6			100	0	1972		1974	2011
WI	0	Chippewa Valley Technical College	2	7	WEAC/NEA	11	526	225			226	300				0	100	1985	1967	1969	2010
WI	0	Fox Valley Technical College	2	2	WEAC/NEA	11	350	350								999	999	1968		1969	7777
WI	0	Gateway Technical College	2	7	WEAC/NEA	11	305	305								999	999	1982	1972	1973	7777
WI	0	Lakeshore Technical College	2	3	WEAC/NEA	11	105	130						101	4	0	100	1968		1968	2010
WI	0	Madison Area T.C. District	2	10	WFT/AFT	7	455	410	455							100	0	1969		1969	2010
WI	0	Madison Area T.C. District	2	10	WFT/AFT	7	900	900								999	999	1996		1996	7777
WI	0	Mid-State Technical College	2	4	WEAC/NEA	11	1,006	1,006								999	999	1970		1970	7777
WI	0	Milwaukee Area Technical College	2	4	WFT/AFT	7	630	1,558	570		30		30			5	95	1963		1967	2014
WI	0	Milwaukee Area Technical College	2	4	WFT/AFT	7	500	0				500				0	100	1963		1967	2014
WI	0	Moraine Park Technical College	2	3	WFT/AFT	7	148	148	148							100	0	1969		1969	7777
WI	0	Nicolet Area Technical College	2	2	WEAC/NEA	11	86	86								999	999	1987		1989	7777
WI	0	Northcentral Technical College	2	6	WEAC/NEA	11	166	166								999	999	1969		1969	7777
WI	0	Northeast WI Technical College	2	3	WEAC/NEA	11	370	370								999	999	1972	1967	1972	7777
WI	0	Southwest WI Technical College	2	1	WFT/AFT	7	165	165								999	999	1972		1978	7777
WI	0	Univ. of Wisconsin-Eau Claire	4	1	WFT/AFT	7	370	0	370							100	0	2010		8888	8888
WI	0	Univ. of Wisconsin-Green Bay	4	1	WFT/AFT	7	167	0	167							100	0	2011		8888	8888
WI	0	Univ. of Wisconsin-La Crosse	4	1	WFT/AFT	7	330	0	330							100	0	2011		8888	8888
WI	0	Univ. of Wisconsin-River Falls	4	1	WFT/AFT	7	224	0	224							100	0	2011		8888	8888
WI	0	Univ. of Wisconsin-Stevens Point	4	1	WFT/AFT	7	350	0	350							100	0	2011		8888	8888
WI	0	Univ. of Wisconsin-Stout	4	1	WFT/AFT	7	270	0	270							100	0	2011		8888	8888
WI	0	Univ. of Wisconsin-Superior	4	1	WFT/AFT	7	112	0	112							100	0	2010		8888	8888
WI	0	Univ. of Wisconsin-Superior ²⁵	4	1	WFT/AFT	7	170	0				85	85			0	100	2010		8888	8888
WI	0	Waukesha County Technical College	2	5	WEAC/NEA	11	800	800								999	999	1967		1967	7777
WI	0	Western WI Technical College	2	6	WFT/AFT	7	251	245			212	6			33	13	87	1976		1977	2011
WI	0	WI Indianhead Technical College	2	4	WFT/AFT	7	152	150			152					0	100	1972		1972	2011
wi							9,036														
Category Totals:									117184	5341	22926	136015	15187	3545	15159						

Dataset: Summaries

By State	By Category
AK 2,243	FT TT 117,184
CA 92,700	PT TT 5,341
CT 9,156	FT NT 22,926
DE 1,388	PT NT 136,015
DC 1,120	FT-TTT NIF 14,609
FL 13,706	IS 567
HI 3,811	NIS 10,923
IA 2,361	FT and/or PT-NTT NIF 578
IL 20,062	IS 2,978
KS 2,257	NIS 4,236
MA 15,116	315,357
MD 1,416	Uncategorized 53,116
ME 3,583	368,473
MI 18,560	
MN 8,754	
MO 991	
MT 1,684	
NE 1,855	
NH 2,709	
NJ 20,965	
NM 1,146	
NV 250	
NY 83,195	
OH 8,584	
OR 8,393	
PA 13,279	
RI 3,117	
SD 1,220	
VT 1,440	
WA 14,376	
WI 9,036	
368,473	

Dataset: Definitions

Variable	Variable Description	Variable Type
state	State in which institution is located	text
control	Control of Institution; 1 = private and 0 = public	numerical
instit	Name of institution or system of higher education	text
degree	Terminal degree at the institution (2-year or 4-year)	numerical
campus	Number of campuses of the institution where unit members are employed	numerical
agent	Bargaining Agent (includes the national affiliate(s) first followed by state affiliates, if any)	text
agent#	A numerical representation the bargaining agent with the following coding scheme: 1 = AAUP 2 = AAUP/AFT 3 = AAUP/Independent 4 = AAUP/NEA 5 = AFGE 6 = AFSCME 7 = AFT 8 = AFT/NEA 9 = CWA 10= Independent 11 = NEA 12 = SEIU 13 = UAW 14 = AFT/NEA/AAUP	numerical
size	Number of faculty in the bargaining unit; 999 = missing	numerical
%ft	The percent of the unit that is TTT or NTT; range is from 0 to 100; 999 = missing	numerical
yragent	The year the current bargaining agent was elected; 9999=missing	numerical
yrinit	The year the initial bargaining agent was elected if different than year the current bargaining agent was elected	numerical
yrcba	The year the initial collective bargaining agreement was ratified; 8888=bargaining first contract; 9999=missing	numerical
yrexp	The year the current collective bargaining agreement expires; 7777= needs update; 8888=bargaining first contract; 9999=missing	numerical

IMPORTANT NOTE: The data are organized such that the bargaining unit is the unit of analysis.

Dataset: Notes

Header

¹When 1998 or 2006 data are used for unit totals, categorical breakdowns of the units cannot be provided on the Dataset, which in total create the uncategorized faculty and professional staff members. When a unit does not use 1998 or 2006 data but is not broken out into its categorical totals on the Dataset, it is because the survey respondent did not provide full information on the unit.

²PT-NTT faculty listed in bargaining units are often just a portion of the total of PT-NTT employed by the institution, unlike nearly all units that include FT-TTT faculty.

³The categories of FT and PT-NTT non-instructional faculty (NIF), instructional staff (IS), and non-instructional staff (NIS) are not labeled on the Dataset but are counted toward their NTT%, are summarized at the bottom of the Dataset, and are calculated on Tables 10a-11b; institutions that indicated FT or PT-NTT NIF, IS, or NIS have footnotes listed below.

CA

⁴City College of San Francisco: the number of 488 non-instructional faculty members appears to be questionable.

⁵Cuesta Coll.: Unit includes 22 FT-TTT instructional staff members and 26 PT-NTT non-instructional staff members.

⁶Lassen College: Unit includes 85 PT-NTT non-instructional staff members; agent history--AFT in 1986, NEA in 2002.

⁷Long Beach City College: Unit 2 includes 33 PT-NTT non-instructional faculty members.

CT

⁸Connecticut C. & T. System: Unit 1 includes an average of 132 instructional staff members and 298 non-instructional staff members; as per the union response out of the 132 there are 50 PT instructional staff members, counted toward the PT-NTT %.

IA

⁹Iowa Valley C.C. District: Unit includes 3 PT non-instructional staff members.

IL

¹⁰Chicago State Univ.: Unit 2 includes 62 NTT non-instructional staff members of indeterminate FT and PT status; they were counted as PT-NTT non-instructional staff members in the Dataset and Tables 10a-11a.

¹¹City Colleges of Chicago (Cook County): Unit 3 includes an indeterminate number of NT non-instructional faculty members.

¹²Eastern Illinois University: Unit 2 includes an average of 60 NTT non-instructional staff members of indeterminate FT and PT status; they were counted as PT-NTT non-instructional staff members in the Dataset and Tables 10a-11a.

¹³Governors State Univ.: Unit 2 includes 25 NTT non-instructional staff members of indeterminate FT and PT status; they were counted as PT-NTT non-instructional staff members in the Dataset and Tables 10a-11a.

¹⁴Illinois State Univ.: Unit includes 10 NT-PTT non-instructional faculty members.

¹⁵Northeastern Illinois Univ.: Unit 2 includes 88 NTT non-instructional staff members of indeterminate FT and PT status; they were counted as PT-NTT non-instructional staff members in the Dataset and Tables 10a-11a.

MA

¹⁶Massachusetts State Colleges: Unit 2 includes 800 instructional staff members who based on 2006 information were PT.

¹⁷Univ. of Massachusetts-Boston: Unit 1 includes an average of 2 PT non-instructional faculty members as per the union response.

MD

¹⁸National Labor College: Unit 1 includes 4 FT non-instructional faculty members, 1 PT non-instructional faculty member, and 5 non-instructional staff members.

NY

¹⁹City Univ. of New York: AAUP represents **1,000** faculty members; additional affiliations for these members are the PSC/NYSUT/AFT/NEA; the total number of the unit excludes 1,217 Teaching and Graduate/Research Assistants who are listed in Table 3 but bargain with the FT faculty; unit includes 6,324 non-instructional staff members, out of which 2,044 are PT-NTT.

²⁰Genesee C.C.: Unit includes 7 FT-NTT instructional staff members and 87 FT-NTT non-instructional staff members.

²¹Nassau County C.C.: Unit 2 includes 180 PT non-instructional faculty members.

²²Schenectady County C.C.: Unit 1 includes 9 non-instructional faculty members of FT-NTT status.

²³State Univ. of New York: AAUP represents **1,000** faculty members; UUP/NYSUT/AFT/NEA represents the remainder; unit consists of Academics (faculty) and Professionals (non-instructional faculty, instructional staff, and non-instructional staff); the unit includes 173 PT-TTT non-instructional faculty members, 2,121 FT-NTT instructional staff members, and 1,842 PT-NTT non-instructional staff members.

PA

²⁴Pennsylvania State System of Higher Education: Unit 2 includes 244 FT-NTT and 96 PT-NTT non-instructional staff members.

WI

²⁵Univ. of Wisconsin-Superior: Unit 2 includes 85 PT-NTT non-instructional faculty.

Appendix C: 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

Contact Information:

Date: _____

Institution Name: _____

Your Name: _____

Your Title: _____

Your Address: _____

Your Phone: _____

Secondary Phone: _____

Your Fax: _____

Your Email: _____

Please return the completed survey to: national.center@hunter.cuny.edu or mail to NCSCBHEP, 425 E. 25th Street, Box 615, NY, NY, 10010. Attn: Michelle Savarese. Thank you.

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 more than one faculty union or bargaining unit, start at 1b for one union or unit and then start answer at 2b for the second union. If more than two faculty unions or units, please note under comments at the end of the survey for further follow up.

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"/> Ind. Local Union |
| <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? (indicate no. for all that apply over the course of an academic year)

Number of Full-time tenured and tenure track faculty _____
Number of Part-time tenured and tenure track faculty _____
Number of Full-time non-tenure track faculty _____
Number of Part-time non-tenure track faculty _____
Number of Other Instructional Staff _____ Please list: _____
Number of Other Non-Instructional Staff _____ Please list: _____

1g. 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)

1h. In what year was this faculty union recognized? Year Here: _____

1i. In what year was this faculty union's **first contract** approved? Year Here: _____

1j. In what year does the **current contract** expire for this faculty union? Year Here: _____

1k. (Optional) Please indicate whether the following 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 and/or nondiscrimination Yes No Don't know

Hiring/appointment and/or retention policies (tenure track and/or non-tenure track) Yes No Don't know

Limits on number or FTE of non-tenure track faculty Yes No Don't know

Productivity/accountability measures Yes No Don't know

Distance Learning Yes No Don't know

Intellectual property Yes No Don't know

Standardized testing 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 and/or bargaining unit.
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"/> Ind. Local Union |
| <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? (indicate no. for all that apply over the course of an academic year)

Number of Full-time tenured and tenure track faculty _____
Number of Part-time tenured and tenure track faculty _____ Number of Non-instructional Faculty _____
Number of Full-time non-tenure track faculty _____
Number of Part-time non-tenure track faculty _____
Number of Other Instructional Staff _____ Please list: _____
Number of Other Non-Instructional Staff _____ Please list: _____

2g. 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)

2h. In what year was this faculty union elected? Year Here: _____

2i. In what year was this faculty union's **first contract** approved? Year Here: _____

2j. In what year does the **current contract** expire for this faculty union? Year Here: _____

2k. (Optional) Please indicate whether the following 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 and/or nondiscrimination _____ Yes _____ No _____ Don't know

Hiring/appointment and /or retention policies (tenure track and/or non-tenure track) _____ Yes _____ No _____ Don't know

Limits on number or FTE of non-tenure track faculty _____ Yes _____ No _____ Don't know

Productivity/accountability measures _____ Yes _____ No _____ Don't know

Distance Learning _____ Yes _____ No _____ Don't know

Intellectual property _____ Yes _____ No _____ Don't know

Standardized testing _____ 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 3a 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"/> Ind. Local Union |
| <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? (indicate no. for all that apply over the course of an academic year)

Number of Teaching Assistants _____

Number of Graduate Assistants _____

Number of Tutors _____

Number of Research Assistants in non-science departments _____

Number of Research Assistants in science departments _____

Number of Graders/readers _____

Number of Undergraduates _____

Other _____ Please list: _____

3g. 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)

3h. In what year was this GSE union recognized? Year Here: _____

3i. In what year was this GSE union's **first contract** approved? Year Here: _____

3j. In what year does the **current contract** expire for this GSE union? Year Here: _____

THANK YOU FOR YOUR TIME AND PARTICIPATION.

COMMENTS:

Appendix D: Errata Sheet – Corrections to the 2006 *Directory*

By Geography:

CA – Allan Hancock College has an Independent unit of FT Faculty that was not accounted for in 2006, nor was the school listed as having union representation on multiple campuses.

CA – Antelope Valley College bargaining unit includes 350 non-instructional staff members that were not counted in 2006.

CA – City College of San Francisco has an Independent unit of department heads that was not accounted for in 2006; the bargaining agent for the faculty unit of the City College of San Francisco was incorrectly listed as AFT/NEA/CFT/CTA; the agent is the Local 2121/CFT/AFT.

CA - Feather River Community College has PT-NTT faculty in their unit; in 2006, this cohort was not listed.

CA – San Francisco Art Institute, in 2006 noted the AAUP as the elected bargaining agent in 1996, older editions of the *Directory* noted an Independent agent beginning in 1996; the correct history is the AAUP having been elected in 1984.

CA – Santa Clarita CC has a FT unit of 177 members, the NEA was recognized as the bargaining agent in 1977; this unit was missed in the 2006 *Directory*.

CA – State Center C.C. District has 2 units; one FT-TTT and one PT-NTT; in 2006 these units were listed as one unit.

CA –The California Faculty Association (CFA) is a local but state-wide affiliate for the bargaining unit in the California State University system; the 2006 *Directory* incorrectly excluded the CFA, which has multiple affiliations.

CT – In 2006 Post University was included in the *Directory* with that name, but in 2004 the institution's name changed from Teikyo Post University to Post University; the 2006 *Directory* did not note the name change.

CT – Saint Joseph College has a FT-TTT unit of 96 members, the year the AAUP was recognized as the bargaining agent is unknown; this unit was missed in the 2006 *Directory*.

IA – In 2006, at the University of Northern Iowa the number of people in the bargaining unit was noted as having 868 people in the unit; the correct number is 750.

IL – In 2006 for Unit 1 at the Chicago City Colleges the total number of faculty members was 4,235 as provided by the survey respondent at that time; the correct number is 700.

IL – College of DuPage: agent history -- Independent in 1984; NEA in 1989.

IL – Prairie State College PT-NTT faculty organized a unit in 2006; it did not make the 2006 *Directory*.

IL – Roosevelt University is a private institution but was not noted as such in 2006.

IL – Southeastern Illinois College: the historical information for the bargaining unit was switched around; 1984 was the year the current agent was recognized; 1985 was the year the initial CBA was ratified.

IL – Bargaining agent for the William Rainey Harper College PT-NTT unit is the IEA/NEA; in the 2006 *Directory* the IFT/AFT was incorrectly listed as the agent; and 2004-2005 were incorrectly listed as the year(s) of the bargaining agent being elected, the correct year is 1994.

KS – Coffeyville C.C.: agent history -- NEA in 1980; Independent in 1982.

KS – Flint Hills Technical College has a FT unit of 27 members, the NEA was recognized as the bargaining agent in 2003; this unit was missed in the 2006 *Directory*.

KS – Fort Hays State University is a 2/4-year university; it was noted as a 2-year university in the 2006 *Directory*.

KS – the history of the bargaining agent at Highland C.C. was corrected to: the NEA in 1997 and Independent in 2005. The 2006 version had 1984 as the year of the first contract being ratified, but there is not any agent elected on record until 1997. The year the first contract was ratified with the NEA as the agent is unknown, thus, the year 2005 is used and was reported in the most recent round of surveys.

KS – Manhattan Area Technical College has a FT unit of 27 members, the NEA was recognized as the bargaining agent in 2003; this unit was missed in the 2006 *Directory*.

MA – Massachusetts C.C. System's unit 1 was recorded in 2006 as having a PT-NTT cohort; only unit 2 contains the PT-NTT faculty.

MA – Quincy C.C. has a FT unit of 65 members, the year the NEA was recognized as the bargaining agent is unknown; this unit was missed in the 2006 *Directory*.

MA – University of Massachusetts, in 2001 Unit 1 at the Amherst and Boston Campuses absorbed PT-NTT members from a second adult ed unit at the Boston Campus; the 2006 *Directory* did not note this merge.

MA – University of Massachusetts, Lowell's PT unit's initial CBA was ratified in 2012.

MA – Wentworth Institute of Technology is a private institution but was not noted as such in 2006.

MD – The National Labor College has a FT unit of 20 members, the Newspaper Guild/CWA was recognized as the bargaining agent in 2003. This unit was missed in the 2006 *Directory*.

ME – The Maine C.C. System has an adjunct unit of 800 members; the SEIU was recognized as the bargaining agent in 2010.

MI – In 2006 Michigan Technical University–Houghton was noted as having organized a faculty union in 2004; the correct year was 2001. That unit decertified in 2008.

MI – At Monroe County C.C. the 2006 *Directory* having 1969 as the date for the first contract being ratified was incorrect. The earliest date on file for the unit is 1968 as an independent union; 1968 is the date to be used going forward for the ratification of the first collective bargaining agreement.

MI – At Mott C.C. the 2006 *Directory* stated 1994 as the year the current agent was recognized. From the earliest versions of the *Directory* the year of the union being recognized and the first contract being ratified were both 1996. In 1997, 1994 was inserted for the year of the current agent being recognized, but this was either a misprint or having to do with the PT faculty being brought into the unit. However, there isn't any historical mention of that in the 1997 *Directory*.

MI – At the University of Detroit Mercy the history of the bargaining agent is the AAUP/NEA in 1975 and the NEA in 1990; this was not noted in the 2006 edition of the *Directory*. The University of Detroit and Mercy College merged in 1990 in which an election was held and the NEA won bargaining rights.

MI – At Western Michigan University the 2006 *Directory* noted a multi-campus collective bargaining agreement; the university does not have campuses, only regional sites.

MO – Jefferson College has a FT/PT unit of 389 members, the NEA was recognized as the bargaining agent in 1983; this unit was missed in the 2006 *Directory*.

NH – C.C. system of New Hampshire has a FT faculty, academic and operations staff unit of 1,150 members, the SEIU was recognized as the bargaining agent in 1973, this unit was missed in the 2006 *Directory*.

NH – Plymouth State University has a PT-NTT unit of an indeterminate number of members, the SEIU was recognized as the bargaining agent in late 2011, the unit was only included in Table 2 of the 2012 *Directory*.

NJ – Ocean County College has a PT-NTT unit of 454 members, the Independent bargaining agent was elected in 1982; this unit was missed in the 2006 *Directory*.

NJ – In 2006, the New Jersey Institute of Technology completed a survey, but the data was mistakenly omitted. The unit size in 2006 was 698.

NJ – In 2006 at Rutgers University, the AFT was not noted as the joint bargaining agent with the AAUP for the 3 units (including the GSEs) at the university.

NJ – In 2006, Union County College was listed as a private institution; it is a public 2-year institution.

NY – Cornell University–NY State School of Industrial and Labor Relations' unit is composed of part-time non-tenure track faculty rather than part-time permanent faculty as listed in the 2006 *Directory*.

NY – Culinary Institute of America has a FT unit of 117 members, the year the AFT/NEA was recognized as the bargaining agent is unknown; this unit was listed as Independent in 2006 *Directory*.

NY – The Fashion Institute of New York includes PT-NTT faculty which were not noted in 2006.

NY – Finger Lakes C.C. has a PT unit of 222 members, the year the AFT/NEA was recognized as the bargaining agent is unknown; this unit was missed in the 2006 *Directory*.

NY – Rider College was listed on Table 2, no such institution exists. Rider University was listed on the Dataset, seemingly as a duplicate of Rider University in New Jersey. Rider University in New Jersey is the correct institution.

NY - Saint John's University has a faculty union with two branches: 1) AAUP and 2) the Faculty Association, due to the historical development of the union there. The 2006 *Directory* recognized these branches as the AAUP/Independent, for the purpose of computing the current *Directory* only counts this unit as being affiliated with the AAUP.

NY – In 2006 at Suffolk County C.C. numbers for an independent unit 2 composed only of administrators was published. The 2012 *Directory* does not include this unit.

OH – Kent State University: Agent history -- AAUP/NEA in 1975, AAUP in 1979.

OH – North Central State College has a FT unit with an indeterminate number of members, the AAUP was recognized as the bargaining agent in 2006; this unit was missed in the 2006 *Directory*.

OH – Terra C.C.: Agent history -- NEA in 1985, AFT in 1992.

OR – Umpqua C.C. has a FT unit of 64 members, the NEA was recognized as the bargaining agent in 2006; this unit was missed in the 2006 *Directory*.

PA – Art Institute of Philadelphia, a private for-profit institution has a unit of approximately 211 members with an 105 FT and 106 PT members; AFSCME was recognized as the bargaining agent in 1986. This unit was missed in the 2006 *Directory* and the 2012 *Directory*. The total for this unit, however, is illustrated in Chart 1a of the 2012 *Directory*.

PA – Montgomery County C.C.: Agent history -- AAUP in 1979, AFT in 1982.

PA – The Pennsylvania State System of Higher Education has two units: 1) faculty and 2) instructional staff (made up of 340 coaches, APSCUF was recognized as the bargaining agent in 2000). Unit 2 was missed in the 2006 *Directory*.

RI – Roger Williams University is a private institution but was not noted as such in 2006.

SD – Mitchell Technical Institute has a FT unit of 63 members, the year the NEA was recognized as the bargaining agent is unknown; the unit was missed in the 2006 *Directory*.

SD – Western Dakota Technical College has a FT unit of 52 members, the year the NEA was recognized as the bargaining agent is unknown; the unit was missed in the 2006 *Directory*.

WA – Cornish College of the Arts is a private institution but was not noted as such in 2006.

WA – Evergreen State College has a FT/PT unit of 270 members, the NEA was recognized as the bargaining agent in 2006; the unit was missed in the 2006 *Directory*.

WA – At Lower Columbia College the 2006 *Directory* did not include the PT-NTT category in the total number of people in the unit.

WA – Western Washington University has a FT/PT unit of 770 members, the NEA was recognized as the bargaining agent in 2006; the unit was missed in the 2006 *Directory*.

WI – Lakeshore Technical College does not have FT tenured faculty; they only have FT instructional staff members.

WI – Milwaukee Area Technical College has two faculty units; the 2006 *Directory* only noted one unit, but this did not affect the total number of the members.

By Union Representation:

1. The 2006 *Directory* mistakenly quoted Independent unions as being 73% of the total faculty represented; it should have been listed as 7.2%.