

NATIONAL CENTER
for the Study of Collective Bargaining in
Higher Education and the Professions

2020

Supplementary Directory of New Bargaining Agents and Contracts in Institutions of Higher Education, 2013-2019

William A. Herbert
Jacob Apkarian
Joseph van der Naald

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The National Center for the Study of Collective Bargaining in Higher Education and the Professions (National Center) is a labor-management research center at Hunter College, City University of New York (CUNY) and an affiliated policy research center at the Roosevelt House Public Policy Institute. The National Center's research and activities focus on collective bargaining, labor relations, and labor history in higher education and the professions.

Since its formation, the National Center has functioned as a clearinghouse and forum for those engaged in and studying collective bargaining and labor relations. The National Center is composed of labor and management professionals, practitioners, and scholars who study contemporary and historical labor-management issues, best practices in collective bargaining, legal and legislative developments, and public support for higher education. Our Board of Advisors includes administrators, union representatives, and scholars from colleges and universities throughout the United States.

Since the mid-1970s, the National Center has collected and analyzed data concerning collective bargaining and strike activity in higher education and has published directories of collective bargaining relationships, bargaining

agents, and contracts, with a primary focus on faculty at institutions of higher education.

In addition, the National Center organizes national and regional labor-management conferences, publishes the peer reviewed *Journal of Collective Bargaining in the Academy*, research articles for other journals, and distributes a monthly newsletter. The newsletter resumed in 2014, following a 14-year hiatus. Through the newsletter, we have reported on representation petition filings, agency and court decisions, the results in representation cases, and other developments relating to collective bargaining and unionization in higher education.

Inquiries regarding our conferences and publications should be addressed to: National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, City University of New York, Brookdale Campus, 425 E. 25th Street, Box # 615, New York, NY 10010-2547.

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Introduction to the 2020 Supplementary Directory of New Bargaining Agents and Contracts in Institutions of Higher Education, 2013-2019

Since its creation, the National Center has collected and reported on data about collective bargaining relationships and contracts involving faculty in higher education. This information was periodically aggregated and published in annual and semi-annual directories of contracts and bargaining agents at colleges and universities.

The *2020 Supplementary Directory of New Bargaining Agents and Contracts in Institutions of Higher Education, 2013-2019 (2020 Supplementary Directory)* is a compilation and analysis of data collected by the National Center for the period 2013-2019 of new bargaining units, bargaining agents, and contracts following publication of our *2012 Directory of U.S. Faculty Contracts and Bargaining Agents in Institutions of Higher Education (2012 Directory)*.¹

The data presented include new collective bargaining relationships and contracts involving not only faculty, but also department chairs, administrators, librarians, other non-instructional

professional staff, postdoctoral scholars, and graduate student employees. It also includes data concerning pre-2013 faculty bargaining units omitted from the *2012 Directory*, data concerning postdoctoral scholar and academic researcher bargaining units, and information about expansions, mergers, disbandments, and decertifications of some pre-2013 bargaining units.

The *2020 Supplementary Directory* demonstrates a remarkable increase in new bargaining units at colleges and universities over the past seven years, particularly at private non-profit institutions, among groups of academic labor lacking job security: contingent faculty, postdoctoral scholars, graduate assistants, and other student workers.

Unlike prior directories, the *2020 Supplementary Directory* includes a detailed unit composition description for each bargaining unit as well as hyperlinks to the most recent contract for each new unit. This information is aimed at enhancing future research and avoiding confusion over unit composition, particularly when faculty units include other titles.

1 Berry, J. and Savarese, M. (2012) *Directory of U.S. faculty Contracts and Bargaining Agents in Institutions of Higher Education*. National Center for the Study of Collective Bargaining in Higher Education and the Professions.

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Many individuals and institutions have been instrumental in providing support for the National Center and its research. Most significant is the consistent support from the City University of New York and Hunter College. Chancellor Félix V. Matos Rodríguez and his predecessors deserve our gratitude for their support. CUNY Senior Vice Chancellor for Labor Relations Pamela Silverblatt, a member of our Board of Advisors, has given us consistently wise counsel.

Hunter College President Jennifer J. Raab has championed the National Center's mission, research, and activities, and we are honored by her support. We need to also express our appreciation to Hunter College Provost Lon S. Kaufman and his predecessor Vita C. Rabinowitz, along with Hunter College Dean for Diversity John T. Rose.

We thank Jeffrey F. Cross, former Associate Vice President for Academic Affairs, Eastern Illinois University (Emeritus), for his keen comments to an earlier draft of the *2020 Supplementary Directory*. Lastly, we acknowledge the contributions of former Executive Director Richard Boris during his tenure at the National Center.

TIAA, through Christina R. Cutlip, Senior Managing Director, Institutional Relationships, has generously supported the National Center's research and conferences for many years. Without TIAA's financial support, we could not have been able to undertake and complete this project. Additional financial support came from unions, universities, law firms, and businesses that have advertised in our national and regional conference programs.

Our data collection would not have been possible without the assistance of the dedicated professional staff at federal and state labor relations agencies who have responded to our formal and informal information requests and who maintain and update agency websites with data about representation cases in higher education.

We thank the following union representatives who responded to our many inquiries: AFT's Alyssa Picard and Jessica Humphrey; NEA's Valarie Wilk; SEIU's Anne McLeer, Chris Seymour, and Kurt Edelman; UAW's Ken Lang; UFF's Martin Balinsky; and NYSUT's Jonathan Rubin and Mark Chaykin. We also thank the numerous higher education administrators and attorneys who provided additional information in response to our requests.

We must also acknowledge the assistance we received over the years from National Center research interns including Amrika Ballyram, Charlie Spatz, Raabia Qasim, Michael Cardenas, Daniel Stein, Nicholas Brennan, Nalia Grube, Allison Stillerman, Joshua Greenfield, Liliy Perelman, Joshua Burton, Joel Goldenberg, Elyssa Cislucis, Sarah Mathai, and Anna Xia.

Lastly, we recognize the extraordinary work of National Center administrator Michelle Savarese who has played a central role in the continued development and expansion of National Center services, programming, and other activities.

Glossary of Terms and Symbols

The following is a glossary of terms and symbols used in the analysis and tables of the 2020 *Supplementary Directory*:

Bargaining Agent: A bargaining agent is a union or association certified by a government agency or recognized by an institution of higher education as the exclusive representative of all employees in a bargaining unit for purposes of collective bargaining. Table 1 sets forth a list of national and state affiliations, along with acronyms, for bargaining agents referenced in the tables, charts, and figures.

Bargaining Unit: A group of workers represented for purposes of collective bargaining with their employer, an institution of higher education. Bargaining unit composition is determined by the National Labor Relations Board (NLRB), a public sector labor relations agency, or through an agreement between a union and an employer.

Bargaining Unit Composition: Bargaining unit composition in higher education can vary widely from institution to institution and is subject to modification. Faculty can be in a single bargaining unit or divided into separate bargaining units at the same institution. Faculty can also be part of a combined unit with other job titles. In the same manner, non-instructional titles can be represented in separate bargaining units. To help avoid confusion, we have used abbreviated categories and symbols to describe and identify unit compositions, which we have supplemented with the full unit description for each unit:

- **Full-Time Tenured and Tenure Track (FT TTT):** Faculty employed on a full-time basis who have tenure or the prospect of tenure.
- **Full-Time Non-Tenured or Non-Tenure Track (FT NTT):** Faculty employed on a full-time basis who do not 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.
- **Part-Time Non-Tenured or Non-Tenure Track (PT NTT):** Faculty employed on a part-time basis who do not have tenure or the prospect of tenure.
- **Department Chairs and Administrators:** These are academic titles that are in combined units with faculty or in new separate units. We have used * to identify new bargaining units that include department chairs.
- **Librarians and Other Professional Titles:** Librarians, counselors, and other professional staff who may be in a new faculty bargaining unit. We have used † to identify new bargaining units with librarians and ‡ to identify new bargaining units with other professional staff.
- **Postdoctoral Scholars and Academic Researchers:** Scholars and researchers with non-tenure track titles such as postdoctoral fellow, postdoctoral research scientists, postdoctoral research scholars, or academic researchers in a separate unit or in a combined unit with faculty. We have used § to identify units that include postdoctoral scholars and/or academic researchers. Table 4 includes data for separate bargaining units of postdoctoral scholars and academic researchers established before and after 2012.

- **Graduate Student Employees (GSE):** Graduate student employees with the title of teaching assistants, research assistants, and graduate assistants who are in newly certified or recognized separate units or in combined units with undergraduate student employees. Table 5 lists the newly certified or recognized GSE bargaining units in 2013-2019.
- **Undergraduate Student Employees:** Undergraduate employees who are teaching or research assistants or perform other academic-related duties.

Bargaining Unit Size: The total number of employees in a bargaining unit at the time of certification or recognition. In calculating the size of a merged unit or a unit that expanded in 2013-2019 we relied on the original size listed in the *2012 Directory*. The unit sizes may have changed since the original certification or recognition.

Card Check: A non-electoral means for determining whether a majority of a bargaining unit wants a union to represent them for purposes of collective bargaining. The determination of majority status can be made based on signed dues deduction cards, petitions, or other forms of written evidence. A card check can lead to the certification by public sector labor relations agencies in some states or voluntary recognition pursuant to an agreement.

Certification or Recognition: A union can be certified by the NLRB following a representation election or certified by a state labor relation agency following an election or a card check. An institution of higher education can also voluntarily recognize a bargaining agent following an election or a card check conducted by a neutral third party.

Collective Bargaining Agreement (CBA):

A contract between an institutional employer and a union on behalf of a bargaining unit. Links to current collective bargaining agreements for new bargaining units are included in Tables 2-8, except for contracts that are unavailable.

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

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

Initial Agent Elected: The year the first bargaining agent was certified by an administrative agency or recognized as the exclusive representative of a bargaining unit. This may differ from the year that the current agent was elected because the bargaining agent could have changed since the initial agent was certified or recognized.

Initial CBA Ratified: The month and year the bargaining unit and/or the institution first ratified collective bargaining agreement.

Institution: The name of the employing college, university, or system with a certified or recognized collective bargaining agent representing a unit of faculty, department chairs, administrators, librarians, non-instructional professionals, postdoctoral scholars, and/or graduate student employees. We have used ^ to identify private non-profit and for-profit institutions, and Δ to identify institutions that have closed.

Union: The term for the local bargaining agent certified or recognized to represent a defined collective bargaining unit as well as the national and/or state affiliation of the union.

Data Collection Methodology for 2020 Supplementary Directory

Below is a description of the methodology used to collect data about new bargaining units of faculty, department chairs, administrators, postdoctoral scholars, graduate student employees, and other student workers between 2013-2019. The same methodology was applied in gathering data about pre-2013 units omitted from the *2012 Directory*.

Beginning in 2014, the National Center began tracking each petition filed with the NLRB and similar public sector labor relations agencies seeking to represent a bargaining unit of faculty department chairs, administrators, postdoctoral scholars, and/or student workers. We also tracked unionization efforts involving alternative procedures leading to voluntary recognition and collective bargaining.

Data Sources

Data concerning the newly organized bargaining units since 2012 are based largely on primary source material including: certifications and decisions by the NLRB and public sector agencies; information posted on federal and state agency websites; search results from the Westlaw database Labor & Employment Administrative Decisions & Guidance; responses from government agencies to informal and formal freedom of information requests; voluntary recognition agreements; and the terms of subsequently negotiated contracts.

As part of our on-going research, we have followed the processing of each question of representation before the NLRB and state agencies from initial filings, to determination of bargaining unit composition, to the results of an election, to the certification or recognition of a union, and finally the negotiation of a first and subsequent contracts. Many of these developments have been reported on in prior

National Center scholarship² and in our monthly electronic newsletter.

The National Center's database includes information about close to 250 representation cases in higher education since 2012 involving academic labor seeking certification or voluntary recognition. For representation matters resolved through voluntary recognition, we relied on documents and information posted on university and union websites. We reached out directly to unions and higher education institutions to resolve gaps in our data and to verify information.

For the *2020 Supplementary Directory*, we chose to rely primarily on documentary sources rather than survey results for various reasons. First, the rapid growth in unionization efforts in higher education during the period, particularly among non-tenure track faculty and graduate student employees, made the use of a survey instrument ineffective and inefficient. Use of a survey instrument would not have allowed us to keep step with the rapid pace of formal organizing efforts during the course of our research. In addition, most labor organizing is conducted in a decentralized manner, with faculty and other employees working with organizers from national union locals and affiliates.

2 See, Herbert, W.A. (2016). The winds of changes shift: An analysis of recent growth in bargaining units and representation efforts in higher education, *Journal of Collective Bargaining in the Academy*, Vol. 8(1) 1-24; <https://thekeep.eiu.edu/jcba/vol8/iss1/1/>. Herbert, W.A. & Apkarian, J. (2017). Everything passes, everything changes: Unionization and collective bargaining in higher education *LERA Perspectives on Work*, 21, 30-35; https://works.bepress.com/william_herbert/33/. Herbert, W.A. & van der Naald, J. (2020). A different set of rules? NLRB proposed rule making and student worker unionization rights. *Journal of Collective Bargaining in the Academy* 11, 1-36. <https://thekeep.eiu.edu/jcba/vol11/iss1/1/>

Scope of the Data

The 2020 *Supplementary Directory* includes all new bargaining relationships at institutions of higher education, where a union has been certified or recognized in the period 2013-2019 to represent a unit that includes faculty, department chairs, administrators, librarians, postdoctoral scholars, academic researchers, and/or graduate student employees for purposes of collective bargaining.

These include new collective bargaining relationships that have resulted in first contract or where the parties are still in negotiations.

In addition, the 2020 *Supplementary Directory* sets forth data about bargaining units that existed prior to 2013 that did not appear in the 2012 *Directory*. Lastly, the *Supplementary Directory* includes data about bargaining units which were modified through merger, accretion, fragmentation, decertification, or disaffiliation since 2012.

Bargaining unit composition can vary from institution to institution, with some institutions having multiple academic units represented by the same or a different union. Unit composition can differ based on faculty status or the inclusion of other professional titles in the bargaining unit. The wide variations in unit composition reflect different legal standards under federal and state collective bargaining laws as well as the preferences of the at-issue employees, unions, and institutions. Due to these wide variations, The 2020 *Supplementary Directory* includes full unit descriptions with the specific titles included and excluded for each bargaining unit.

Table 2 lists all new faculty units at private non-profit and public higher education institution in 2013-2019 that include FT TTT, PT TTT, FT

NTT, and/or PT NTT faculty. We have utilized symbols to identify units that are at private sector institutions, and units that include department chairs, postdoctoral scholars, librarians, other non-instructional professionals. Table 2 also lists the small number of new separate bargaining units for department chairs and administrators in higher education. Table 2A includes the specific composition of each new unit of faculty, department chairs, and administrators.

Table 3 lists a similarly small number of newly certified faculty units at private for-profit institutions. The specific composition of each new faculty bargaining unit at private for-profit institutions is listed in Table 3A.

Table 4 includes data about all existing post-doctoral collective bargaining relationships, and one new academic researcher unit. It includes data concerning units created before and after 2012 because they were omitted from the 2012 *Directory*. The specific composition of each unit included in Table 4 is listed in Table 4A.

New graduate student employee units since 2012, including some with undergraduate student employees, at public and private non-profit institutions are listed in Table 5. The specific composition of each graduate student employee unit listed in Table 5 is included in Table 5A.

Table 6 lists pre-2013 units omitted from the 2012 *Directory* and Table 6A includes the unit composition for each of those units.

Table 7 identifies changes to pre-2013 units. Tables 8 and 8A list units that were merged, accreted, clarified, or fragmented, and the composition of each of those units.

In determining the size of a new bargaining unit, we have relied on the number of bargaining unit members eligible to vote in the representation election or the unit size used in determining majority status in a card check. In calculating faculty unionization growth during the period under study, we have used the full size of each unit, some of which included other titles. For determining the size of merged units and units that expanded between 2013-2019, we have relied on the *2012 Directory* for the pre-2013 unit size.

We recognize that unit sizes and compositions change over time and the severe economic fallout from the COVID-19 pandemic is likely to impact both. In addition, collective bargaining relationships can change due to institutional closures or mergers, decertifications or

disaffiliations, or the refusal of an institution to continue to recognize a union. It is our intention to capture changes in all units listed in the *2012 Directory* and the *2020 Supplementary Directory* in the next full directory incarnation.

By its very nature, the *2020 Supplementary Directory* reports only on unionization efforts that led to collective bargaining. It does not include data concerning representation petitions withdrawn before or after certification or unsuccessful unionization efforts during the period, such as petitions dismissed or withdrawn following a vote against representation, or any new meet and confer relationships in higher education. Data compiled during the period concerning unsuccessful unionization efforts will be the subject of future National Center scholarship.

Summary of 2020 Findings

Our summary of the increase in unionization in higher education between 2013-2019 is divided into four sections. The first section examines the growth in faculty bargaining units and organized faculty during the period. The second, third, and fourth sections examine unionization of separate units of department chairs and administrators, postdoctoral scholars and academic researchers, and graduate student employees, respectively.

The summary begins with an analysis of the growth in faculty unionization during the period under study as this has been the primary focus of earlier directories.

I. Faculty Unionization Growth: 2013-2019

From January 1, 2013 to December 31, 2019 there were a total of 118 newly certified or recognized faculty collective bargaining units in the United States with a total of 36,264 unit members. There were 65 new units at private non-profit institutions, 50 at public colleges and universities, and 3 at private for-profit institutions.

The composition of some new faculty units includes other professional titles: 9.3% (11) of the new faculty units included librarians, 3.3% (4) had department chairs and 2.5% (3) had postdoctoral scholars.

The 118 new bargaining units included 20,160 newly represented faculty (and other professionals) at public sector 4-year and 2-year institutions, 15,898 at private non-profit institutions, and 206 at for-profit private institutions.

In calculating these figures, we did not include data concerning faculty bargaining units that were in existence prior to 2013 but did not appear in the *2012 Directory*, nor pre-existing bargaining units that expanded in size through accretion or shrunk through fragmentation.

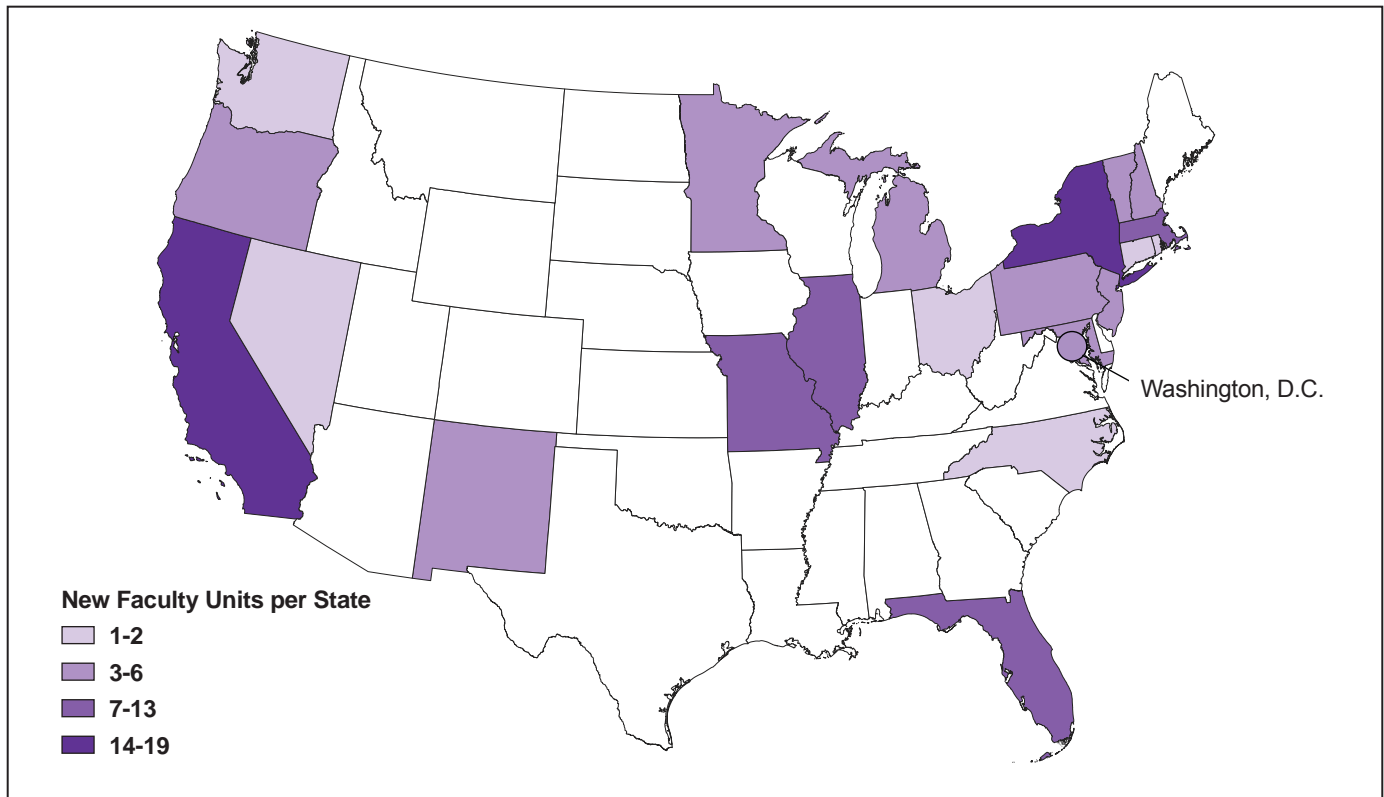
Our analysis also excludes data relating to certifications of bargaining agents between 2013-2019 that were successfully challenged,³ as well as data for five faculty bargaining units certified during the period that no longer existed as of December 31, 2019 due to institutional closures, in whole or in part.⁴ In Table 7, we identify six faculty units listed in the *2012 Directory* that disbanded, one following the decertification of the bargaining agent, and five due to the closure of the institution.

Chart 1 is a geographic display of all new faculty unit activity at public and private non-profit institutions across the nation during the period 2013-2019. Darker shades indicate a greater number of new units over the period. Twenty-one states and the District of Columbia had at least one new faculty unit during the period. California (19) and New York (17) had the most newly organized faculty units followed by Florida (13), and Massachusetts (11).

3 See, *Duquesne University of the Holy Spirit v. NLRB*, 947 F.3d 824, *rehearing en banc den.*, 975 F.3d 13 (D.C. Cir. 2020) (Court granted the university's challenge to the NLRB's certification of a union to represent adjunct faculty on the grounds that the agency applied an improper standard for asserting jurisdiction over a religiously-affiliated university, and remanded the case to the agency); *University of Southern California v. NLRB*, 918 F.3d 126 (D.C. Cir., 2019) (Court upheld a challenge to the certification of a bargaining agent to represent an NTT faculty unit on the ground that the agency applied the wrong standard for determining whether the faculty were managerial); *Elon University*, NLRB Case No. 10-RC-231745 (The NLRB is considering the university's challenge to a finding that limited term visiting and part-time faculty are not managerial employees).

4 Newly certified units at Burlington College (part-time adjunct faculty) and Webster University (adjunct faculty and free-lance musicians who performed for Webster University Symphony Orchestra), and three newly certified units at for-profit institution Corinthian Colleges, Culinary Academy of New York and Micropower Career Institute.

Chart 1. Map of New Faculty Unit Growth in the United States: 2013-2019



A. Faculty Unionization Growth at Private Non-Profit Institutions

The most significant development in the period 2013-2019 was the massive increase in faculty unionization at private sector institutions. The *2012 Directory* identified 77⁵ private sector non-profit faculty bargaining units with a total of 23,711 unit members. In addition, we have identified six private non-profit faculty units in Table 6 omitted from the *2012 Directory* that have a combined unit membership of 2,380.⁶

Over the next seven-year period, there were 65 new faculty bargaining units certified or recognized at private non-profit institutions with a total of 15,898 bargaining unit members. With one exception, all of the 65 units were at 4-year

private non-profit institutions with 13 schools having more than one new bargaining unit.⁷ Close to 17% (11) of the new bargaining units were at religiously-affiliated institutions, which did not dispute, or were unsuccessful in challenging, the NLRB’s assertion of jurisdiction over representation of faculty based on the Supreme Court’s 1979 decision in *NLRB v. Catholic Bishop of Chicago*.⁸

5 This figure is based on the number of private sector bargaining units identified in Table 2 of the *2012 Directory*.

6 The bargaining units are at American University, Manhattanville College, Saint Francis College, and the CUNY Research Foundation. CUNY Research Foundation units contain 24 faculty.

7 Culinary Institute of America at Greystone is a two-year institution. The following four-year non-profit institutions have multiple units: Boston University, College of Saint Rose, Howard University, Ithaca College, Lesley University, Loyola University Chicago, Minneapolis College of Art and Design, Northeastern University, Notre Dame de Namur, Point Park University, Tufts University, Siena College, and University of Chicago.

8 440 U.S. 490 (1979). During the period under study, the following religiously-affiliated institutions raised objections to the NLRB asserting jurisdiction over a faculty representation petition based on the *Catholic Bishop* decision and its progeny: Manhattan College, Pacific Lutheran University, Seattle University, Carroll College, Duquesne University, Loyola University Chicago, Marywood University, and Saint Xavier University. An analysis of the use of jurisdictional objections by religiously-affiliated institutions can be found in Herbert, W.A. & van der Naald, J. (2018,

Overall, there was an 81.3% increase in the number of faculty bargaining units at private sector non-profit institutions since 2012 and a 61.0% increase in the number of represented faculty at those institutions.

Twelve states and the District of Columbia had at least one new faculty unit during the period with California (17), New York (12), and Massachusetts (11) having the most. The NTT faculty unit at Duke University was the first private sector faculty unit in a right-to-work state since 1992.

The data demonstrates a major shift in faculty representation at private colleges and universities. The shift is attributable to a number of factors including: the rising demand for union representation by contingent faculty to improve their working conditions; a refocusing of labor union priorities toward the needs of precarious faculty; a more friendly legal environment toward labor rights at the NLRB during the Obama

Administration; and a less adversarial response to faculty unionization by some higher education institutions.

An unintended consequence of the significant increase in contingent faculty over the past four decades has been the diminishing import of the United States Supreme Court decision in *Yeshiva University v. NLRB*.⁹ Under the *Yeshiva* decision, TTT faculty involved in shared governance are managerial and unprotected under the National Labor Relations Act. The low wages, limited benefits, marginalization, and precarious employment status of contingent faculty make it difficult for institutions to successfully argue that those faculty are managerial under *Yeshiva*.¹⁰

The breakdown of the new faculty units from 2013-2019 at private non-profit schools in **Chart 2** reveals that 95.4% of the new units include only NTT faculty, with 47.7% (31 limited to PT NTT faculty and 38.5% (25 with both PT

September). NLRB jurisdiction and religiously-affiliated institutions, 2006-2018. National Center E-Note. Retrieved from <https://myemail.constantcontact.com/September-2018-E-Note--News--Updates--and--and-Analysis.html?soid=1102372137664&aid=3mLriB kuAjo>

9 444 U.S. 672 (1980).

10 Nevertheless, some institutions have argued that contingent faculty with shared governance responsibilities are managerial for purposes of the National Labor Relations Act. See, *University of Southern California v. NLRB*, 918 F.3d 126 (D.C. Cir., 2019); *Elon University*, NLRB Case No. 10-RC-231745.

Chart 2. New Faculty Units by Type at Private Non-Profit Institutions, 2013-2019

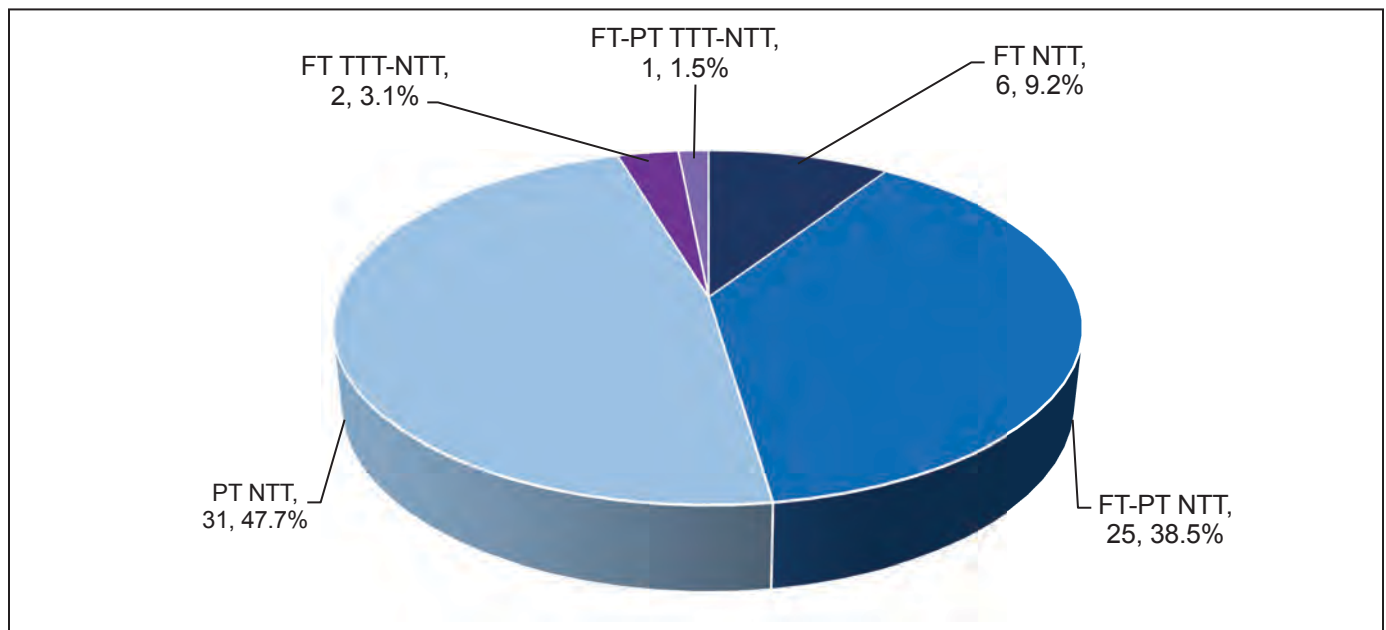
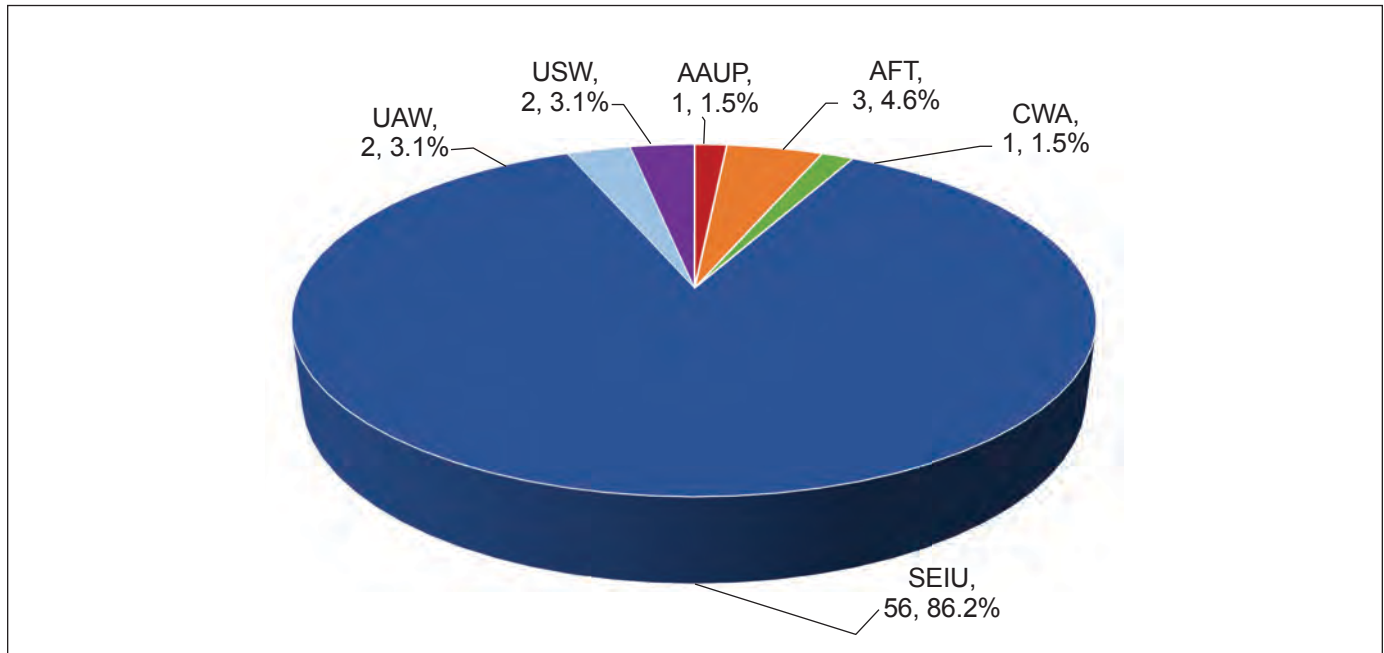


Chart 3. New Faculty Units by National Affiliation at Private Non-Profit Institutions, 2013-2019



NTT and FT NTT. Of the 65 new bargaining units, only three include TTT faculty.¹¹ The fact that there were no newly certified units limited to TTT faculty demonstrates the continued relevancy of the *Yeshiva* decision even after the NLRB in 2014 modified the standards for determining whether faculty are managerial.¹²

Another major development in the past seven years was the shift in the national affiliation of bargaining agents representing new private sector faculty bargaining units.

The 2012 *Directory* and the Addendum in Table 6 demonstrate that prior to 2013, close to 90% of private sector bargaining agents were affiliated with the traditional national academic higher education unions, separately or jointly:

11 The three units with TTT faculty are at Lesley University, Notre Dame de Namur, and Point Park University.

12 See, *Pacific Lutheran University*, 361 NLRB 1404 (2014). During the period 2013-2019, three representation efforts seeking certification of TTT faculty bargaining units at private sector institutions were dismissed with findings that the faculty were managerial *Carroll College*, NLRB Case No. 19-RC-165133; *Trustees of Tufts College*, NLRB Case No. 01-RC-166588; and *Marywood University*, NLRB Case No. 04-RC-173160.

AAUP, AFT, and NEA. At that time, the UAW represented three private sector faculty bargaining units, and SEIU represented only two, one at George Washington University and the other at American University.

In the period 2013-2019, SEIU became the predominant national union representing new private sector faculty bargaining units. As **Chart 3** demonstrates 86.2% (56 of the new bargaining units at private non-profit institution are affiliated with SEIU. The remaining nine new units at private non-profit institutions are split among five other national unions: AFT (3), UAW (2), USW (2), other national unions: AFT (3), UAW (2), USW (2), AAUP (1), and CWA (1).

Similarly, there has been a major shift in the distribution of organized faculty at private institutions by national union affiliation over the seven-year period. In 2012, AAUP, AFT, and NEA, separately and jointly, represented a majority of organized faculty at private institutions. In contrast, as **Chart 4** establishes, SEIU represents 90.3% (14,359) of the faculty in the new private sector non-profit bargaining units certified or recognized in 2013-2019.

Chart 4. Newly Represented Faculty at Private Non-Profit Institutions by National Affiliation and Unit Type, 2013-2019

	NTT	TTT	NTT-TTT	Total
SEIU	14,139	0	220	14,359
USW	764	0	0	764
AFT	348	0	0	348
UAW	334	0	0	334
CWA	0	0	67	67
AAUP	26	0	0	26
Total	15,611	0	287	15,898

B. Faculty Unionization Growth at For-Profit Institutions

Faculty bargaining unit growth in the for-profit sector was negligible in 2013-2019. In Table 3, we identify six newly certified faculty bargaining units in the for-profit sector, all of which included FT-PT NTT faculty and are relatively small. The newly certified units are in three states: New York (4), California (1) and Illinois (1). However, 50% (3) of the new units were no longer in existence by the end of 2019 due to closures. As a result, there was a total growth of three new for-profit units during the period with a total of 206 newly organized faculty.

C. Faculty Unionization Growth at Public Institutions

The growth in faculty unionization in 2013-2019 at public sector 4-year and 2-year institutions has not been as substantial as the growth at private non-profit institutions. This is due to the scope of union density among faculty at public institutions prior to 2013. According to the *2012 Directory* and the Addendum in Table 6, there were 565 public sector faculty bargaining units with a total of 348,250 unit members prior to 2013.

During the subsequent seven-year period, there were 50 newly certified or recognized faculty bargaining units at public colleges and universities with a total of 20,160 bargaining unit members.

This constitutes only an 8.8% growth in new public sector new faculty units since 2012 and a 5.8% growth in the total number of organized public sector faculty.

Of the 50 new bargaining units at public institutions, 54% (27) were at 4-year institutions and 46% (23) were at 2-year institutions. The percentage disparity was greater in the number of organized faculty with 70.3% (14,175) at 4-year institutions, and 29.7% (5,985) at 2-year institutions.

The breakdown in **Chart 5** of public sector growth by unit types demonstrates significant differences

Chart 5. New Faculty Units by Type at Public Institutions, 2013-2019

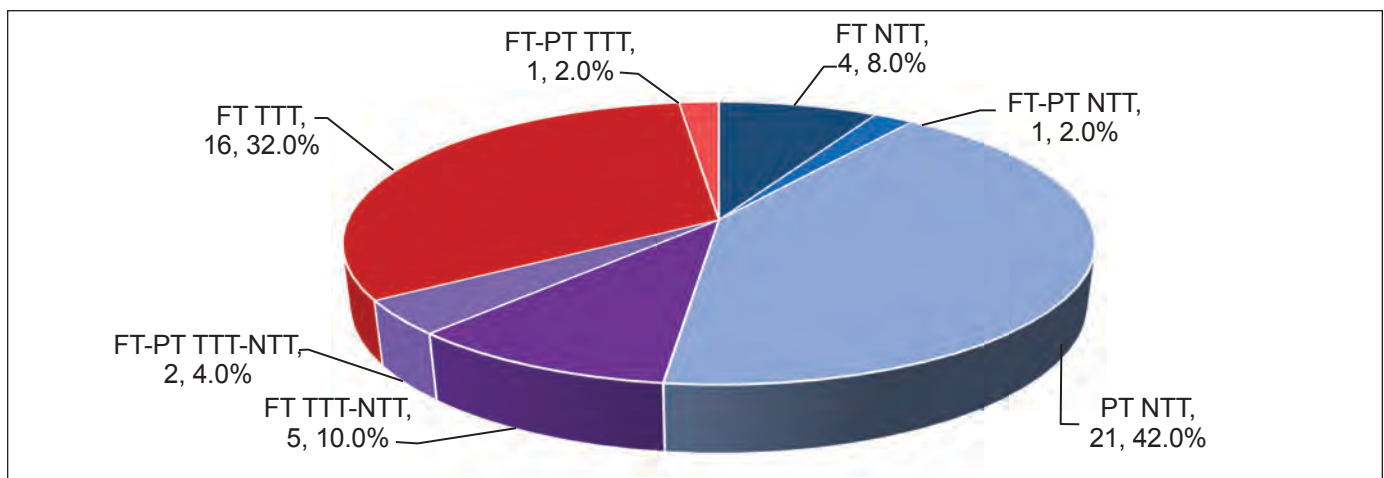
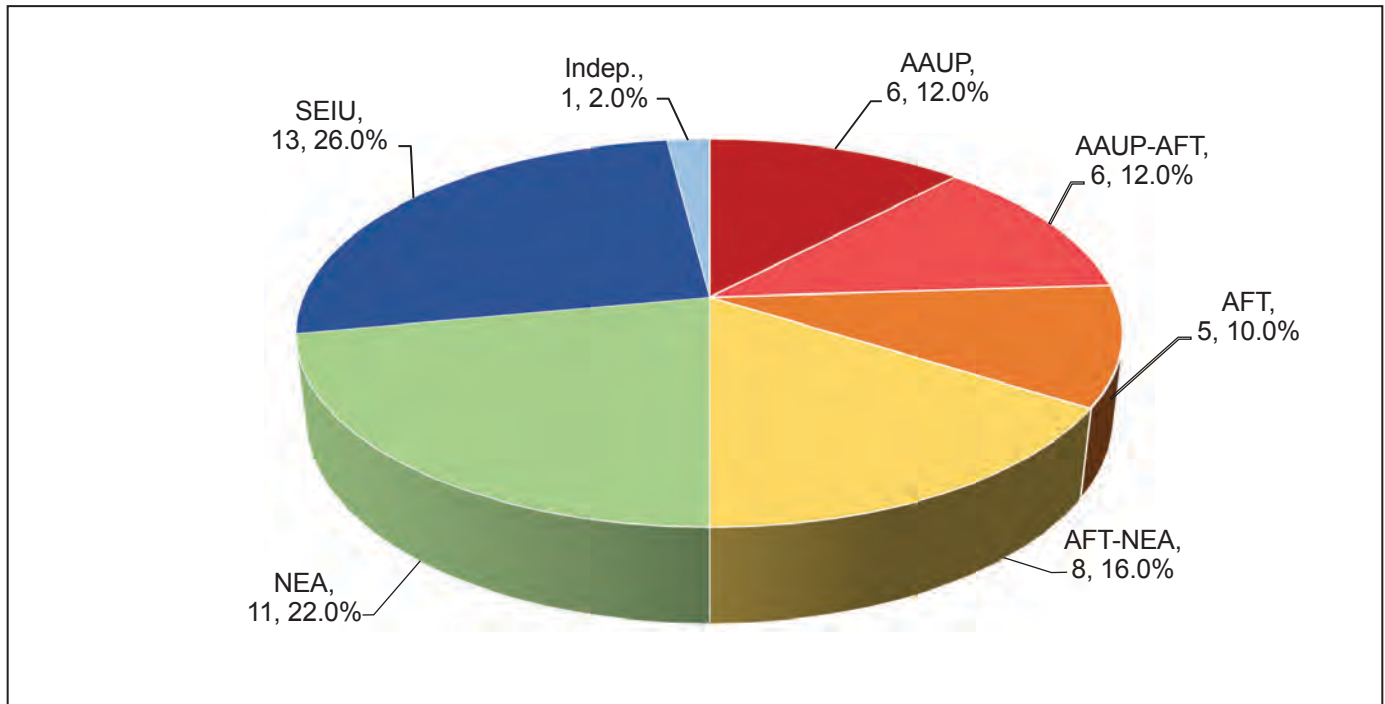


Chart 6. New Faculty Units by National Affiliation at Public Institutions, 2013-2019



from the growth in the private non-profit sector.

At public institutions, 52% (26) of the new units include only NTT faculty, with 42% (21) limited to PT NTT faculty, 8% (4) with FT NTT faculty and 2% (1) of the units with both PT NTT and FT NTT faculty. In comparison, over 95% of the new private non-profit sector units had only NTT faculty, with 46.2% limited to PT NTT faculty and 40% with both PT NTT and FT NTT faculty.

The growth in public sector TTT faculty bargaining units is another major difference with the private non-profit sector. The difference reflects a distinct public sector legal terrain that largely lacks *Yeshiva*-like restrictions on TTT faculty unionization. In the public sector, 32% (16) of the new units were limited to FT TTT faculty and 2% (1) had FT TTT and PT TTT faculty. An additional 14% (7) of the new units included TTT and NTT faculty.

Unlike the private sector, AAUP, AFT, and NEA continued to drive the growth in new public sector bargaining units over the seven-year

period. As **Chart 6** demonstrates, 72% (36) of the new public sector faculty units were affiliated separately or jointly with the three traditional academic unions.

The breakdown of the numbers of newly represented public sector faculty in **Chart 7** tells a slightly different story. The three traditional unions represent 53% (10,632) and SEIU represents 46% (9,347) of the total number of newly organized public sector faculty.

D. Total Faculty Unionization Growth Per Annum Since 2012

Chart 8 presents the growth in the total number of unionized faculty in all sectors between 2013-2019, as well as the growth per annum.¹³

¹³ In calculating the total growth, we began with the total number of unionized faculty as estimated in the *2012 Directory* (368,473). We added to that figure unionized faculty in units certified or recognized between 2004-2012 that were not included in the *2012 Directory* (see Addendum, Table 6). We calculated per annum growth in 2013-2019 by summing the sizes of all new faculty units in each year, while total growth is a cumulative

Chart 7. Newly Represented Faculty at Public Institutions by National Affiliation and Unit Types, 2013-2019

	NTT	TTT	NTT-TTT	Total
SEIU	9,347	0	0	9,347
AAUP-AFT	1,332	590	3,417	5,339
NEA	751	799	197	1,747
AFT	1,169	138	0	1,307
AAUP	203	780	172	1,155
AFT-NEA	374	628	82	1,084
Independent	0	0	181	181
Total	13,176	2,935	4,049	20,160

measure of these yearly growth figures. We then subtracted from the total growth value in each year the size of decertified units, disbanded units following school closures, and units that have had titles removed, listed in Tables 7 and 8. In subtracting faculty removed from units certified before 2013, we relied on the unit size listed in the *2012 Directory*.

As **Chart 8** demonstrates, the growth over the period was linear with an average net increase of 5,353 newly unionized faculty each year. This amounts to about 1.4% growth in newly unionized faculty per year over the period.

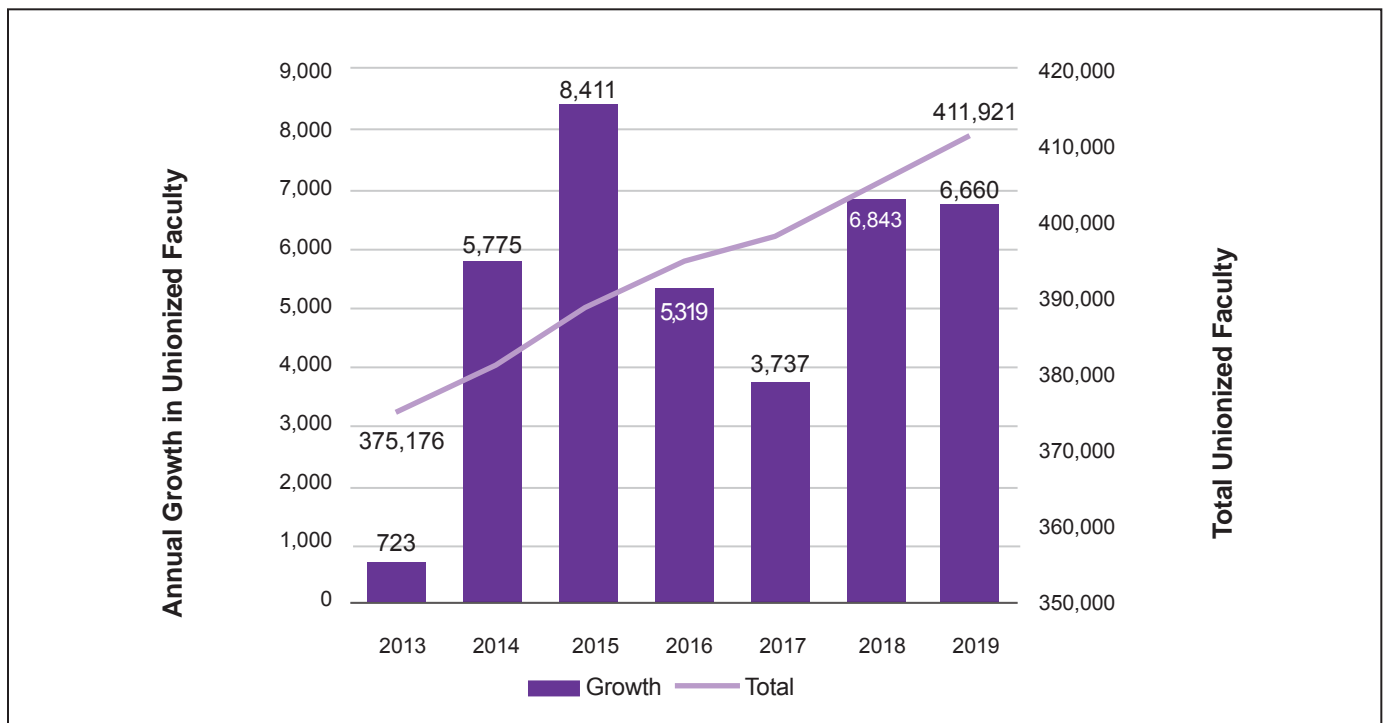
Total growth is inclusive of both newly certified faculty bargaining units as well as the loss of bargaining units between 2013-2019.

II. Chairperson and Administrator Unionization Growth: 2013-2019

In the period 2013-2019, there were four newly certified department chair bargaining units at public sector institutions with a total of 61 unit members. During this period, there were two additional newly certified public sector bargaining units of administrators, with a total of 103 unit members.

At Temple University, 70 department chairs were removed from a long-established public sector faculty unit after an administrative ruling that determined department chairs were

Chart 8. Annual and Total Growth in Unionized Faculty 2013-2019



managerial or supervisory based on their duties, and therefore did not have the right to union representation.¹⁴

The miniscule growth in the unionization of department chairs and administrators is attributable to the exclusion of managers and supervisors from coverage under the National Labor Relations Act and some state collective bargaining laws.

III. Postdoctoral Scholar and Academic Researcher Unionization

The *2012 Directory* did not include data and analysis concerning the unionization of postdoctoral scholars and academic researchers in higher education. Our research establishes that there are now over 14,000 organized postdoctoral scholars and academic researchers in bargaining units at six public sector institutions and six private non-profit institutions.

In Table 4, we identify six current distinct postdoctoral scholar bargaining units with a total of 9,971 unit members, and a seventh unit of 4,110 academic researchers at the University of California. Three of these bargaining units existed prior to 2012,¹⁵ and four were certified or recognized in the subsequent seven years. In addition, Tables 2 and 4 list four new faculty units with postdoctoral scholars included.¹⁶

The UAW is the dominant national union in the

14 *Employes of Temple University*, 46 PPER ¶93 (Pa. Lab. Rel Bd, 2015).

15 At the time the UAW was certified to represent a post doctoral unit at the University of Massachusetts-Amherst in February 2010, it was also certified to represent postdoctoral units at the University of Massachusetts-Boston and the University of Massachusetts-Dartmouth. However, it appears that the bargaining units on those other two campuses disbanded following the certifications

16 Most recently, a 2020 administrative decision added postdoctoral scholars to a pre-existing faculty bargaining unit at the New College of Florida. See, *New College of Florida*, 46 FPER ¶245 (Fl. Pub. Rel. Com. 2020).

representation of postdoctoral scholars and academic researchers. Nationwide, the UAW represents 13,812 postdoctoral scholars and academic researchers in six bargaining units. AAUP-AFT represents one postdoctoral scholar unit at Rutgers University. Of the four new faculty units with postdoctoral scholars, SEIU represents one at Fordham University and another at Goucher College, while AAUP-AFT represents units at the University of Oregon and Oregon State University.

IV. Graduate Student Employee Unionization Growth: 2013-2019

From January 1, 2013 to December 31, 2019, there were 16 newly certified or recognized graduate student employee collective bargaining units in the United States with a total of 19,627 unit members. Three quarters of the new units (12) were exclusively graduate student employees and four units included both graduate and undergraduate student employees including the library unit at the University of Chicago.¹⁷

Prior to 2013, there was a total of 62,656 employees in graduate student employee bargaining units.¹⁸ Since 2012, there has been a

17 The University of Chicago library unit is the only graduate student employee unit in our database that does not include teaching assistants, research assistants, or graduate assistants. In calculating growth in organized student employees in 2013-2019, we have not included the employees in the student dining employee unit at Grinnell College, NLRB Case No.18-RC-174071.

18 The total estimated number of unionized graduate student employees in the *2012 Directory* (64,424) included the bargaining unit at the University of Wisconsin-Madison. However, that graduate student employee unit chose not to recertify in 2011 following passage of Wisconsin Act 10. Therefore, in calculating the number of total graduate student employees prior to 2013, we subtracted from the *2012 Directory* total the size of the University of Wisconsin-Madison unit (3,131) to derive an estimate of 61,293. We then added to this estimate the unit sizes of graduate student units certified before and during 2012 which were excluded from the *2012 Directory*. These include units at Montana State University (587), SUNY Research Foundation at Stony Brook University (714) and the three units at the Research Foundation of CUNY: CUNY Graduate Center (55), LaGuardia Community

31% increase in represented graduate student employees.

The largest growth in new bargaining units since 2012 was at private non-profit institutions, which is largely attributable to the NLRB's 2016 decision in *Columbia University* restoring collective bargaining rights to student employees.¹⁹ By the end of 2019, there were 11

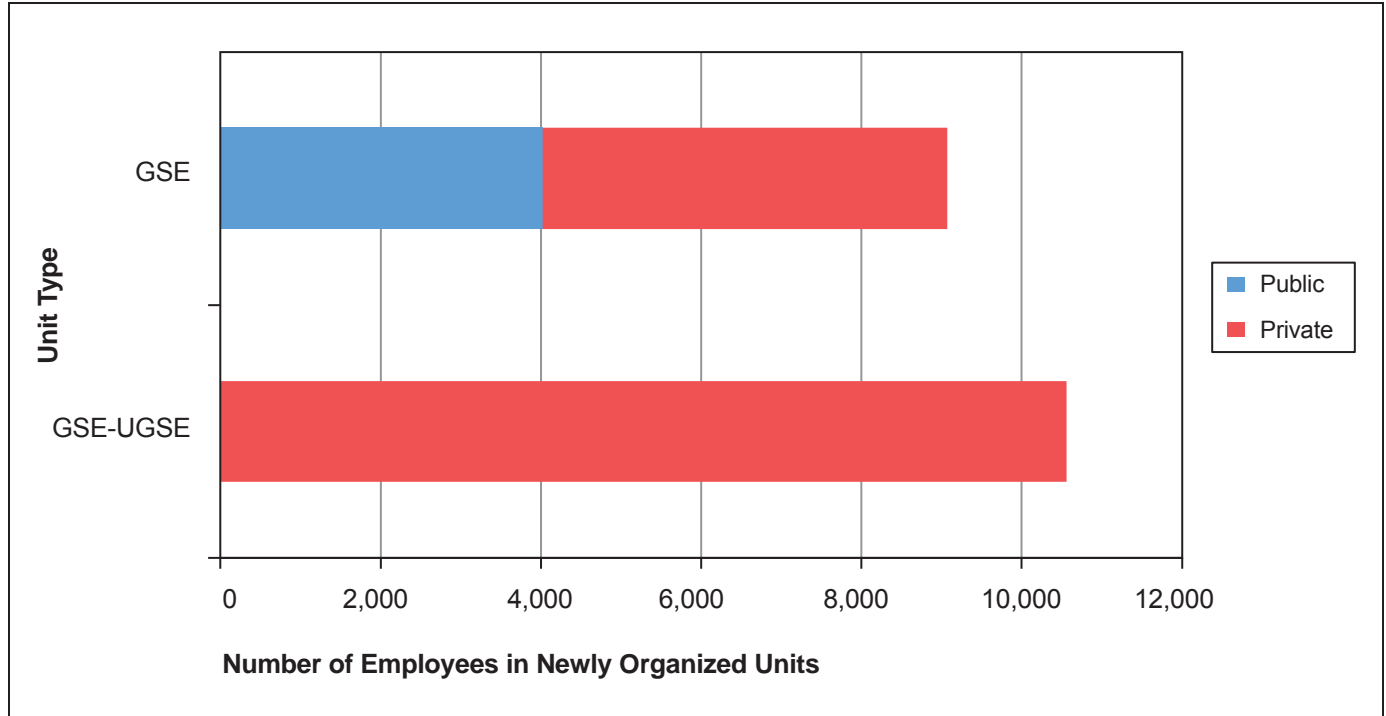
private sector bargaining units with 15,602 unit members, while in 2012 there were no organized units in the private sector. In calculating these figures, we did not include data concerning representation petitions that were withdrawn following the certification of a bargaining agent by the NLRB. In comparison, 31.3% (5) of the 16 new units in 2013-2019 were at public institutions with a total of 4,025 newly organized graduate student employees.

College (5) and New York City College of Technology (2). This is the methodology used for determining the estimate of 62,656 unionized graduate student employees prior to 2013.

19 364 NLRB No. 90 (2016). More recently, the NLRB has proposed a rule that would exclude all student employees from the rights granted under the National Labor Relations Act. See, Herbert, W.A., & van der Naald, J. (2020). A different set of rules? NLRB proposed rule making and student worker unionization rights. *Journal of Collective Bargaining in the Academy*, 11, 1-36. <https://thekeep.eiu.edu/jcba/vol11/iss1/1/>

Chart 9 displays the number of newly organized student employees by unit type at private non-profit institutions and public institutions. Though almost one-third of the new units were at public institutions, only 20% of the total number of newly organized student employees were at public institutions. These figures do not reflect the accretion of 767 employees in the bargaining unit at Oregon State University, listed in Table 8.

Chart 9. Newly Represented Employees in Graduate Student Employee Units by Unit Type, 2013-2019



The breakdown by national affiliations in **Chart 10** of the new graduate student employee bargaining units demonstrates a domination by non-traditional education unions: SEIU 37.5% (6), UAW 31.3% (5), AFT 12.5% (2), AAUP-AFT 6.3% (1), AFSCME 6.3% (1) and IBT 6.3% (1).

Although SEIU organized the largest number of units, **Chart 11** shows that the UAW represents the vast majority of the newly organized student employees (13,780 or 70.2%). This is due to the large units at Harvard, Columbia, NYU, and the New School, three of which also include undergraduate student employees. In

comparison, AFT represents 11.8%, and SEIU represents 11.7% of the total number of newly organized student employees. Notably, the pre-2013 distribution of national affiliations of organized graduate student employees was somewhat different with UAW representing 43%, AFT representing 26% and SEIU not representing any (See *2012 Directory*, page xiii).

Chart 12 displays the breakdown of newly certified student employee units by state. Eight states had at least one newly organized student unit between 2013 and 2019. Illinois had the largest growth in units over the period

Chart 10. New Graduate Student Employee Units by National Affiliation, 2013-2019

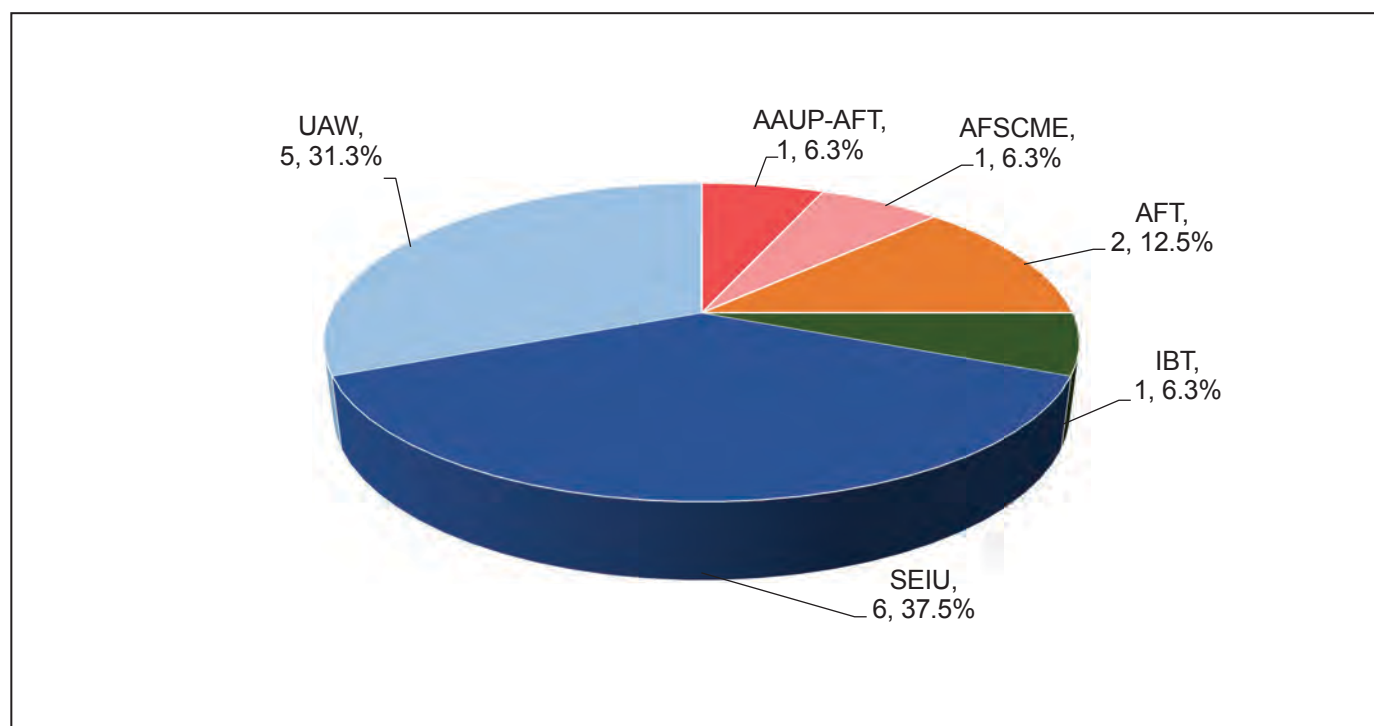
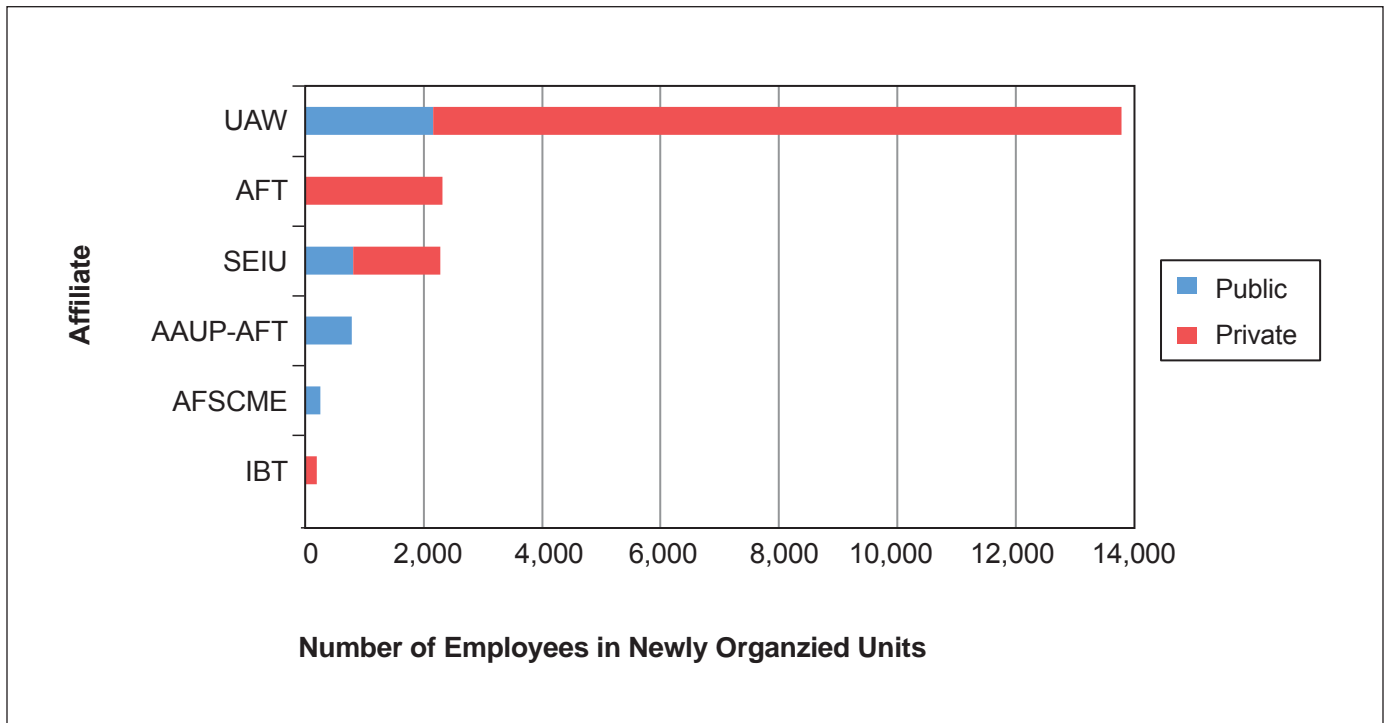


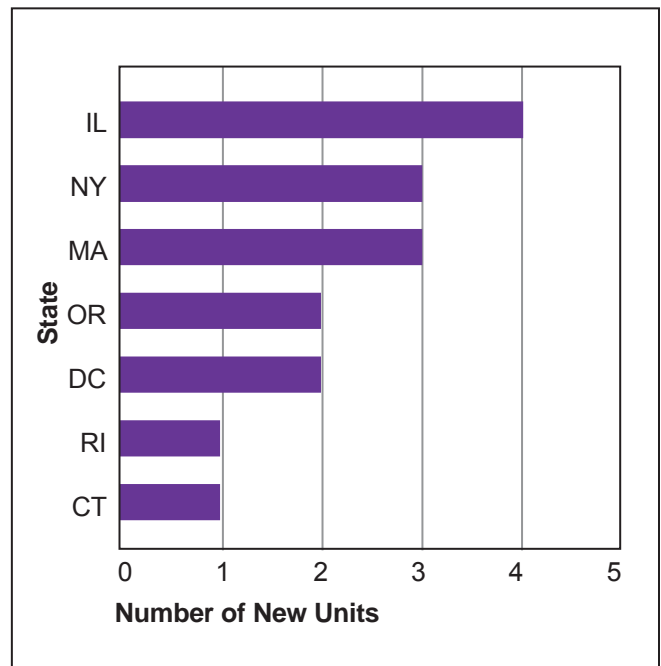
Chart 11. Newly Represented Employees in Graduate Student Employee Units by National Affiliation, 2013-2019 by National Affiliation, 2013-2019



(4) followed by Massachusetts and New York (3 each). Two of the four new units in Illinois were at public institutions and two were at private non-profit schools. All six units in Massachusetts and New York were at private non-profit institutions.

In **Chart 13** we display the aggregate number of newly organized student employees at both public and private not-for-profit universities. While Illinois was the state with the greatest number of newly organized student employee units, five other states had a greater number of newly organized student employees. New York (6,565 or 33.3%) and Massachusetts (5,550 or 28.1%) had the greatest number of newly organized

Chart 12. New Graduate Student Employee Units by State, 2013-2019



student employees, but again, this was mainly due to the large units at Columbia and Harvard.

Finally, **Chart 14** presents the growth in the total number of unionized student employees in the period 2013-2019 as well as the growth per annum. We calculated the total and annual growth in unionized student employees in the same manner as unionized faculty growth above (see Chart 8). The majority of the growth (72.6 %) occurred in 2017 and 2018 following the NLRB's *Columbia University* decision.

Chart 13. Newly Represented Student Employees by State, 2013-2019

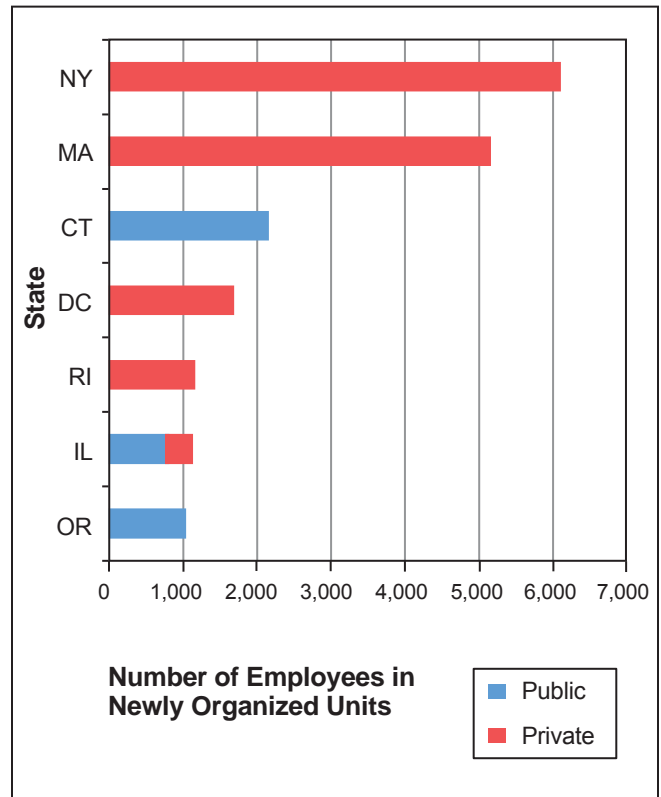
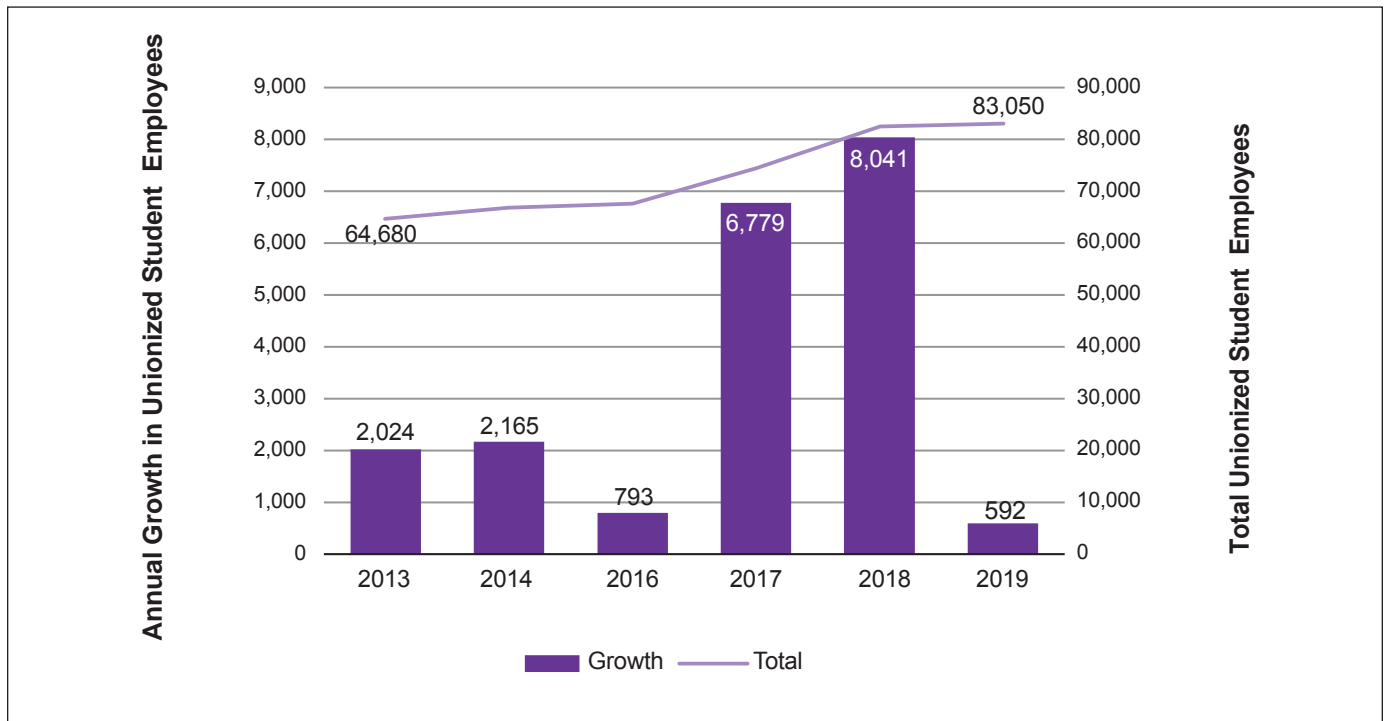


Chart 14. Annual and Total Growth in Unionized Student Employees, 2013-2019



Closing Remarks

The period 2013-2019 saw extensive growth in collective bargaining relationships in higher education, particularly among contingent faculty, postdoctoral scholars, and graduate student employees. The increases are attributable to a number of factors including the growing reliance on precarious instructional and research staff in higher education, new campus organizing campaigns supported by national unions, and changes in the law.

As we have shown, the 2016 restoration of labor rights for graduate assistants working on private sector campuses led to a substantial increase in graduate student employee bargaining units. Currently, the NLRB is considering a proposed rule to overturn that precedent. The final adoption of the rule would provide private institutions with

a legal justification for refusing to continue to recognize graduate student employee unions after the expiration of contracts.

The *2020 Supplementary Directory* is being issued in the midst of the COVID-19 pandemic, which has resulted in the gravest health and economic crises in a century. It is far too early to predict the precise impact of the crises on the new bargaining relationships listed in this directory or their long-term consequences on higher education collective bargaining. Nevertheless, it is probable that the pandemic and related crises will have immense ramifications for higher education institutions and those who work at those institutions.

**TABLE 1: NATIONAL UNION AFFILIATIONS, STATE AFFILIATES AND BARGAINING AGENTS
CITED IN THE DIRECTORY**

Acronym	Name	National Union Affiliation
AAUP	American Association of University Professors	
ACT	Adjuncts Come Together, New York University	UAW
AFA	Adjunct Faculty Association, Robert Morris University	USW
AFM	American Federation of Musicians	
AFSCME	American Federation of State, County and Municipal Employees	
AFT	American Federation of Teachers	
AFTPA	American Federation of Teachers Pennsylvania	AFT
AFTV	American Federation of Teachers-Vermont	AFT
ASEP	Academic Student Employees and Postdocs, Univ. of Washington	UAW
BCF	Barnard Contingent Faculty	UAW
BCFA	Belmont College Faculty Association	AFT
CCCC	Congress of Connecticut Community College	SEIU
CCRI PTFA	Community College of Rhode Island Part-Time Faculty Association	NEA
CCVUF	Community College of Vermont United Faculty	AFT
CFT	California Federation Teachers	AFT
CGE	Coalition of Graduate Employees, Oregon State University	AFT
CPW	Columbia Postdoctoral Workers	UAW
CSN-NFA	College of Southern Nevada – Nevada Faculty Alliance	AAUP
CSUC	Cleveland State University Chapter	AAUP
CSUEU	California State University Employees Union	SEIU
CWA	Communication Workers of America	
DCU	Department Chairs' Union, University of Massachusetts-Boston	NEA
EBAM	East Bay Automotive Machinists, Wyotech, Corinthian Colleges	IAM
ECC-NEA	East Central College National Education Association	NEA
ELAC	Emerson Los Angeles Faculty Chapter	AAUP
FEA	Florida Education Association	NEA
FPSU	Florida Public Services Union	SEIU
GAGE	Georgetown Alliance of Graduate Employees	AFT
GEO	Graduate Employee Organization of Montana State University	
GEU	Graduate Employee Union, University of Connecticut	UAW
GEU	Graduate Employees Union, Portland State University	AFT-AAUP
GFT	Greystone Federation of Teachers	AFT
GRU	Graduate Researchers United, Oregon Health and Sciences Univ.	AFSCME
GSEAU	Graduate Student Employees at American University	SEIU
GSEU	Graduate Student Employees Union, SUNY Research Foundation	CWA
GSOC	Graduate Student Organizing Committee, New York University	UAW
GWC	Graduate Workers of Columbia University	UAW
HGSU	Harvard Graduate Students Union	UAW

Acronym	Name	National Union Affiliation
HSSU-NEA	Harris Stowe State University National Education Association	NEA
IAM	International Association of Machinists and Aerospace Workers	
IBEW	International Brotherhood of Electrical Workers	
IBT	International Brotherhood of Teamsters	
IEA	Illinois Education Association	NEA
IFT	Illinois Federation of Teachers	AFT
KCAEA	Kishwaukee College Adjunct Education Association	AFT
KSCEA	Keene State College Education Association	NEA
LCCWFF	Life Chiropractic College West Faculty Federation	AFT
LUMNEA	Lincoln University Missouri National Education Association	NEA
MCCFA	MiraCosta College Faculty Assembly	
MCC-NEA	Metropolitan Community College National Education Association	NEA
MEA	Michigan Education Association	NEA
MEA	Montana Education Association	NEA
MFPE	Montana Federation of Public Employees	NEA-AFT
MFT	Michigan Federation of Teachers	AFT
MFT	Montana Federation of Teachers	AFT
MTA	Massachusetts Teachers Association	NEA
MVCCAPA	Mohawk Valley Community College Adjunct & Part-Time Association	AFT-NEA
NCCAA	Nassau Community College Administrators Association	
NEA	National Education Association	
NEA-NH	National Education Association-New Hampshire	NEA
NEA-NM	National Education Association-New Mexico	NEA
NEARI	National Education Association-Rhode Island	NEA
NFA	Nevada Faculty Alliance	AAUP
NTFC	Non-Tenure Faculty Coalition, University of Illinois, Urbana	AFT-AAUP
NMCFA	Northwestern Michigan College Faculty Association	NEA
NMCFCA	Northwestern Michigan College Faculty Chair Association	NEA
NYSUT	New York State United Teachers	AFT-NEA
OFT	Ohio Federation of Teachers	AFT
OTC	Oregon Tech Chapter	AAUP
PDAPDF	Post-Doctoral Associates and Post-Doctoral Fellows, Rutgers U.	AAUP
PSC	Professional Staff Congress, CUNY Research Foundation	AFT-NEA
PSUC	Plymouth State University Chapter	AAUP
SCCDAA	Southwestern Community College District Administrators Association	
SEA	State Employees Association, NH Community College System	SEIU
SEIU	Service Employees International Union	
SENS	Student Employees at the New School	UAW
SFCAFU	St. Francis College Adjunct Faculty Union	AFT-NEA
SFCCC	Santa Fe Community College Chapter	AAUP
SIUEFA	Southern Illinois University – Edwardsville Faculty Association	NEA

Acronym	Name	National Union Affiliation
SJCEA	San Juan College Education Association	NEA
SMCFA	Southwestern Michigan College Faculty Association	NEA
SNCCC	Santa Fe Community College Chapter	AAUP
SUGSE	Stand Up for Graduate Student Employees, Brown University	AFT
TAUP	Temple Association of University Professionals	AFT
TC3AA	Tomkins Cortland Community College Adjunct Association	AFT-NEA
TCNG	The Chicago Newspaper Guild	CWA
TNGP	The Newspaper Guild of Pittsburgh	CWA
TNGNY	The Newspaper Guild of New York	CWA
UAFNJ	United Adjunct Faculty of New Jersey	AFT
UAFTM	Union of Adjunct Faculty and Tutors at Manhattanville	AFT-NEA
UAOSU	United Academics of Oregon State University	AAUP-AFT
UAP	United Academics of Philadelphia	AFT
UA-UNM	United Academics of the University of New Mexico	AAUP-AFT
UAUO	United Academics of the University of Oregon	AAUP-AFT
UAW	International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America	
UCAN	United Council of Academics, NJ Institute of Technology	AAUP-AFT
UCCPFA	Umpqua Community College Part-time Faculty Association	NEA
UFA	United Faculty Alliance, Northern Illinois University	AFT-AAUP
UFF	United Faculty of Florida	NEA-AFT
UFT	United Federation of Teachers	AFT
UICUF	University of Illinois at Chicago United Faculty	AFT-AAUP
UISUF	University of Illinois Springfield United Faculty	AFT
UNLFU	University of New Hampshire Law Faculty Union	NEA
UNHLU	University of New Hampshire Lecturers United	AAUP
UPI	University Professionals of Illinois	AFT
USW	United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union	
VSCFF	Vermont State College Faculty Federation	AFT
WUSR	Workers United Southern Region	SEIU

TABLE 2: NEW FACULTY, DEPARTMENT CHAIR AND ADMINISTRATOR BARGAINING UNITS AT PUBLIC AND PRIVATE NON-PROFIT INSTITUTIONS, 2013-2019

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Certification Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
CA	^ California College of the Arts	4	1	SEIU Local 1021	365	FT-PT NTT	Certification	Oct. 2014	Mar. 2017	Jun. 2020
	California State University	4	1	SEIU Local 2579/CSUEU	4	PT NTT	Recognition	Jan. 2015	Oct. 2016	Jun. 2019
	^ Culinary Institute of America – Greystone	2	1	AFT/CFT/GFT	29	FT NTT	Certification	Mar. 2017	Feb. 2018	May 2021
	^ Dominican University of California	4	1	SEIU Local 1021	230	FT-PT NTT	Certification	Jan. 2015	Apr. 2016	Jun. 2019
	^ Emerson College	4	1	AAUP/ELAC	26	PT NTT	Certification	Dec. 2015	Sep. 2016	Jun. 2020
	^ Holy Names University	4	1	SEIU Local 1021	142	FT-PT NTT	Certification	May 2016	Mar. 2018	Jun. 2020
	^ Laguna College of Art and Design	4	1	SEIU Local 721	94	PT NTT	Certification	Jun. 2015		
	^ † ‡ Life College of Chiropractic West Incorporated	4	1	AFT Local 6538/LCCWFF	54	FT-PT NTT	Certification	Jul. 2013	Dec. 2014	Jun. 2021
	^ Mills College	4	1	SEIU Local 1021	139	FT-PT NTT	Certification	May 2014	Mar. 2016	Jun. 2019
	MiraCosta Community College	2	1	MCCFA	181	FT TTT-NTT	Card Check	Jan. 2015	May 2015	Jun. 2021
	^ Notre Dame de Namur University	4	2							
	† Unit 1:			SEIU Local 1021	208	PT NTT	Certification	May 2016	Jun. 2017	Jun. 2020
	† Unit 2:			SEIU Local 1021	61	FT TTT-NTT	Certification	Jun. 2016	Jun. 2017	Jun. 2020
	^ Occidental College	4	1	SEIU Local 721	112	FT-PT NTT	Certification	May 2019	Jun. 2020	Jun. 2023
	^ Otis College of Art and Design	4	1	SEIU Local 721	225	PT NTT	Certification	Jan. 2015	Mar. 2017	Sep. 2019
	^ San Francisco Art Institute	4	1	SEIU Local 1021	199	FT-PT NTT	Certification	Jun. 2014	Mar. 2017	Mar. 2020
	Southwestern College	2	1	SCCDAA	61	Administrators	Recognition	Dec. 2014		
	^ St. Mary's College of California	4	1	SEIU Local 1021	427	FT-PT NTT	Certification	Jan. 2015	May 2016	Jun. 2022
	^ University of Southern California	4	1	SEIU Local 721	44	FT-PT NTT	Certification	Feb. 2016		
	^ Whittier College	4	1	SEIU Local 721	69	PT NTT	Certification	Dec. 2013	Jul. 2015	Jul. 2018

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles § Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Certification Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
CT	^ University of Hartford	4	1	SEIU Local 1973/ CCCC	876	PT NTT	Certification	Jan. 2017	Sep. 2018	Sep. 2021
DC	^ Georgetown University	4	1	SEIU Local 500	650	PT NTT	Certification	May 2013	Oct. 2014	Jun. 2020
	^ Howard University	4	2							
	Unit 1:			SEIU Local 500	176	PT NTT	Certification	May 2014	Jul. 2015	Jun. 2017
	Unit 2:			SEIU Local 500	131	FT NTT	Certification	Dec. 2017		
	University of the District of Columbia	4	1	SEIU Local 500	324	PT NTT	Certification	Aug. 2014	Jul. 2016	Jul. 2019
FL	Broward College	4	1	SEIU/FPSU	1,669	PT NTT	Certification	Jan. 2018		
	† ‡ Florida Polytechnic University	4	1	NEA/AFT/UFF	50	FT TTT	Certification	Oct. 2016	Jan. 2019	Aug. 2021
	Hillsborough Community College	2	1	SEIU/FPSU	1,006	PT NTT	Certification	Dec. 2016	Jan. 2019	Dec. 2019
	Lake-Sumter State College	4	3							
	Unit 1:			SEIU/FPSU	56	PT NTT	Certification	May 2019		
	† Unit 2:			NEA/AFT/UFF	82	FT TTT-NTT	Certification	Oct. 2018		
	Unit 3:			NEA/AFT/UFF	5	Administrators	Certification	Nov. 2018		
	Miami Dade College	4	1	SEIU/FPSU	2,790	PT NTT	Certification	Apr. 2019		
	Pasco-Hernando State College	4	1	NEA/AFT/UFF	144	FT TTT	Certification	Apr. 2018		
	Seminole State College of Florida	4	1	SEIU/FPSU	517	PT NTT	Certification	Nov. 2018		
	State College of Florida-Manatee-Sarasota	4	1	NEA/AFT/UFF	107	FT TTT	Certification	Oct. 2016		
	* † St. Johns River State College	4	1	NEA/AFT/UFF	142	FT TTT	Certification	Mar. 2019		
	St. Petersburg College	4	1	SEIU/FPSU	865	PT NTT	Certification	Nov. 2019		
	† ‡ Tallahassee Community College	2	1	NEA/AFT/UFF	185	FT TTT	Certification	Aug. 2016	Oct. 2018	Jun. 2021
	University of South Florida	4	1	SEIU/FPSU	893	PT NTT	Certification	Mar. 2018	Aug. 2020	Jun. 2023

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Certification Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires	
IL	Kishwaukee College	2	1	AFT Local 6559/ IFT/ KCAEA	80	PT NTT	Card Check	Jul. 2015	Jun. 2016	Aug. 2018	
	^ Loyola University Chicago	4	2								
	Unit 1:			SEIU Local 73	326	FT-PT NTT	Certification	Mar. 2017	Apr. 2018	Jun. 2021	
	Unit 2:			SEIU Local 73	11	FT-PT NTT	Certification	Jul. 2016	Apr. 2018	Jun. 2021	
	Northern Illinois University	4	1	AAUP/AFT/IFT/ UPI Local 4100/ UFA	590	FT TTT	Card Check	Jun. 2016	Nov. 2019	Jun. 2022	
	Southern Illinois University – Edwardsville	4	1	NEA/IEA/SIUFEA	373	FT TTT	Card Check	Dec. 2016	Dec. 2017	Jun. 2022	
	^ University of Chicago	4	2								
	Unit 1:			SEIU Local 73	34	FT-PT NTT	Certification	Dec. 2015	Nov. 2017	Apr. 2021	
	Unit 2:			SEIU Local 73	169	FT-PT NTT	Certification	Dec. 2015	Apr. 2018	Aug. 2021	
	University of Illinois Springfield	4	1	AFT/IFT/UPI Local 4100/UISUF	138	FT TTT	Card Check	Feb. 2015	Aug. 2017	Aug. 2021	
	University of Illinois at Urbana Champaign	4	1	AAUP/AFT/IFT/ NTFC Local 6456	473	FT NTT	Card Check	Jul. 2014	May 2016	Aug. 2024	
	MA	^ Bentley University	4	1	SEIU Local 509	229	PT NTT	Certification	Mar. 2015	Sep. 2016	Jun. 2020
		^ Boston University	4	3							
Unit 1:				SEIU Local 509	799	PT NTT	Certification	Feb. 2015	Jun. 2016	Aug. 2023	
Unit 2:				SEIU Local 509	33	PT NTT	Certification	May 2015	Jun. 2016	Aug. 2023	
Unit 3:				SEIU Local 509	282	FT-PT NTT	Certification	Apr. 2016	Oct. 2017	Jun. 2021	
^ ‡ Brandeis University		4	1	SEIU Local 509	299	PT NTT	Certification	Dec. 2015	May 2017	Jun. 2020	
^ Lesley University		4	2								
Unit 1:				SEIU Local 509	701	PT NTT	Certification	Mar. 2014	May 2015	Jun. 2021	
Unit 2:				SEIU Local 509	159	FT-PT TTT-NTT	Certification	Jun. 2015	Oct. 2016	Jun. 2024	
^ Northeastern University		4	2								
Unit 1:			SEIU Local 509	981	PT NTT	Certification	May 2014	Feb. 2016	Jun. 2019		

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State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Certification Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
	Unit 2:			SEIU Local 509	59	PT NTT	Certification	Aug. 2014	Feb. 2016	Jun. 2019
	^ Tufts University	4	2							
	Unit 1:			SEIU Local 509	283	PT NTT	Certification	Oct. 2013	Oct. 2014	Jun. 2022
	Unit 2:			SEIU Local 509	94	FT NTT	Certification	Feb. 2015	Jun. 2016	Jun. 2024
	* University of Massachusetts - Boston	4	1	NEA/MTA/DCU	35	Department Chairs	Certification	Apr. 2016	Nov. 2018	Jun. 2020
MD	^ § Goucher College	4	1	SEIU Local 500	99	FT-PT NTT	Certification	Aug. 2016	Mar. 2018	Jun. 2021
	^ Maryland Institute College of Art	4	1	SEIU Local 500	344	PT NTT	Certification	May. 2014	Sep. 2015	Jun. 2021
	^ McDaniel College	4	1	SEIU Local 500	238	FT-PT NTT	Certification	Jun. 2016	Jul. 2018	Aug. 2020
	^ Trinity Washington University	4	1	SEIU Local 500	288	PT NTT	Certification	Jun. 2015	Jan. 2017	Jun. 2019
MI	Delta College	2	1	NEA/MEA	169	FT TTT-NTT	Certification	Jan. 2019		
	Northwestern Michigan College	2	2							
	Unit 1:			NEA/MEA/NMCFCA	100	FT-PT TTT	Certification	Mar. 2015	Nov. 2015	Jul. 2022
	* Unit 2:			NEA/MEA/NMCFCA	5	Department Chairs	Certification	Jun. 2015	Nov. 2015	Jul. 2022
	Southwestern Michigan College	2	1	NEA/MEA/SMCFA	58	FT TTT	Certification	Feb. 2018	Nov. 2019	Dec. 2023
MN	^ Augsburg University	4	1	SEIU Local 284	199	FT-PT NTT	Certification	Dec. 2016	Dec. 2018	Aug. 2021
	^ Hamline University of Minnesota	4	1	SEIU Local 284	83	PT NTT	Certification	Jun. 2014	Feb. 2016	Aug. 2018
	^ Minneapolis College of Art and Design	4	2							
	Unit 1:			SEIU Local 284	76	PT NTT	Certification	Oct. 2016	Dec. 2018	Aug. 2022
	Unit 2:			SEIU Local 284	33	FT NTT	Certification	Oct. 2016	Dec. 2018	Aug. 2022

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§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Certification Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
MO	East Central College	2	1	NEA/MEA/ECC-NEA	67	FT NTT	Recognition	Oct. 2014	Jun. 2015	Jun. 2018
	Harris-Stowe State University	4	1	NEA/MEA/HSSU-NEA	46	FT TTT	Certification	Oct. 2013	Jun. 2014	Jun. 2018
	Lincoln University	4	1	MEA/NEA/LUMNEA	75	FT TTT	Card Check	Nov. 2016	Jun. 2018	Dec. 2020
	† Metropolitan Community College	2	1	NEA/MEA/MCC-NEA	240	FT NTT	Certification	Jan. 2015	Nov. 2016	Jun. 2022
	Saint Louis Community College	2	1	SEIU Local 1	574	PT NTT	Certification	Nov. 2015	Mar. 2018	Jun. 2020
	^ Saint Louis University	4	1	SEIU Local 1	156	FT-PT NTT	Certification	Jun. 2016	May 2017	Jun. 2022
	St. Charles Community College	2	1	SEIU Local 1	333	PT NTT	Certification	Mar. 2016	Jul. 2017	Jul. 2021
	^ Washington University in St Louis	4	1	SEIU Local 1	404	PT NTT	Certification	Jan. 2015	Apr. 2016	Jun. 2020
NC	^ Duke University	4	1	SEIU Local 26/WUSR	296	FT-PT NTT	Certification	Mar. 2016	Jul. 2017	Jun. 2020
NH	* Plymouth State University	4	2	AAUP/PSUC	174	FT TTT	Certification	Apr. 2016	Jun. 2018	Jun. 2021
	University of New Hampshire	4	1	AAUP/UNHLU	203	FT-PT NTT	Certification	Feb. 2014	Aug.2015	Jun. 2022
	† University of New Hampshire Franklin Pierce School of Law	4	1	NEA/NEA-NH/UNLFU UNLFU	28	FT-PT TTT-NTT	Certification	Apr. 2015	Aug. 2017	Jun. 2020
NJ	Brookdale Community College	2	1	AFT Local 2222/UAFNJ	482	PT NTT	Recognition	Feb. 2018		
	New Jersey Institute of Technology	4	1	AAUP/AFT/UCAN	368	PT NTT	Recognition	May 2017	Feb. 2018	Jun. 2019

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§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Certification Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
NM	* San Juan College	2	1	NEA/NEA-NM/SJCEA	147	FT TTT	Certification	Dec. 2019		
	* Santa Fe Community College	2	1	AAUP/SFCCC	48	FT TTT	Certification	Aug. 2017	Aug. 2019	Jun. 2020
	University of New Mexico	4	2							
	Unit 1:			AAUP/AFT/UA-UNM	491	PT NTT	Certification	Oct. 2019		
	Unit 2:			AAUP/AFT/UA-UNM	1,017	FT TTT-NTT	Certification	Oct. 2019		
NV	† College of Southern Nevada	2	1	AAUP/CSN-NFA	524	FT TTT	Recognition	Apr. 2016	Jun. 2020	Jun. 2022
NY	^ Barnard College	4	1	UAW Local 2110/BCF	207	FT-PT NTT	Certification	Oct. 2015	Mar. 2017	Jun. 2022
	Cayuga County Community College	2	1	AFT/NEA/NYSUT/CCCPFA	124	PT NTT	Card Check	Jul. 2016		
	^ College of Saint Rose	4	2							
	Unit 1:	4		SEIU Local 200United	312	PT NTT	Certification	Sep. 2014	Apr. 2016	Dec. 2018
	Unit 2:			SEIU Local 200United	18	PT NTT	Certification	Jan. 2019		
	^ § Fordham University	4	1	SEIU Local 200United	905	FT-PT NTT	Certification	Nov. 2017	Jul. 2018	Jun. 2021
	Herkimer County Community College	2	1	SEIU Local 200United	56	PT NTT	Certification	Jul. 2018		
	^ Ithaca College	4	2							
	Unit 1:			SEIU Local 200United	321	PT NTT	Certification	Jun. 2015	Apr. 2017	May 2020
	Unit 2:			SEIU Local 200United	48	FT NTT	Certification	Jun. 2016	Apr. 2017	May 2020
^ Mercy College	4	1	SEIU Local 200United	853	FT-PT NTT	Certification	May 2019			

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State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Certification Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
	‡ Nassau Community College	2	1	NCCAA	42	Administrators	Card Check	Jan. 2017		
	^ Nazareth College of Rochester	4	1	SEIU Local 200United	370	PT NTT	Certification	Jun. 2018	Oct. 2019	May 2023
	^ New York University, Tandon School of Engineering	4	1	UAW Local 7902/ACT	127	PT NTT	Certification	Jan. 2016	Apr. 2017	Aug. 2022
	Schenectady County Community College	2	1	SEIU Local 200United	260	PT NTT	Card Check	Apr. 2015	Aug. 2017	Aug. 2020
	^ Siena College	4	2							
	Unit 1:			SEIU Local 200United	152	PT NTT	Certification	Jun. 2015	Sep. 2017	Jun. 2020
	Unit 2:			SEIU Local 200United	36	FT NTT	Certification	Jun. 2015	Sep. 2017	Jun. 2020
	† ‡ Tompkins Cortland Community College	2	1	AFT/NEA/NYSUT/TC3AA	250	PT NTT	Card Check	Apr. 2017	May. 2018	Aug. 2022
	^ Wells College	4	1	SEIU Local 200United	35	FT-PT NTT	Certification	Feb. 2016		
OH	Belmont College	2	1	BCFA Local 6571/OFT/AFT	32	FT NTT	Certification	Jun. 2016	Mar. 2018	Feb. 2021
	Cleveland State University, Cleveland-Marshall College of Law	4	1	AAUP/CSUC	34	FT TTT	Certification	Jun. 2013	Jun. 2018	Aug. 2020
OR	Oregon Institute of Technology	4	2							
	† Unit 1:			OTC/AAUP	172	FT TTT-NTT	Card Check	Jun. 2018		
	* Unit 2:			OTC/AAUP	16	Department Chairs	Card Check	Nov. 2019		
	§ Oregon State University	4	2	AAUP/AFT/UAOSU	2,400	FT-PT TTT-NTT	Card Check	Jun. 2018	Jun. 2020	Jun. 2024

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§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Certification Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
PA	^ Arcadia University	4	1	AFT Local 9608/ UAP	265	PT NTT	Certification	May 2017	Apr. 2019	Dec. 2021
	^ Point Park University	4	2							
	Unit 1:			USW Local 1088/ AFA	422	PT NTT	Certification	Jul. 2014	Nov. 2016	Apr. 2022
	Unit 2:			CWA Local 38061/TNGP	67	FT TTT-NTT	Certification	Jul. 2015	Aug. 2017	Jun. 2021
	^ † Robert Morris University	4	1	USW Local 1088/ AFA	342	PT NTT	Certification	Mar. 2015	Jun. 2017	Aug. 2020
RI	Community College of Rhode Island	2	1	NEA/NEARI/ CCRI PTFA	444	PT NTT	Certification	Apr. 2014	Apr. 2016	Aug. 2021
VT	^ Δ Burlington College	4	1	SEIU Local 200United	46	PT NTT	Certification	Dec. 2014		
	^ Champlain College	4	1	SEIU Local 200United	222	PT NTT	Certification	Dec. 2014	Sep. 2016	Aug. 2024
	Community College of Vermont	2	1	AFT/VSCFF Local 3180/ CCVUF	539	PT NTT	Certification	Oct. 2017	Jun. 2018	Aug. 2021
	^ Saint Michael's College	4	1	SEIU Local 200United	101	PT NTT	Certification	Dec. 2014	Dec. 2015	Aug. 2019
WA	^ Antioch University Seattle	4	1	SEIU Local 925	163	FT-PT NTT	Certification	Jul. 2014	Apr. 2016	Jun. 2019

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TABLE 2A: COMPOSITION OF NEW FACULTY, DEPARTMENT CHAIR AND ADMINISTRATOR BARGAINING UNITS AT PUBLIC AND PRIVATE NON-PROFIT INSTITUTIONS, 2013-2019

State	Institution and Units	Unit Description
CA	^ California College of the Arts	<p><u>Included:</u> All regular unranked faculty employed in the classifications of Lecturer, Senior Lecturer, Adjunct Professor and Senior Adjunct Professor in academic-degree granting programs employed by the Employer at its campuses in San Francisco, California and Oakland, California.</p> <p><u>Excluded:</u> All ranked faculty (including ranked tenure/track faculty and ranked non-tenured/tenure track faculty), all visiting faculty, all distinguished professors, all students and student-employees, all teaching and research assistants and fellows, all office and administrative employees, all administrators (including division directors, assistant directors, program chairs, program staff, deans and chairs including those who may have teaching assignments), all employees in non-degree granting programs (including library, pre-college, center for art and public life and office of special programs), all other employees, all volunteers, all other professional employees, confidential employees, independent contractors, and managerial employees, guards and supervisors, as defined in the National Labor Relations Act.</p>
	California State University	<p><u>Included:</u> All English as a Second Language Instructors employed by California State University, Monterey Bay in the American Language and Culture Program teaching extended education not for credit courses.</p> <p><u>Excluded:</u> All supervisory, management, and confidential employees and all other employees working within the California State University, Monterey Bay’s American Language and Culture Program who are not English as a Second Language Instructors teaching extended education not for credit courses.</p>
	^ Culinary Institute of America – Greystone	<p><u>Included:</u> Faculty employed at its Greystone campus in St. Helena, CA educational facility within degree, certificate, credit bearing and matriculated programs. The use of the term Faculty within this Agreement shall refer specifically to full-time faculty, unless otherwise specified.</p>
	^ Dominican University of California	<p><u>Included:</u> All Adjunct Professors, Adjunct Assistant Professors, Adjunct Associate Professors, Unranked part-time Faculty, and Term Adjuncts employed by the Employer at its San Rafael, California facility.</p> <p><u>Excluded:</u> All other employees, employees who do not teach undergraduate or graduate level credit-earning courses or labs, Tenured Faculty, Tenure-Track Faculty, full-time Term Faculty, Administrators, Graduate Students, Executive Assistants, Managers, Assistant Managers, Independent Contractors, guards, and supervisors as defined by the Act.</p>
	^ Emerson College	<p><u>Included:</u> All part-time faculty who teach credit-earning courses in the undergraduate program during the academic year at the College’s Los Angeles campus.</p> <p><u>Excluded:</u> All other employees, full time faculty, graduate students, lab assistants, graduate assistants, teaching associates, clinical fellows, teaching fellows, teaching assistants, research assistants, full-time or part-time staff or administrators, whether or not they also have teaching responsibilities, deans, registrars, librarians, volunteers, Emerson faculty who teach outside of the Los Angeles Campus, faculty in residence, visiting Boston faculty in residence, professional studies instructors, graduate and post graduate instructors, summer term faculty, teaching online courses (regardless of location), the Assistant Director of Experiential Learning, and the Executive Director and Vice President, other represented employees, clerical employees, managers, guards, and supervisors as defined in the Act.</p>

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State	Institution and Units	Unit Description
^ Holy Names University	<p>Included: All Adjunct Faculty (including Adjunct Instructors, Adjunct Professors, Adjunct Assistant Professors, Adjunct Lecturers, and Adjunct Professors), employed by the Employer.</p> <p>Excluded: All faculty members who are employed as ranked faculty, meaning all full-time and pro rata tenured faculty and tenure-track faculty and term faculty holding the rank of Instructor, Assistant Professor, Associate Professor, or Professor; Professors Emeritus, Professors Alumnus, Visiting Professors, Affiliate Professors, Kodaly Summer Institute faculty, Department Chairs, Directors, Assistant Directors, Academic Advisors, division directors, center directors, assistant directors, program and department chairs, program staff, Deans and Chairs including those who may have teaching assignments); graduate and undergraduate students and student employees, teaching and research assistants and fellows, all other faculty and other employees in non-degree granting programs (including extension or continuing education instructors, public programs, or other special programs), Individual Lesson Instructors (Individual Music Lesson instructors), Ensemble Directors, Instructors in Athletics and Recreation; also excluding all staff and administrator employees, officers and trustees of the University; members of religious orders who are employed by the University; teachers and other employees of Raskbob School; all other employees, all volunteers, independent contractors, managerial employees, professional and confidential employees, guards and supervisors as defined in the National Labor Relations Act. Those eligible to vote in the election are employees in the above unit who were employed for teaching of one or more courses during the period beginning July 1, 2015 to the payroll period ending March 20, 2016.</p>	
^ Laguna College of Art and Design	<p>Included: All part-time faculty, including adjuncts and instructors, who are employed by the Employer to teach in the programs and academic units of the College at the College's instructional facilities located at the following addresses: 2222 Laguna Canyon Road ("Main Campus"), 2825 Laguna Canyon Road ("Big Bend Campus"), 2633 Laguna Canyon Road ("Graduate Studies Building"), and 2295 Laguna Canyon Road ("Suzanne Chonette Senior Studios"), teaching at least one unit of a credit-earning class, lesson or laboratory.</p> <p>Excluded: All other employees; all full-time faculty; all artists in residence; all visiting instructors; all community education instructors; all faculty teaching in locations other than the College's instructional facilities as defined above; all faculty teaching online courses exclusively (regardless of location); all graduate students; all lab assistants, graduate assistants, teaching associates, clinical fellows, teaching fellows, teaching assistants and research assistants; all mentors; all full-time staff or administrators, whether or not they also have teaching responsibilities; all deans, registrars, and librarians; all volunteers; all other represented employees; all clerical employees, managers, guards and supervisors as defined in the Act. Those eligible to vote in the election are employees in the above unit who were employed and who taught at least one unit of a credit-earning class, lesson or laboratory during either or both of the Fall 2013 semester or the Spring 2014 semester. Employees engaged in any economic strike, who have retained their status as strikers and who have not been permanently replaced are also eligible to vote. In addition, employees engaged in an economic strike which commenced less than 12 months before the election date, who have retained their status as strikers but who have been permanently replaced, as well as their replacements are eligible to vote. Employees who are otherwise eligible but who are in the military services of the United States may vote if they appear in person at the polls. Ineligible to vote are (1) employees who have quit or been discharged for cause after the commencement of the College's Fall 2013 semester, (2) employees engaged in a strike who have been discharged for cause since the commencement thereof and who have not been rehired or reinstated before the election date, and (3) employees engaged in an economic strike which began more than 12 months before the election date who have been permanently replaced.</p>	

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State	Institution and Units	Unit Description
	^ † ‡ Life College Chiropractic West	<p>Included: All probationary or regular full-time and adjunct campus faculty, Health Center faculty librarians, and radiologists at any Life Chiropractic College West operated facility in the state of California. If a person is teaching on campus or on line in a course or program offered exclusively by the College, that person is considered part of the bargaining unit.</p> <p>Excluded: All other employees, Department Chairs, the Director of Library Services, all other library employees, all other Health Center employees, bookstore employees, administrative staff, office clerical employees, guards, and supervisors as defined under the National Labor Relations Act.</p>
	^ Mills College	<p>Included: All full-time and part-time non-tenured/non-tenure track faculty members in the following classifications for Academic Year 2015-2016: Artist in Residence, Scholar in Residence, Writer in Residence, Professor of Practice, Assistant Professor of Practice, Associate Professor of Practice, Instructor (not Individual Lesson Instructor), Lecturer, Visiting Artist, Visiting Assistant Professor, Visiting Associate Professor, Visiting Professor, and Visiting Writer. The term "bargaining unit faculty member" shall only include those unit members who previously held the above classifications, who at the discretion of their department chair and as appropriate for their position, shall now hold the titles of: Assistant Adjunct Professor; Associate Adjunct Professor; Adjunct Professor; Assistant Professor of Practice; Associate Professor of Practice; Professor of Practice; Visiting Artist or Visiting Writer (for those whose appointments do not exceed two years; Dance & Theatre, English, Music, Studio Art); Artist or Writer in Residence (Dance & Theatre, English, Music, Studio Art).</p> <p>Excluded: All tenured faculty, tenure-track faculty, Distinguished Endowed Chairs, Director of Writing Center, Visual Resources Curators, Pro-Rata Faculty, Artist Lecturers, Individual Lesson Instructors (Private Music Instructors, Ensemble Directors, Instructors in Athletics and Recreation), Administrators, all other non-faculty employees, managers, guards, and supervisors as defined in the National Labor Relations Act.</p>
	MiraCosta Community College	<p>Included: All full-time faculty (contract, regular and temporary) employed by the MiraCosta Community College District.</p>
	^ Notre Dame de Namur University	
	† Unit 1:	<p>Included: All part-time faculty, including Lecturers, Senior Lecturers, Assistant Librarians (part-time), Associate Librarians (part-time), Core Faculty, Part-time In-Residence faculty, Part-time teaching Professors Emeritus and Emerita employed by the Employer at its Belmont, California facility.</p> <p>Excluded: All other employees, full-time faculty, all administrators with faculty ranks, non-teaching faculty, Honorary Degree Holders, Deans, Presidents, Provosts, visiting faculty and visiting scholars, staff members that teach on a part-time basis, full-time and part-time exempt staff and non-exempt staff members, research employees, University officers and staff who hold faculty titles and/or teach, student employees, University Emeritus and Emerita without part-time teaching duties, administrators, managerial employees, members of religious orders, trustees, other professional employees, confidential employees, and supervisors as defined by the Act (including Department Chairs and/or Program Directors who are supervisors as defined by the Act).</p>
	† Unit 2:	<p>Included: All Full-Time Faculty and Full-Time Librarian Faculty (Tenured, Tenure-Track, and Non-Tenure Track) employed by the employer.</p> <p>Excluded: All other employees, including without limitations: parttime faculty; core faculty; non-teaching faculty; visiting faculty and visiting scholars; staff members who teach on a part-time basis; full-time and part-time exempt staff and non-exempt staff members; research employees; University officers and staff who hold faculty titles and/or teach; supervisors (including Department Chairs and/or Program Directors who are supervisors as defined by the Act); managerial employees; members of religious orders; trustees; other professional employees; confidential employees; University emerita and emeritus faculty without full-time teaching duties; student-employees; matriculated students and guards.</p>

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State	Institution and Units	Unit Description
	^ Occidental College	<p><u>Included:</u> All non-tenure track full-time and part-time faculty who teach more than one unit (0.25 courses) in each semester with the following classifications: Resident Assistant Professor, Resident Associate Professor, Resident Full Professor, Resident Instructor, Visiting Assistant Professor, Visiting Associate Professor, Visiting Full Professor, Visiting Instructor, Writer in Residence, Wanlass Artist in Residence, and Professor of the Practice (referred to herein as “employees,” “represented faculty” and/or “represented employees.”)</p> <p><u>Excluded:</u> All other employees including, but not limited to, tenured and tenure track professors, staff (regardless of whether the staff employee has teaching duties), department chairs, temporary employees, managers, guards and supervisors as defined by the Act.</p>
	^ Otis College of Art and Design	<p><u>Included:</u> All Part time Faculty teaching in the undergraduate programs and graduate programs, including specifically all Lecturers and Senior Lecturers who are employed by Otis College of Art and Design and who teach at least one-credit-bearing class, lesson, or lab at the College’s instructional facilities located at the following locations: 9045 Lincoln Boulevard, Los Angeles (known as the Elaine and Bram Goldsmith Campus), 1657 18th Street, Santa Monica (known as the Graduate Public Practice Campus), 10455 Jefferson Boulevard, Culver City (known as the Graduate Studios), 6124 Wilshire Boulevard, Los Angeles (known as the Mid-Wilshire Studio).</p> <p><u>Excluded:</u> All College employees not specified above, including but not limited to: all Full-Time Faculty, all Adjunct Faculty, specifically those ranked as Adjunct Assistant Professor, Adjunct Associate Professor, or Adjunct Professor, all instructors teaching only in the Continuing Education program, all Critics in Residence, all Visiting Artists and Scholars, all Professors Emeriti, all Area Heads, all Coordinators, all faculty teaching in locations other than the College’s instructional facilities defined above, all Administrative Academic Personnel, administrators, or others whose primary job is staff, whether or not they also have teaching responsibilities, all faculty teaching online courses exclusively (regardless of location), all deans, chairs, assistant chairs, directors, librarians, all class mentors who do not teach at least one credit-bearing class, lesson, or lab, all other represented employees, and all clerical employees, managers, guards, and supervisors as defined in the Act, as amended.</p>
	^ San Francisco Art Institute	<p><u>Included:</u> All non-tenure track faculty employed by SFAI, teaching at least one course in a degree or non-degree program.</p> <p><u>Excluded:</u> Distinguished Visitors (those individuals who are engaged for a short, fixed-term duration and have no expectation of continued service to SFAI).</p>
	Southwestern College	<p><u>Included:</u> Other Classified Supervisors</p> <p><u>Excluded:</u> Human Resources Director, Payroll Services Director, Chief Information Systems Office .</p>
	^ St. Mary’s College of California	<p><u>Included:</u> All non-tenure track faculty employed by the College where the Bargaining Unit Faculty member is the instructor of record for matriculating students for credit-bearing courses at the College. This definition shall include all positions formerly known as full-time and part-time adjuncts, adjunct professors, adjunct assistant professors, adjunct associate professors, adjunct instructors, lecturers, and visiting assistant professors employed by the College at its locations in California and in its LEAP and online programs. Also included in the bargaining unit will be any Bargaining Unit Faculty positions at the College’s locations in California and in its LEAP and online programs created during the term of this contract where the Bargaining Unit Faculty member is the instructor of record for matriculating students for credit-bearing courses at the College.</p> <p><u>Excluded:</u> Tenured and tenured-track faculty, executive assistants, managers, assistant managers, independent contractors, administrators, graduate students, other employees who do not teach undergraduate or graduate credit-bearing courses or laboratories for matriculating students, guards, and supervisors as defined in the National Labor Relations Act.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars ▲ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
	^ University of Southern California	<p><u>Included:</u> All full-time and part-time lecturers who are employed by the University of Southern California and who teach at least one class, section, lesson, or lab within the program known as the USC International Academy at the Employer's instructional facilities at the University Park Campus.</p> <p><u>Excluded:</u> All tenured or tenure-track faculty; all visiting faculty; all faculty teaching at an academic unit other than the USC International Academy; all faculty regularly employed by the Employer at any location other than the University Park Campus; all faculty teaching online courses exclusively (regardless of location); all emeritus faculty; all registrars and librarians; all Athletic Department coaches; all graduate students; all post-doctoral scholars; all lab assistants, graduate assistants, clinical fellows, teaching assistants, and research assistants; all mentors who do not have teaching responsibilities; all department chairs; all administrators, including those who have teaching responsibilities; the President of the University; the Provost; all Associate Provosts, Vice Provosts, and Vice Presidents; all Deans, Vice Deans, Associate Deans and Assistant Deans, regardless of their faculty status; all non-faculty employees; all volunteers; and all managers, supervisors, and guards as defined in the Act.</p>
	^ Whittier College	<p><u>Included:</u> All adjunct faculty employed by Whittier College, who teach one or more for-credit academic class(es), lesson(s), or lab(s) at the College's main campus located at 13406 Philadelphia Street, Whittier, California (referenced herein as "employees", "represented employees", or "bargaining unit employees").</p> <p><u>Excluded:</u> All other College employees, including those assigned to the Whittier Law School, faculty teaching in locations outside of the main campus, faculty, teaching on-line courses (regardless of location), full-time faculty, graduate students, lab assistants, artists in residence, student teaching supervisors, graduate assistants, teaching associates, clinical fellows, teaching fellows, teaching assistants, and research assistants, staff or administrators (in their capacity as such), whether or not they also have teaching responsibilities, deans, registrants, librarians, volunteers, other represented employees, clerical employees, managers, guards and supervisors as defined by the Act.</p>
CT	^ University of Hartford	<p><u>Included:</u> All part-time faculty employed by the University including Adjuncts, Part-time Community Division faculty and Regular Part-Time Faculty (formerly G3 Contract employees).</p> <p><u>Excluded:</u> All other full-time faculty and all other University employees, employed by the University.</p>
DC	^ Georgetown University	<p><u>Included:</u> All part-time faculty employed by the Employer to teach in the programs and academic units of the Employer's Main Campus in Washington DC, teaching at least one credit-earning class, lesson or lab (hereinafter referred to as "adjunct faculty members").</p> <p><u>Excluded:</u> All other employees, specifically: all employees of the Georgetown University Law Center or the Georgetown University Medical Center (including the School of Medicine and the School of Nursing and Health Studies); all faculty teaching in locations outside of Washington, D.C.; all faculty teaching only on-line courses (regardless of location); all full-time faculty; all graduate students; all lab assistants, graduate assistants, teaching associates, clinical fellows, teaching fellows, teaching assistants, research assistants; all full-time or part-time staff or administrators, whether or not they also have teaching responsibilities; all deans, registrars, and librarians; all volunteers; and managerial employees, office clerical employees, guards and supervisors as defined in the Act.</p>

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State	Institution and Units	Unit Description
	^ Howard University	
	Unit 1:	<p><u>Included:</u> All part-time faculty employed by the Employer in Washington, D.C., teaching at least one credit-earning class, lesson, or lab.</p> <p><u>Excluded:</u> All other employees, full-time faculty, graduate assistants, clinical fellows, teaching fellows, teaching assistants, research assistants, full-time staff whose part time teaching is not compensated additionally for teaching, administrators, administrators who have teaching responsibilities, all employees of the Howard University Schools of Dentistry, Medicine, Nursing & Allied Health Sciences, Pharmacy and Law, and managers, guards and supervisors as defined by the Act.</p>
	Unit 2:	<p><u>Included:</u> All full-time faculty of the employer based in Washington, DC, appointed to a non-tenure position.</p> <p><u>Excluded:</u> All other employees, all employees of the Howard University Schools of Dentistry, medicine, pharmacy, divinity, business, and law, and managers, guards and supervisors as define by the Act.</p>
	University of the District of Columbia	<p><u>Included:</u> All adjunct faculty paid by the course, employed by the University of the District of Columbia.</p> <p><u>Excluded:</u> all other employees, including all employees in positions within other collective bargaining units; all full-time faculty; all employees of the David A. Clarke School of Law including adjunct faculty of the law school; visiting faculty, full-time employees, graduate students, lab assistants, graduate assistants, teaching associates, clinical fellows, teaching fellows, teaching assistants, research assistants, librarians, registrars, volunteers, and degree-seeking students of the University including those with adjunct appointments, administrators and other employees whose primary position is not teaching but may have teaching responsibilities and may be classified by the University a adjuncts when they teach, office clerical employees, guards, and security personnel, managerial and supervisory employees.</p>
FL	Broward College	<p><u>Included:</u> Part-time, non-tenure-adjunct faculty employed by Broward College who teach at least one college-credit bearing or non-college-credit bearing course at the following locations: A. Hugh Adams Central Campus, Online Campus, Judson A. Samuels South Campus, the Aviation Annex at South Campus, North Campus, Miramar Town Center, Pines Center, Willis Holcombe Center, Weston Center, and Miramar West Center.</p> <p><u>Excluded:</u> All other faculty including tenured and tenure-track faculty, full-time faculty, visiting or contract faculty, faculty who are currently part of an existing bargaining unit (i.e., United Faculty of Florida), associate professor, senior professor, instructor, independent study/internship adjuncts, donated or stacked class instructors (dual enrollment instructors), all full-time employees of the College who are not also compensated for teaching, all full-time employees of the College who also teach a class as an adjunct instructor, all administrators (including campus presidents, senior vice presidents, vice presidents, associate vice presidents, deans, associate deans, district directors, directors, and executive directors), coordinators, student services generalists, athletic coaches, all other employees of the College who are in another bargaining unit (i.e., Federation of Public Employees), and all supervisory, managerial, and confidential employees.</p>

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State	Institution and Units	Unit Description
	† ‡ Florida Polytechnic University	<p><u>Included:</u> All full-time employees of the Florida Polytechnic University Board of Trustees in the lower division classifications of professor, assistant professor, associate professor, assistant librarian, wellness counselor, and academic program coordinator.</p> <p><u>Excluded:</u> All other employees of the Florida Polytechnic University Board of Trustees, including those in the following classifications: Director and executive director, including director — Florida Industrial and Phosphate Research Beneficiation and Mining Program and director — Reclamation Program, temporary faculty, adjunct faculty, visiting faculty, provisional faculty, affiliate faculty, ombudsperson, laboratory technician, academic advisor, tutor, admissions counselor, campus fitness and recreation coordinator, vice-president and chief information officer, head librarian, graduate assistant, and academic success coach.</p>
	Hillsborough Community College	<p><u>Included:</u> All part-time adjunct faculty employed by Hillsborough Community College (HCC) at its campuses (including Ybor, Brandon, Dale Mabry, Southshore, Plant City, The Regent, Tampa Electric Company Center, and MacDill Air Force Base Center, and locations established in the future) currently teaching at least one college-credit-bearing course (including hybrid and blended courses, online courses, and dual enrollment courses) and who are compensated on a per point basis by HCC, including any employee who meets these criteria and who also works for HCC in another capacity unless expressly excluded.</p> <p><u>Excluded:</u> All tenured and tenure-track faculty, full-time faculty, visiting or contract faculty, academic advisors, deans, assistants to deans, provosts, coordinators, directors, dual enrollment adjuncts paid by Hillsborough County School Board, employees covered by an existing collective bargaining agreement (professional staff, non-instructional staff, supervisory staff, full-time faculty), administrators, accountants, IT technicians, counselors, athletic coaches, substitute faculty, faculty teaching Postsecondary Adult Vocational Programs (PSAV) certificate credit courses or non-degree granting courses, managerial, confidential employees, guards, and supervisors as defined by the Act.</p>
	Lake-Sumter State College	
	Unit 1:	<p><u>Included:</u> All part-time adjunct instructors employed at Lake-Sumter State College who teach at least one course at any of its campuses (including Leesburg Campus, South Lake-Clermont Campus, or Sumter Campus), unless expressly excluded.</p> <p><u>Excluded:</u> All tenured and tenure-track faculty, full time faculty, employees covered by an existing collective bargaining agreement, faculty who teach only online courses, full-time employees of the College who also teach a class as an adjunct instructor, dual enrollment adjuncts who are not paid by LSSC, faculty teaching non-credit courses, administrators, guards, all supervisory, managerial, and confidential employees, and all other employees of Lake-Sumter State College.</p>
	† Unit 2:	<p><u>Included:</u> Instructor, assistant professor, associate professor, professor, senior professor, librarian, lecturer, full-time temporary instructor, assistant department chair, and instructor/applied nursing simulation lab coordinator.</p> <p><u>Excluded:</u> All managerial, administrative, supervisory, and confidential employees including, but not limited to, those job titles categorized as follows: administrative and professional, career service, other professional services, part-time employees, adjunct faculty, acting or interim faculty, program manager, department chair, and all other employees of the College not expressly included.</p>

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State	Institution and Units	Unit Description
	Unit 3:	<p><u>Included:</u> Program manager.</p> <p><u>Excluded:</u> All managerial, administrative, supervisory and confidential employees including, but not limited to, those job titles categorized as follows: administrative and professional, career service, other professional services, part-time employees, adjunct faculty, acting or interim faculty and positions in the faculty bargaining unit in Case No. RC-2018-005.C10.</p>
	Miami Dade College	<p><u>Included:</u> All part-time adjunct faculty or part-time instructors employed by Miami Dade College teaching at least one college-credit bearing or non-college-credit bearing course (including Continuing Education, Off Site Courses and any adjunct faculty in the School of Nursing).</p> <p><u>Excluded:</u> All other faculty, including tenured and tenure-track faculty, full-time faculty, deans, assistants to deans, provosts, employees covered by an existing collective bargaining agreement at Miami Dade College, managers, and supervisors.</p>
	Pasco-Hernando State College	<p><u>Included:</u> All full-time faculty in the job classifications of professor, associate professor, assistant professor, and instructor.</p> <p><u>Excluded:</u> All managerial, administrative, supervisory and confidential employees including, but not limited to, those job titles categorized as follows: administrative and professional, career service, other professional services, part-time employees, adjunct faculty, acting or interim faculty, athletic director/ instructor, assistant director/instructor, co-curricular specialist/teaching assign, athletic trainer/instructor, rangemaster, law enforcement/corrections instructor/coordinator, fire science instructor/coordinator, welding instructor/coordinator, developmental math coordinator, counselors and librarians, and all other employees of the College not expressly included.</p>
	Seminole State College of Florida	<p><u>Included:</u> Part-time instructional personnel (“adjunct faculty”) employed by Seminole State College of Florida who teach at least one college credit course at any of the following locations: Sanford/Lake Mary Campus, Center for Economic Development at Heathrow, Altamonte Springs Campus, Geneva Center, Seminole State Online, and Robert & Jane Lee Campus (Oviedo).</p> <p><u>Excluded:</u> Full-time teaching faculty, librarians, counselors, and professor/program managers covered under the collective bargaining agreement between the College and the United Faculty of Florida; all other faculty including temporary full-time instructional personnel; all full-time employees of the College who also teach a class as a part-time instructor; all administrators; all professional employees; all technical employees; all career service employees; all other part-time instructional staff not teaching at least one college credit course; or and any other supervisory, managerial, and confidential employees</p>
	State College of Florida-Manatee-Sarasota	<p><u>Included:</u> All full-time employees in the lower division position classifications of instructor, associate professor, assistant professor, and professor.</p> <p><u>Excluded:</u> All other employees of the State College of Florida Board of Trustees including program directors, librarians, advisors, department chairs, all employees of the Collegiate School, all faculty in the baccalaureate program, and all confidential and managerial employees.</p>
	* † St. Johns River State College	<p><u>Included:</u> Full-time faculty (including department chair, assistant department chair, program director, instructor, and professor), librarians (including public service librarian and campus librarian), and senior academic advisors (including the assistant director of advising/senior academic advisor).</p> <p><u>Excluded:</u> All managerial, administrative, supervisory, and confidential employees including, but not limited to, director of organizational management baccalaureate program, director of bachelor of science in nursing, and all job titles categorized as follows: administrative (including, but not limited to, president, vice president, dean, and director), professional support (including, but not limited to, professional support advisors), career service, other professional services, part-time employees, adjunct faculty, and acting or interim faculty.</p>

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State	Institution and Units	Unit Description
	St. Petersburg College	<p><u>Included:</u> All part-time adjunct instructors employed at St. Petersburg College who teach at least one course at any of the following locations: St. Petersburg / Gibb Campus, Seminole Campus, Tarpon Springs Campus, District Office, Allstate Center, Downtown Center, Epicenter, Health Education Center, Midtown Center, and Veterinary Technology Center.</p> <p><u>Excluded:</u> All tenured and tenure-track faculty, full time faculty, employees covered by an existing collective bargaining agreement, faculty who teach only online courses, instructors for trainings operated by the Southeastern Public Safety Institute, full-time employees of the College who also teach a class as an adjunct instructor, administrators, guards, all supervisory, managerial, and confidential employees, and all other employees of St. Petersburg College.</p>
	† ‡ Tallahassee Community College	<p><u>Included:</u> Full-time Faculty, Counselors, and Librarian.</p> <p><u>Excluded:</u> All managerial, administrative, supervisory, and confidential employees including, but not limited to, Executive Positions, Administrative Positions, Managerial Professional Positions, Classified Staff Professional Positions, and Classified Staff Positions. Also excluded are all Adjunct and Part-time Faculty positions.</p>
	University of South Florida	<p><u>Included:</u> All part-time non-tenure-track faculty (including adjunct faculty, adjuncts contingent, adjunct, adjunct instruct, skilled craftsman, Into/Pathways, instructor, instructor I, instructor II, and hourly employee) employed by the University of South Florida at its Tampa Campus, St. Petersburg Campus, and Sarasota Manatee Campus, who is teaching at least one college-credit-bearing course, including any employee who also works for the University in another capacity unless expressly excluded.</p> <p><u>Excluded:</u> All other faculty, including tenured and tenure-track faculty, full-time faculty, visiting or contract faculty, faculty who are currently part of an existing bargaining unit, all administrations (including academic advisors, deans, assistants to deans, provost, directors, coordinators, department chairs, student services advising generalists, athletic coaches, all faculty teaching at the College of Nursing, Morsani College of Medicine, College of Public Health, School of Physical Therapy, School of Biomedical Sciences, and College of Pharmacy, all other employees who are not compensated additionally for teaching, managers, confidential employees, and supervisors.</p>
IL	Kishwaukee College	<p><u>Included:</u> All adjuncts (part-time) teaching faculty members currently teaching three (3) or more credit hours for two (2) consecutive academic semesters.</p> <p><u>Excluded:</u> All other employees of the employer, including but not limited to anyone who does not meet the definition of an educational employee under the IELRA.</p>

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State	Institution and Units	Unit Description
	^ Loyola University Chicago	
	Unit 1:	<p><u>Included:</u> All full-time and part-time non-tenure track faculty (Adjuncts, Adjunct Professors, Adjunct Instructors, Adjunct Lecturers, Accompanists, Instructors, Lecturers, Lab Instructors, Senior Lecturers) employed by Loyola University Chicago in its College of Arts and Sciences located at its Lake Shore Campus at 1032 W. Sheridan Road, Chicago, Illinois and its Water Tower Campus.</p> <p><u>Excluded:</u> All faculty in the Department of Theology, all graduate school employees, graduate students, visiting faculty, Stritch School of Medicine, Employees, English Language Learner Program employees, tenured faculty, tenure-track faculty, distinguished service faculty, research faculty faculty who are not teaching credit bearing courses, emeritus faculty, all faculty in non-degree granting programs unless expressly included above, all faculty teaching in programs housed or facilities and addresses other than those described above, all faculty teaching online courses only, employees who do not teach undergraduate or graduate level credit-earning courses or labs, unless expressly included above, the Health Sciences Campus, the Retreat and Ecology Campus, the Rome Campus, the Beijing Campus, the Vietnam Center, the School of continuing and Professional Studies, the Marcella Niehoff School of Nursing, the Quinlan School of Business, the School of Education, the Corboy Law Center, the School of Social Work, the School of Communications, the Institute of Pastoral Studies, the Arrupe College, the Loyola University Museum of Art (LUMA), faculty paid by entities other than Loyola University Chicago (including governments and organizations), all administrators including Deans, directors, trustees, provosts and chairs who may have teaching assignments, athletic coaches, academic advisors, including those with teaching assignments, all other employees employed by the University including those who teach a class or course and are separately compensated for such teaching, and managers, confidential employees, office clerical employees and professional employees, guards and supervisors as defined in the Act.</p>
	Unit 2:	<p><u>Included:</u> All full-time and part-time English Language Learning Program I ESL faculty and team members (adjunct instructors, instructors, ESL professors, ESL teachers, and ESL tutors) employed by Loyola University Chicago in the English Language Learning Program at its Main campus, 1032 W Sheridan Rd, Chicago, IL 60660.</p> <p><u>Excluded:</u> All tenured faculty and tenure-track faculty; all faculty only teaching in program or facilities other than those described above; all administrators, all other employees employed by the University, including those who teach a class or course and are separately compensated for such teaching; all managers, confidential employees, office clerical employees, professional employees, guards and supervisors as defined in the Act.</p>

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State	Institution and Units	Unit Description
Northern Illinois University	<p>Included: All full-time (0.51 FTE and above) tenured and tenure-track faculty employed at Northern Illinois University. The following categories or classifications of employees shall be included in the bargaining unit (assuming such individuals otherwise meet the definition of bargaining unit member) 1. Assistant Chairs 2. Assistant Directors 3. Library Department Heads 4. Other Directors in Academic Affairs.</p> <p>Excluded: All adjunct, part-time and non-tenure faculty, retirees; students; faculty of the College of Law; and all other supervisory, managerial, confidential and short-term employees as defined by the Illinois Educational Labor Relations Act. The following categories or classifications of employee shall be excluded from the bargaining unit: 1. Department Chairs 2. School Directors 3. Joint Appointments with external entities (e.g., Argonne, Fermi Labs) 4. College of Business, Labor Relations Advisor 5. Director of Division of Statistics 6. Director, Center for Southeast Asian Studies 7. Director, Center for the Study of Environment, Sustainability, and Energy 8. Director, Center for Latino and Latin American Studies 9. Director, Center for the Study of Women, Gender and Sexuality 10. Director, Center for Nonprofit and NGO Studies.</p>	
Southern Illinois University – Edwardsville	<p>Included: All faculty at the ranks of assistant professor, associate professor and professor holding a tenure or tenure-track academic faculty appointment of .5 or greater employed through the Edwardsville campus.</p> <p>Excluded: All employees who hold visiting, clinical, adjunct, emeritus or less than .5 faculty appointments; employees who are employed on a temporary contract or whose positions are primarily funded from sources other than state appropriations (e.g., research professor, SIUE School of Pharmacy and School of Dental Medicine faculty; non-tenure-track faculty; deans; assistant deans; all faculty employed through other campuses; and supervisory, managerial, confidential and short-term employees as defined in the Illinois Educational Labor Relations Act, as amended.</p>	
^ University of Chicago	<p>Unit 1: Included: All full-time and part-time graduate and undergraduate non-tenure-track academic appointees, including the non-supervisory Senior Lecturer responsible for Marathi Language Program, the non-supervisory Senior Lecturer with the lead role in the Practicum in the undergraduate Public Policy Program, the non-supervisory Senior Lecturer responsible for the Persian Language Program, the non-supervisory Senior Lecturer responsible for the applied mathematics component of the undergraduate Biology Program, the non-supervisory Senior Lecturer responsible for Ecology and Evolution Programs for undergraduates not majoring in biology, and the non-supervisory Senior Lecturer responsible for the introductory and intermediate part of the SALC Hindi Language Program, who are hired to teach at least one for-credit course in a graduate or undergraduate degree-granting program during a given academic year and who are employed and compensated directly by the University of Chicago at its Main campus at 5801 South Ellis Avenue, the School of Social Service Administration at 969 East 60th Street, the Divinity School at Swift Hall, 1025 East 58th Street, the Harris School of Public Policy Studies at 1155 East 60th Street.</p>	

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State	Institution and Units	Unit Description
		<p><u>Excluded:</u> All tenured faculty, tenure-track faculty, distinguished service faculty, research associates with or without parenthetical rank who are not teaching credit bearing courses, and emeritus faculty, all faculty in non-degree granting programs; all faculty teaching at locations other than the facilities or addresses described above; all faculty teaching online courses only; employees who do not teach undergraduate or graduate level credit-earning courses or labs; L. E. Dickson Instructors in the Department of Mathematics; Members of the Society of Fellows in the Liberal Arts holding the academic rank of Collegiate Assistant Professor; Senior Lecturers other than those expressly included above; instructors in the Financial Math and Computer Science Masters Programs; the Pritzker School of Medicine faculty not tenured or on the tenure track; the William B. and Catherine V. Graham School of Continuing Liberal and Professional Studies appointees; the Booth School of Business appointees; the Law School appointees; the Urban Teacher Institute and Urban Teacher Education Program appointees; appointees paid by entities other than the University of Chicago (including, but not limited to, government, organizations and academic or research institutions with whom the University has an affiliation agreement); appointees who are employed by the national laboratories managed by the University of Chicago, including Argonne National Laboratory and Fermilab; all administrators (including deans, directors, provosts, and chairs who may have teaching assignments); graduate students including those teaching courses in addition to a stipend; athletic coaches; anyone who is a spouse or a duly registered same-sex domestic partner of a member of Statute 11.1 faculty hired or appointed as part of such faculty members' negotiated recruitment or retention package; all other employees employed by the University, including those who teach a class or course and are separately compensated for such teaching; curators; and managers, confidential employees, office clerical employees, professional employees, guards and supervisors as defined in the National Labor Relations Act.</p>
	Unit 2:	<p><u>Included:</u> All Collegiate Assistant Professors, appointed to the faculty of the College under Statute 11.1.2 and also known as Harper-Schmidt Fellows, employed by the University of Chicago (hereinafter referred to as "employees," "CAPs," "members of the faculty of the College" "bargaining unit members," or "Bargaining Unit").</p> <p><u>Excluded:</u> All full-time and part-time graduate and undergraduate academic appointees; all tenured faculty, tenure-track faculty, distinguished service faculty, research associates with or without parenthetical rank who are not teaching credit bearing courses, and emeritus faculty; all faculty in non-degree granting programs; all faculty teaching at locations other than the main campus; all faculty teaching online courses only; employees who do not teach undergraduate or graduate level credit-earning courses or labs; L. E. Dickson Instructors in the Department of Mathematics; instructors in the Financial Math and Computer Science masters programs; the Pritzker School of Medicine faculty not tenured or on the tenure track; the Graham School of Continuing Liberal Arts and Professional Studies appointees; the Booth School of Business appointees; the Law school appointees; the Urban Teacher Institute and Urban Teach Education Program appointees; appointees paid by entities other than the University of Chicago (including governments and organizations), instructors who are employed by national laboratories managed by the University of Chicago, including Argonne Laboratory, Fermi Laboratory and instructors who are employed by the Marine Biological Laboratory in Woods Hole, MA (an affiliate of the University of Chicago) all administrators (including deans, directors, provosts, and chairs who may have teaching assignments); graduate students including those teaching courses in addition to a stipend; athletic coaches; all other employees employed by the University, including those who teach a class or course and are separately compensated for such teaching; curators; and managers, confidential employees, office clerical employees, professional employees, guards and supervisors as defined in the Act.</p>
	University of Illinois Springfield	<p><u>Included:</u> All full time (i.e., employees who have .51 or greater appointment as a faculty member) tenure and tenure-track faculty.</p> <p><u>Excluded:</u> All managers, supervisors and confidential employees as defined by the Act.</p>

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State	Institution and Units	Unit Description
	University of Illinois at Urbana-Champaign	<p><u>Included:</u> All full-time (i.e., employees who have .51 or greater appointment as a faculty member) non-tenure track faculty with respect to educational employees employed at the Urbana-Champaign campus or employed in units located outside Urbana-Champaign which report administratively to the Urbana-Champaign campus.</p> <p><u>Excluded:</u> All faculty members of the College of Law and the College of Veterinary Medicine, all tenure and tenure-track faculty, the Professor Emeritus in the College of Agricultural, Consumer & Environmental Sciences, the Principal Scientist -Director of Central Facilities (Materials Research Laboratory) as a supervisory employee, the Director of the Undergraduate Portuguese Language Program as a supervisory employee, the Director of the Masters of Accountancy Science Program as a supervisory employee, and all other University employees, including but not limited to all other supervisory, confidential, managerial, craft and short-term employees as defined in the Illinois Educational Labor Relations Act.</p>
MA	^ Bentley University	<p><u>Included:</u> Part-time adjunct faculty (including adjunct associate professors, adjunct lecturers, adjunct senior lecturers and adjunct instructors) employed by Bentley at its Main Campus, 175 Forest Street, Waltham MA, teaching at least one credit-bearing graduate or undergraduate course (including hybrid and blended courses) and who are compensated on a per-course basis. An employee working for the University in another capacity who also teaches at least one credit bearing course identified above and is compensated on a per-course basis shall not cause that employee to lose status as a bargaining unit member unless their other capacity working for the University is expressly excluded.</p> <p><u>Excluded:</u> All faculty who teach only exclusively online courses, courses at campuses other than the Main Campus, non-degree granting courses, or First-Year Seminar, Transfer Seminar, or Career Development Seminar courses; tenured or tenure-track faculty; full-time faculty; visiting faculty; deans; provosts; department chairs, graduate assistants; graduate students, including PhD candidates; managerial employees, confidential employees; guards and supervisors as defined by the Act.</p>
	^ Boston University	
	Unit 1:	<p><u>Included:</u> All part-time graduate and undergraduate faculty (adjuncts, part-time lecturers, lecturers, part-time instructors, or instructors) employed by Boston University at its Massachusetts campuses to teach at least one credit bearing course (including hybrid and blended courses) in a degree-granting program, and who are compensated on a per course or per hour basis.</p> <p><u>Excluded:</u> All tenure or tenure-track faculty; full-time faculty; visiting or contract faculty; School of Medicine faculty (except Division of Graduate Medical Sciences); School of Dental Medicine faculty; deans, provosts, administrators, program coordinators, program directors, department chairs, graduate assistants, graduate students who teach only courses pursuant to a stipend, athletic coaches and faculty who teach only on line, courses at non-Massachusetts campuses, non-degree granting courses (including the Center for Professional Education and Center for English Language and Orientation Programs), and/or courses as a teaching supervisor; all other employees employed by the University including those who teach a class or course and are separately compensated for such teaching; and managers, confidential employees, guards and supervisors as defined by the Act.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars ▲ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
Unit 2:		<p>Included: All part-time lecturers actively employed by Boston University at its Center for English Language and Orientation Program.</p> <p>Excluded: All tenure or tenure-track faculty; full-time faculty; visiting or contract faculty; School of Medicine faculty (except Division of Graduate Medical Sciences); School of Dental Medicine faculty; deans, provosts, administrators, program coordinators, program directors, department chairs, graduate assistants, graduate students who teach only courses pursuant to a stipend, athletic coaches and faculty who teach only on line, courses at non-Massachusetts campuses, non-degree granting courses (including the Center for Professional Education and Center for English Language and Orientation Programs), and/or courses as a teaching supervisor; all other employees employed by the University including those who teach a class or course and are separately compensated for such teaching; and managers, confidential employees, guards and supervisors as defined by the Act.</p>
Unit 3:		<p>Included: All non-tenured or non-tenure-track lecturers, senior lecturers, master lecturers, and instructors who are salaried (whether full-time, part-time, or half-time), and who teach at least one credit-bearing course on the Charles River Campus of Boston University, including the Metropolitan College Prison Program.</p> <p>Excluded: All professors (including full, associates, assistants and professors of the practice); faculty compensated solely on a per course basis; School of Medicine faculty; School of Dental Medicine faculty; Questrom School of Business faculty; School of Law faculty; College of Engineering faculty; Sargent College faculty; deans; provosts; administrators; department chairs; associate chairs; post-docs; graduate assistants; graduate students; athletic coaches; lecturers, senior lecturers, master lecturers, or instructors who teach only courses at campuses other than Charles River (excluding the Metropolitan College Prison Program) or non-degree granting courses (including the Center for Professional Education); director of the Writing Program; director of the Health Communication Program; chair of the Mechanical Engineering Course Review Committee and chair of the Undergraduate Lab Safety Committee; manager of the Global Hospitality Education Consortium; director/coordinator of the College of Communication Adjunct Writing Program; all faculty who teach exclusively in on-line programs; all faculty who serve on University Council (but only during their period of service on the Council); all other employees; and managers, confidential employees guards and supervisors as defined by the Act.</p>

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State	Institution and Units	Unit Description
	^ ‡ Brandeis University	<p>Included: All graduate and undergraduate non-tenure track faculty in the below-listed classification employed by the University who are contracted to teach at least one credit-bearing or non-credit bearing course (including online, hybrid, and blended courses, and including Spring, Summer, and Fall courses) at the College of Arts and Sciences, the Graduate School of Arts & Sciences, the International Business School, the Heller School for Social Policy and Management, the Rabb School of Continuing Studies, English Language Programs, Gateway Scholars Programs, Summer Courses, or Justice Brandeis Semester, or who are contracted to teach courses in the Transitional Year Program: adjuncts; assistant adjunct professors; associate adjunct professors; adjunct associate professors; adjunct lecturers; adjunct professors; adjunct associate professors of the practice; instructors; senior instructors; lecturers; senior lecturers; part-time fellows; in-residence writers, poets, and artists; research professors; associate research professors; assistant research professors; professors, assistant professors, and associate professors outside the tenure structure; professors and associate professors of the practice who are not on multi-year contracts; and graduate students who teach courses beyond their stipend and are compensated on a per-course basis.</p> <p>Excluded: All full-time, salaried faculty; all faculty within the tenure structure; visiting faculty; all professors and associate professors of the practice on multi-year contracts; emeritus/a faculty; full-time fellows including Joshua A. Guberman, Kay, and Senior; University Prize Instructors who do not teach any other course compensated on a per-course basis that is beyond their stipends; all employees who teach only Osher Lifelong Learning Institute courses, Justice Brandeis semester, English Language Program courses, Gateway Scholars Program courses, physical education courses, high school program courses, Summer Music Workshops, Summer Courses except for Rabb School Division of Graduate and Professional Studies summer courses, and / or non-credit bearing courses; deans; provosts, associate provosts, and assistant provosts; administrators; department chairs; full-time employees who teach courses and do not receive compensation beyond their salary for doing so; graduate students who teach only courses pursuant to a stipend; athletic coaches; and all other employees, managers, confidential employees, guards, and supervisors as defined by the Act. An employee working for the University in another capacity who also teaches a class or course identified above and is compensated on a per-course basis is included within the unit, unless the employee is expressly excluded.</p>
	^ Lesley University	
	Unit 1:	<p>Included: All adjunct faculty employed by the Employer in the United States instructing in credit-bearing classes, labs, or lessons in all programs (whether degree-granting or not). Such instruction may occur through any delivery method/modality (including teaching credit-bearing on-line classes, labs or lessons).</p> <p>Excluded: All other faculty. Also excluded are all other employees, whether or not they have teaching responsibilities, including deans, provosts, administrative employees, professional and non-professional employees, artists in residence, maintenance, confidential employees, graduate assistants, teaching fellows, department or program chairs, full-time coaches, and guards and supervisors as defined in the Act.</p>

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	Unit 2:	<p><u>Included:</u> All full-time and regular part-time core faculty and tenured faculty employed by Lesley University at its Cambridge, Massachusetts campuses, including faculty with titles of Instructor, Assistant Professor, Associate Professor, Professor, and University Professor.</p> <p><u>Excluded:</u> All other employees, National Faculty, Deans, Associate Deans, Provost, adjunct faculty, coaches, all Division Directors and Director of Field Placement in the Graduate School of Education, all Chairs in the Lesley University College of Art and Design, all Division Leaders in the College of Liberal Arts, the following classifications in the Graduate School of Arts and Social Science: Division Director (Division of Expressive Therapies), Division Director (Division of Counseling and Psychology, Program Director-MFA Writing, Director of Interdisciplinary Studies, Directors of Field Training, Supervisor of Academic Affairs, and Associate Director of Academic Affairs, and Associate Director of Expressive Therapies, and all managers, confidential employees, guards and supervisors as defined in the Act.</p>
	^ Northeastern University	
	Unit 1:	<p><u>Included:</u> All part-time graduate and undergraduate faculty (adjunct, lecturers or instructors) employed by Northeastern University to teach at least one credit-bearing course in a degree granting program at Northeastern University's campuses located at 360 Huntington Avenue, Boston, Massachusetts and 89 Broad Street, Boston, Massachusetts (together, "the Boston Campuses"), including hybrid and blended courses, who are compensated on a per course basis, and all part-time faculty (adjunct, lecturers or instructors) employed by Northeastern University who are compensated on a per course basis to teach at least one course in the Law School or in a pre-matriculation and/or non-degree granting program within the College of Professional Studies in Global Pathways, NU Global, Foundation Year, United States Pathways Program and/or American Classroom, at the Boston Campuses (hereinafter referred to as "employees," "faculty," or "faculty members"), except those referred to in Section 2 below.</p> <p><u>Excluded:</u> Graduate assistants, graduate students, research assistants and all University employees not specifically referenced in Section 1 above, including, but not limited to, all tenured or tenure track faculty, visiting or contract faculty, faculty who teach only online courses, or courses at any Northeastern University campus other than the Boston Campuses, and all other employees, whether or not they have teaching as part of or in addition to any other of their responsibilities including, deans, provosts, professionals and non-professional employees, administrators, department chairs, clinical fellows, teaching fellows, athletic coaches, academic advisors, maintenance employees, clerical employees, clinical nurses whose primary duties are performed away from the Boston Campuses, managers, confidential employees, guards and supervisors as defined by the National Labor Relations Act.</p>

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State	Institution and Units	Unit Description
	Unit 2:	<p><u>Included:</u> All part-time faculty (adjunct, lecturers or instructors) employed by Northeastern University who are compensated on a per course basis to teach at least one course in a pre-matriculation and/or non-degree granting program within the College of Professional Studies in Global Pathways, NU Global, Foundation Year, United States Pathways Program and/or American Classroom, at Northeastern University campuses located at 360 Huntington Avenue, Boston, Massachusetts and 89 Broad Street, Boston, Massachusetts.</p> <p><u>Excluded:</u> All tenured or tenured track faculty, visiting or contract faculty, faculty that teach only online courses and courses at any other Northeastern University campus, and all other employees, whether or not they have teaching as part of or in addition to any other of their responsibilities including, deans, provosts, professionals and non-professional employees, administrators, department chairs, graduate assistants, graduate students, research assistants, clinical fellows, teaching fellows, athletic coaches, academic advisors, maintenance employees, clerical employees, clinical nurses whose primary duties are performed away from the 360 Huntington Avenue and 89 Broad Street, Boston, Massachusetts campuses, managers, confidential employees, guards and supervisors as defined by the Act.</p>
	^ Tufts University	
	Unit 1:	<p><u>Included:</u> All non-tenure track full time lecturers employed in the School of Arts and Sciences, including, but not limited to, lecturers with titles of Coordinator, Course Administrator, Director, or Supervisor; and also including full-time lecturers who work for the School in other non-managerial, non-supervisory, non-confidential capacities</p> <p><u>Excluded:</u> All other employees: tenured and tenure-track faculty; professors of the practice; non-tenure track assistant and associate professors; post-doctoral scholars; research associates; part-time lecturers; deans; provosts; department chairs; maintenance employees; full time-lecturers in Athletics, the College of Special Studies, Experimental College, the College of Engineering, the Fletcher School of Law & Diplomacy, Dental School, School of Medicine, Cummings School of Veterinary Medicine, and/or Friedman School of Nutrition Science and Policy; guards; confidential employees; managers and supervisors as defined in the Act.</p>
	Unit 2:	<p><u>Included:</u> All part time lecturers in the School of Arts and Sciences.</p> <p><u>Excluded:</u> All other part time lecturers in Athletics, the College of Special Studies, Experimental College, Graduate Arts and Sciences, the College of Engineering, The Fletcher School of Law & Diplomacy, Dental School, School of Medicine, Cummings School of Veterinary Medicine, Friedman School of Nutrition Science and Policy. All full-time lecturers; tenured or tenure-track faculty; visiting faculty; other professional and non-professional employees graduate teaching assistants; graduate research assistants; post-doctoral students; confidential employees; deans; provosts; department chairs; and all other supervisory or managerial employees and guards as defined by the Act.</p>
	* University of Massachusetts - Boston	<p><u>Included:</u> All full-time and regular part-time Department Chairs employed by the University of Massachusetts Boston Campus.</p> <p><u>Excluded:</u> All managerial, confidential, casual and other employees</p>

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State	Institution and Units	Unit Description
MD	^ § Goucher College	<p><u>Included</u>: All full-time, part-time and half-time, non-tenure and non-tenure track faculty employed by Goucher College to teach at least one credit bearing classes, lessons or labs (including but not limited to Post-Doctoral Teaching Fellows) on its campus located at 1021 Dulaney Valley Road, Baltimore, Maryland 21204.</p> <p><u>Excluded</u>: All graduate and post graduate faculty and teaching fellows, all faculty in the Welch Graduate Studies Center, all tenure and tenure track faculty, all other employees whether or not they have teaching responsibilities, including but not limited to program directors, department chairs, graduate students, teaching associates, teaching assistants, librarians, registrars, deans, provosts, administrators, coaches, office clerical employees, managers, confidential employees, guards and supervisors as defined in the Act.</p>
	^ Maryland Institute College of Art	<p><u>Included</u>: All part-time faculty employed by the Employer in Baltimore, Maryland, including all those teaching at least one class, workshop, or seminar; and including all part-time faculty teaching in the School for Professional and Continuing Studies.</p> <p><u>Excluded</u>: All other employees, full-time faculty, pro-rata faculty, graduate students, teaching assistants, artists in residence, critics in residence, visiting artists, visiting critics, full-time staff whose adjunct teaching is not compensated additionally for teaching, administrators, administrators who have teaching responsibilities, managers, guards, and supervisors as defined in the Act.</p>
	^ McDaniel College	<p><u>Included</u>: All adjunct lecturers and graduate adjunct lecturers paid by the class and who teach credit earning classes in face-to-face settings (on or off campus) at or for McDaniel College.</p> <p><u>Excluded</u>: All adjunct lecturers and graduate lecturers who serve only as field-based supervisors adjunct lecturers and graduate adjunct lecturers who teach only on-line, office clerical employees confidential employees, managers, guards, and supervisors as defined in the Act.</p>
	^ Trinity Washington University	<p><u>Included</u>: All part-time faculty employed by the University in Washington, D.C. teaching at least one credit earning class, lesson or lab.</p> <p><u>Excluded</u>: All other employees, full-time faculty, graduate assistants, clinical fellows, teaching fellows, teaching assistants, research assistants, full-time staff whose adjunct teaching is not compensated additionally for teaching, administrators, administrators who have teaching responsibilities, and managers, guards, and supervisors as defined by the National Labor Relations Act.</p>
MI	Delta College	<p><u>Included</u>: All full-time faculty who hold faculty rank of: instructor, assistant professor, associate professor, and professor, including any individual hired to serve in a temporary assignment or replacement assignment for more than one semester, 2. All full-time faculty serving any alternative assignment, that still retains the rank faculty (i.e., Honors Director, etc.). If the Division Chair positions (which are being eliminated January 1, 2019) are ever reestablished in the future, the college would agree to include them.</p> <p><u>Excluded</u>: Emeritus, adjunct, temporary assignments or replacements of one semester or less, and Academic Advisors. Officers of the College, Associate Deans, and other administrative and supervisory professionals.</p>

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State	Institution and Units	Unit Description
	Northwestern Michigan College	
	Unit 1:	<u>Included:</u> All full time and part-time regular appointment faculty members. <u>Excluded:</u> Academic Chairs, Supervisors, Executives, Adjunct Faculty, Substitutes, Temporary and all other employees.
	* Unit 2:	<u>Included:</u> All Faculty Academic Chairs. <u>Excluded:</u> All others.
	Southwestern Michigan College	<u>Included:</u> Full-time faculty members of the College. <u>Excluded:</u> Deans, Supervisors, Executives, Adjunct Faculty, substitutes, temporary employees, and all other College Employees.
MN	^ Augsburg University	<u>Included:</u> All regular part-time non-tenured track and non-tenure-eligible faculty who teach undergraduate or graduate level courses or labs, including Adjunct Professors, Instructors, Adjunct Instructors, Studio Artists who teach classroom courses, Publishing Mentors, and Studio Artists who do not teach courses to students but who only teach music lessons to students employed by the Employer to teach on the Minneapolis Campus. <u>Excluded:</u> All other faculty, including tenure and tenure eligible faculty, faculty who teach exclusively on-line or exclusively at another location, all full-time Non-Tenure Track (NTT) Professors, Visiting Faculty, Non-Tenure Track-Administration, all other employees, whether or not they have teaching responsibilities, including Deans, Assistant Deans, Associate Deans, Directors, Associate Directors, Assistant Directors, Associate Provost and Vice Presidents, Provosts, Chairs, Administrators, Managers, Graduate Students (including those teaching courses in addition to being paid a stipend), confidential employees, office clerical employees, guards and supervisors as defined in the National Labor Relations Act, as amended.
	^ Hamline University of Minnesota	<u>Included:</u> All regular part-time non-tenured and non-tenure eligible Adjunct Instructors, Adjunct Faculty, Instructors, Adjunct Professors, and Adjuncts employed by the University who teach undergraduate labs or credit-earning classes toward an academic degree on the University's St. Paul, Minnesota campus. <u>Excluded:</u> Tenured faculty, tenure-track faculty, teaching track faculty (all regardless of faculty rank or appointment), all faculty who teach any course in the School of Law, all full-time faculty, all visiting faculty (including Visiting Assistant Professors), faculty librarians, graduate assistants, teaching assistants, deans, associate deans, assistant deans, department chairs, divisional representatives, program chairs, directors, associate directors, faculty who exclusively teach music lessons, faculty who exclusively teach online, faculty who exclusively teach graduate-level courses, faculty who exclusively provide individual student instruction (including, but not limited to, capstone, thesis, dissertation, independent study, practicum, or internship), faculty who exclusively teach a class or lab conducted primarily at some other campus(es) or location(s), all other staff members (whether or not they have teaching responsibilities), confidential employees, managerial employees, guards and supervisors as defined in the Act, and all other employees.

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State	Institution and Units	Unit Description
	^ Minneapolis College of Art and Design	
	Unit 1:	<p><u>Included:</u> All part-time Faculty who teach undergraduate or graduate level credit-earning courses or labs at MCAD's campus locations in Minneapolis, Minnesota, including by not limited to Faculty holding the titles of Adjunct Faculty or Adjunct Professor.</p> <p><u>Excluded:</u> All full-time Faculty including ranked Faculty holding the titles of Assistant Professor, Associate Professor or Full Professor, Ranked Pro Rata Faculty and Visiting Faculty; Administrators (including Deans, Directors, Provosts and Chairs who may have teaching assignments); Instructors who do not also serve as Faculty Members; Mentors who do not also serve as Faculty Members; Faculty who teach exclusively on-line; Student Assistants at any level (including those teaching courses in addition to being paid a stipend); Adjuncts who are also employed by the College in an administrative role; all other employees at the College (including those who teach a class or course and are separately compensated for such teaching); managers, confidential employees, office clerical employees, guards and supervisors as defined in the National Labor Relations Act.</p>
	Unit 2:	<p><u>Included:</u> All full-time Faculty who teach undergraduate or graduate level credit-earning courses or labs at MCAD's campus locations in Minneapolis, Minnesota, including Ranked Faculty holding the titles of Assistant Professor, Associate Professor or Full Professor, Ranked Pro Rata Faculty and Visiting Faculty.</p> <p><u>Excluded:</u> All part-time Faculty including those holding the titles of Adjunct Faculty or Adjunct Professor; Administrators (including Deans, Directors, Provosts and Chairs who may have teaching assignments); Instructors who do not also serve as Faculty Members; Mentors who do not also serve as Faculty Members; Faculty who teach exclusively on-line; Student Assistants at any level (including those teaching courses in addition to being paid a stipend); Adjuncts who are also employed by the College in an administrative role; all other employees at the College (including those who teach a class or course and are separately compensated for such teaching); managers, confidential employees, office clerical employees, guards and supervisors as defined in the National Labor Relations Act.</p>
MO	East Central College	<p><u>Included:</u> All regular full-time faculty members employed by East Central College, subject, however, to the constitutional right of individual employees to communicate with the Board of Trustees and to petition for redress of grievances. "Regular full-time faculty members employed by East Central College" refers to faculty members whose annual release time is less than 60 percent and whose remuneration is funded primarily by institutional funds rather than external sources such as a grant ("grant-funded positions").</p>
	Harris-Stowe State University	<p><u>Included:</u> All regular full time faculty.</p> <p><u>Excluded:</u> Deans and Assistant Deans, and other supervisory personnel who supervise full-time faculty, of Harris—Stowe State University for purposes of negotiating and implementing the terms and conditions of employment. "Full time faculty members" shall be defined to include those who teach a minimum of 12 credit hours per semester. Any faculty member who secures a grant that benefits the University's mission may, at the discretion of the Vice President of Academic Affairs, be credited time towards this 12-hour requirement, if the grant provides for reimbursement of the member's lost instructional time.</p>

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	Lincoln University	<p><u>Included:</u> Academic faculty whose academic appointment is .75 FTE or higher and who is a member of a department in which a degree program is housed and whose conditions of employment is a probationary tenure or tenured track appointment.</p> <p><u>Excluded:</u> All other employees including supervisory, managerial, and confidential employees</p>
	† Metropolitan Community College	<p><u>Included:</u> All full-time Faculty who constitute the bargaining unit. The term “Faculty” and “Faculty Member(s)” will mean all persons in a regular full-time Faculty capacity. Regular full-time Faculty are those employees assigned responsibilities as instructors, counselors, division chairs, Faculty interns, distance education coordinator(s), health clinical coordinator, virtual hospital coordinator, health care simulation lab coordinator, librarians, and Faculty in limited duration or grant-funded positions, in which their assigned duties account for fifty percent or more of their total assignment within the District.</p> <p><u>Excluded:</u> Confidential, administrative, or supervisory employees</p>
	Saint Louis Community College	<p><u>Included:</u> All part-time faculty teaching at least one credit bearing course.</p> <p><u>Excluded:</u> All full-time faculty; faculty who have another position at the College that qualifies them for full-time status with the College; deans, administrators, department chairs; faculty who also serve in a supervisory, managerial, or confidential role; faculty who teach only online courses; faculty who teach online courses as a field supervisor; faculty who teach courses only in the continuing education program; all other employees, managers, confidential employees, office clerical employees professional employees, guards and supervisors.</p>
	^ Saint Louis University	<p><u>Included:</u> All adjunct faculty and graduate assistants who teach courses beyond their stipend and are compensated on a per-course basis, employed by Saint Louis University in its College of Arts and Sciences and School of Education of Saint Louis University who teach at least one credit-bearing course in a degree-granting program at the campus located at Grand Blvd and Lindell Blvd, Saint Louis City, also known as the North Campus.</p> <p><u>Excluded:</u> All other University employees not specifically referenced in Section 1 above, including, but not limited to, post-doctoral fellows, non-tenured track faculty, tenured faculty, tenure-track faculty, full-time and part-time staff who also teach as an adjunct, deans, associate deans, assistant deans, provost, vice provosts, assistant provosts, administrators, department chairs, graduate assistants who only teach courses pursuant to a stipend, graduate students, athletic coaches, persons teaching exclusively on-line courses, all persons employed by all other Colleges, Schools, or Programs not specified in the Section 1 above, faculty who teach non-degree granting courses, faculty who also serve in a supervisory, managerial or confidential role; office clerical employees, managers, other professional employees, confidential employees, guards and supervisors as defined by the Act.</p>
	St. Charles Community College	<p><u>Included:</u> All part-time faculty who teach at least one credit bearing course.</p> <p><u>Excluded:</u> All full-time faculty; all Faculty Emeritus; faculty who have another position at the College that qualifies them for full-time status with the College; deans, administrators, department chairs; faculty who also serve in a supervisory, managerial or confidential role; individuals who teach courses only in the continuing education program; athletic coaches; all other employees, supervisors, managers, confidential employees, office clerical employees, professional employees, and guards.</p>

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State	Institution and Units	Unit Description
	^ Washington University in St. Louis	<p><u>Included:</u> All part-time non-tenured, non-tenure track and non-research track faculty who teach at least one credit bearing course (including lab instruction, independent study instruction, and co-teaching) in a degree-granting undergraduate program on the Danforth Campus in the following Schools: School of Arts & Sciences, Sam Fox School of Design and Visual Arts, and School of Engineering and Applied Science.</p> <p><u>Excluded:</u> All full-time faculty; faculty who have another position at the University that qualified them for full-time status with the University; tenured, tenure track and research track faculty; deans, provosts, administrators, department chairs; faculty who also serve in a supervisory, managerial or confidential role; faculty who teach only online courses; faculty who teach only courses away from the Danforth Campus; faculty who teach only courses as a field supervisor; faculty who teach courses in a non-degree granting program; faculty to teach at the School of Business, School of Law, School of Social Work and/or School of Medicine; graduate students; graduate assistants; athletic coaches; all other employees, managers, confidential employees, office clerical employees professional employees, guards and supervisors as defined in the National Labor Relations Act.</p>
NC	^ Duke University	<p><u>Included:</u> All full-time and part-time non-regular-rank faculty who teach undergraduate or graduate-level credit-earning courses or labs (including but not limited to the following titles: Adjunct Professors, Lecturing Fellows, Lecturers, Consulting Professors, Consulting Associates, Scholars in Residence, and Instructors) employed by Duke in academic programs housed at its campus in Durham, North Carolina, including the Trinity College of Arts & Sciences, the Graduate School, and the Center for Documentary Studies.</p> <p><u>Excluded:</u> All regular rank faculty (including but not limited to tenured faculty, tenure-track faculty, Professors of the Practice, Clinical Professors, Research Professors, and Lecturers), distinguished service faculty, employees in research positions (Senior Research Associate, Research Associate, Senior Research Scholar, Research Scholar, Senior Research Scientist, Research Scientist, and Lab Administrator) who do not teach more than one credit-earning course during an academic year, Visiting Faculty who have full-time appointments in another educational institution and who teach exclusively at Duke for no more than two years, Post-Doctoral Associates, and emeritus faculty; all faculty at locations other than the facilities described above; all faculty teaching online courses only; employees who do not teach undergraduate or graduate-level credit-earning courses or labs; faculty at the Duke Divinity School, Duke Kunshan University, Duke-NUS Medical School, Fuqua School of Business, Nicholas School of the Environment, Pratt School of Engineering, Sanford School of Public Policy, Duke Law School, Duke University School of Medicine, Duke University School of Nursing, and Duke University Health System; faculty paid by entities other than Duke University (including governments and organizations); all administrators (including deans, directors, provosts, and chairs who may have teaching assignments); athletic coaches; all other employees employed by Duke University (including those who teach a class or course and are separately compensated for such teaching); curators; and managers, confidential employees, office clerical employees, professional employees, guards, and supervisors as defined by the National Labor Relations Act.</p>
NH	* Plymouth State University	<p><u>Included:</u> All tenured and tenure-track faculty, including department chairs and discipline coordinators, employed at Plymouth State University.</p> <p><u>Excluded:</u> All Contract Faculty, Clinical Faculty, Research Faculty, Integrated Cluster Directors, Deans, Provost and all other administrators.</p>
	University of New Hampshire	<p><u>Included:</u> All contracted non-tenure track faculty who are appointed as and hold the title of "Lecturer" whose primary responsibility is teaching at UNH's Durham and/or Manchester campuses.</p> <p><u>Excluded:</u> Adjuncts and visiting faculty.</p>

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	† University of New Hampshire Franklin Pierce School of Law	<p><u>Included:</u> All full time tenure/tenure track, alternative security, and contract faculty, including Professor of Legal Research and Intellectual Property, Librarians, Associate Professor of Legal Research and Reference and Electronics Resources Librarian, Associate Professor of Legal Skills and Director of Academic Success, and Associate Professor of Legal Skills and Assistant Dean of Career Services.</p> <p><u>Excluded:</u> Dean (and Interim Dean), Executive Director-Rudman Center, Associate Dean, Law Library Director, Visiting Faculty, Emeritus Faculty</p>
NJ	Brookdale Community College	<p><u>Included:</u> All adjunct faculty currently employed by the college.</p> <p><u>Excluded:</u> Managerial executives, confidential employees, and supervisors within the meaning of the Act, craft employees, non-professional employees, police employees, casual employees, any adjunct who is employed in another, full-time capacity by the college, employees represented by other bargaining units, full-time faculty, instructional assistants, hourly adjuncts and all other employees of the college.</p>
	New Jersey Institute of Technology	<p><u>Included:</u> All adjunct instructors (including full-time non-faculty and non-instructional employees in their adjunct capacity) employed by NJIT.</p> <p><u>Excluded:</u> All managerial executives, confidential employees and supervisors within the meaning of the Public Employer-Employee Relations Act, deans, associate deans, assistant deans, provost, vice-provosts, craft employees, police and public safety employees, casual employees, temporary employees, part-time employees who are employed in positions constituted by the University to provide no more than sixty percent (60%) of a full-time workload, employees represented by other bargaining units except non-faculty, non-instructional employees in their adjunct capacity, and all other employees.</p>
NM	* San Juan College	<p><u>Included:</u> All San Juan College employees in all positions of full-time faculty and faculty administrators with a nine-month or greater contract and a sixty percent (60%) or greater teaching load, inclusive of release time, in the following faculty ranks: Instructor, Assistant Professor, Associate Professor, or Professor or one of these faculty ranks in conjunction with a Coordinator or Director title.</p>
	* Santa Fe Community College	<p><u>Included:</u> All full-time faculty including Department Chairs for the purposes set forth in the College's Labor Management Relations Resolution, as amended on July 22, 2005.</p> <p><u>Excluded:</u> Part-time, adjunct, temporary and probationary faculty and confidential, supervisor and management employees, including Academic Directors and staff. Further, it is understood that probationary faculty hired in a full-time faculty capacity are covered by this Agreement after a period of one year from the original date of hire at SFCC.</p>
	University of New Mexico	
	Unit 1:	<p><u>Included:</u> Adjunct faculty, including term teaching faculty employed at the Main Campus in Albuquerque and the branch campuses in Gallup, Los Alamos, Taos and Valencia County.</p> <p><u>Excluded:</u> Provost, Senior Vice Provost, Associate Provost, Deputy Provost, Dean, Associate Dean, Assistant Dean, Department/Division Chairs, Academic Directors, all Visiting Faculty, Working Retirees and all faculty positions at the Health Sciences Center.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
 § Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
	Unit 2:	<p><u>Included:</u> Professor; Associate Professor; Assistant Professor; Professor of Practice; Research Professor; Research Associate Professor; Research Assistant Professor; Research Lecturer; Lecturer I, II and III; Senior Lecturer I, II and III; Principal Lecturer I, II and III; Research Lecturer I, II and III; Senior Instructor; and Instructor employed at the Main Campus in Albuquerque and the branch campuses in Gallup, Taos, Los Alamos and Valencia County.</p> <p><u>Excluded:</u> Provost, Senior Vice Provost, Associate Provost, Deputy Provost, Dean, Associate Dean, Assistant Dean, Department/Division Chairs, Academic Directors, all Visiting Faculty, Working Retirees and all faculty positions at the Health Sciences Center.</p>
NV	† College of Southern Nevada	<p><u>Included:</u> All academic faculty employed by CSN in the professional service of the NSHE for a period exceeding six months at .50 FTE or more. “Academic faculty” means: (1) For the universities, instructional, research and library faculty, as defined by the Board of Regents, and (2) For the state college and community colleges, instructional, counseling and library faculty, as defined by the Board of Regents.</p> <p><u>Excluded:</u> Adjunct faculty members and administrative faculty.</p>
NY	^ Barnard College	<p><u>Included:</u> All of the following off-ladder officers of instruction who teach classes at Barnard College on a full- or part-time basis: All Adjunct Assistant Professors, Adjunct Associate Professors, Adjunct Professors, Adjunct Associates, Adjunct Senior Associates, Adjunct Lecturers, Adjunct Visiting Assistant Professors, Adjunct Visiting Professors, Guest Artists, Laboratory Associates, Senior Activist Fellows, Senior Scholars, Distinguished Fellows, Anna Quindlen Writers in Residence, Distinguished Artists in Residence, Term Assistant Professors, Term Associate Professors, Term Professors, Term Professors of Professional Practice, Term Associate Professors of Professional Practice, Term Assistant Professors of Professional Practice, Term Lecturers, Visiting Assistant Professor without tenure at another institution, Visiting Associate Professor without tenure at another institution, Visiting Professor without tenure at another institution and Term Senior Lecturers (collectively hereinafter referred to as “Unit Members”).</p> <p><u>Excluded:</u> Assistant Professors of Professional Practice, Associate Professors of Professional Practice, Professors of Professional Practice, Associates, Lecturers, Senior Associates, Senior Lecturers, Post Doc Fellows, Post-Doctoral Research Associates, Graders, Teaching Assistants, Research Professors, Research Scholars, Research Scientists, and guards, and supervisors and managerial employees as defined National Labor Relations Act, and faculty hired for full-time positions by the full-time hiring process who are temporarily on a reduced schedule for personal reasons.</p>
	Cayuga County Community College	<p><u>Included:</u> All adjunct faculty.</p> <p><u>Excluded:</u> All other employees.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
	^ College of Saint Rose	
	Unit 1:	<p><u>Included:</u> All adjunct faculty employed by the College. Adjuncts are defined as those employees who are hired to teach one or more courses of at least one or more credits to graduate or undergraduate students at the College and are paid a stipend for such teaching. The fact that an employee who serves as an adjunct also has full-time or part-time employment at the College in another capacity shall not cause that employee to lose status as an adjunct unless expressly excluded in the exclusion listing below. The bargaining and representational obligation to any such dual status employee shall extend only to the employment of such employee as an adjunct and not as to any other employment such individual may have with the College.</p> <p><u>Excluded:</u> All other employees who are not adjuncts, tenured and tenured-track faculty, full-time faculty, clinical supervisors who are not adjuncts, student teaching supervisors who are not adjuncts, speech pathologists who are not adjuncts, and supervisors, managerial employees, confidential employees, and guards, as defined by the Act, whether or not they have teaching responsibilities.</p>
	Unit 2:	<p><u>Included:</u> All visiting faculty including all Visiting Assistant Professors and Visiting Instructors.</p> <p><u>Excluded:</u> All other employees.</p>
	^ § Fordham University	<p><u>Included:</u> (1) Part-time Non-Tenure Track Faculty: All part-time non-tenure track faculty who teach at Fordham's Rose Hill Campus, Lincoln Center Campus, Westchester Campus, including: Adjuncts (hereinafter referred to as "Part-Time Bargaining Unit Faculty Members"). (2) Full-Time Non-Tenure Track Faculty: all full-time non-tenure track faculty who teach at Fordham's Rose Hill Campus, Lincoln Center Campus, Westchester Campus, including: Lecturers; Advanced Lecturers; Senior Lecturers; Clinical Professors; Assistant Clinical Professors; Associate Clinical Professors; Postdoctoral Scholars; Coordinators (hereinafter referred to as "Full-Time Bargaining Unit Faculty Members").</p> <p><u>Excluded:</u> Graduate Assistants; Research Assistants; Graduate Students; all tenured and tenure-track faculty; part-time and full-time non-tenure track faculty in the Fordham University School of Law; part-time non-tenure track faculty in the Gabelli School of Business; part-time non-tenure track faculty in the Graduate School of Education; full-time visiting professors of all ranks; full-time Artists in Residence; full-time Writers in Residence; all faculty who hold other part-time or full-time employment with the Employer or who are past or current members of Fordham's Board of Trustees; all part-time and full-time faculty who hold positions of Directors, Associate Directors, and Assistant Directors, Professors Emeriti, Associate Professors Emeriti, Professors of Military Science and other faculty of Military Science; Reserve Officer Training Corps part-time non-tenure track faculty; Research Professors; Research Associate Professors; Research Assistant Professors; Research Fellows, part-time and full-time non-tenure track faculty who teach only online, or only non-credit bearing courses; part-time and full-time non-tenure track faculty who hold the position of Chair, Associate Chair, or Assistant Chair; all managerial, supervisors, and guards as defined in the Act.</p>
	Herkimer County Community College	<p><u>Included:</u> All part-time faculty.</p> <p><u>Excluded:</u> All adjunct faculty who hold any full-time position at the College, and all others.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars ▲ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
	^ Ithaca College	
	Unit 1:	<p><u>Included:</u> All part-time faculty employed by the College at its Ithaca, New York campus including but limited to faculty in the titles of Lecturer or Adjunct.</p> <p><u>Excluded:</u> Managerial employees, confidential employees, guards and supervisors as defined by the National Labor Relations Act, and all other employees including full-time faculty (term appointments, tenure eligible notice appointments, non-tenure eligible appointments, and continuous appointments), faculty who teach courses at locations other than the Ithaca, New York campus, deans, provosts, department chairs, coaches, and employees who teach as part of their other employment responsibilities for the College (hereinafter the “part time or adjunct bargaining unit employees”).</p>
	Unit 2:	<p><u>Included:</u> All full-time non-tenured and non tenure track, limited-term faculty teaching with “Term” appointments.</p> <p><u>Excluded:</u> Managerial Employees, confidential employees, guards, and supervisors as defined by the Act and full-time staff, tenured and tenure track faculty, full-time non-tenured and non-tenure track faculty teaching with “Notice” appointments, deans, (including associate and assistant deans), provosts, and department chairs and all other employees.</p>
	^ Mercy College	<p><u>Included:</u> All full-time and part-time Adjunct Faculty, Lecturers, and Tutors, at all Mercy College locations, including any employees who may hold another position with the college but who also teach as adjuncts and are not excluded.</p> <p><u>Excluded:</u> All other employees, including managerial employees, guards and supervisors as defined by the Act.</p>
	‡ Nassau Community College	<p><u>Included:</u> Assistant Dean, Academic, Student Services; Assistant Director, Academic Affairs; Assistant Director, Student Financial Affairs; Assistant Director, Institutional Effectiveness; Assistant Director, Center for Workforce Development; Assistant Director, Facilities Management; Assistant Director, Affirmative Action/Equity Inclusion; Assistant to the Director, Lifelong Learning; Assistant to the Director Information Technology; Assistant Vice President, Academic Affairs-Distance Education; Assistant Vice President, Information Technology; Assistant Vice President, Facilities Management; Associate Dean, Academic Affairs-Lifelong Learning; Associate Vice President, Student Financial Affairs; College Comptroller, Finance; Dean of Student Relations, Academic Student Services; Director of Financial Aid/Job Placement, Financial Aid; Director of Special Programs, Facilities Management; Director of Special Programs, Academic Student Services; Director of Special Programs, Office of the President; Director of Special Programs, Finance; Director of Special Programs, Student Financial Affairs; Director of Special Programs, Center for Workforce Development; Director of Special Programs, Information Technology; Director of Special Programs, Academic Student Services; Director of Special Programs, Academic Student Services/PE Complex; Director of Special Programs, Resource Development; Grant Advisor, Grants; and Grant Technician, Grants.</p> <p><u>Excluded:</u> All others.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
	^ Nazareth College of Rochester	<p><u>Included:</u> All part-time faculty and adjunct faculty employed by the Employer who perform instructional services for matriculated and non-matriculated individuals, and all part-time English Language Institute (ELI) instructors.</p> <p><u>Excluded:</u> All students and all other employees including, full-time employees, tenured and tenure-track faculty, full-time non-tenure track faculty, visiting faculty, otherwise eligible voters who hold another position with the College (with the exception of those who also hold the position of a part-time community music teacher), part-time community music teachers (with the exception of those who also hold a position otherwise included), full-time instructors, faculty emeriti, faculty with Rank and Time, Executive Directors, Directors, Associate Directors, Assistant Directors, Deans, Associate Deans, Assistant Deans, Chairs of Departments, Co-Chairs of Departments, full-time and part-time faculty who teach exclusively online, coaches, assistant coaches, camp counselors, chaperones, trainers, tutors, managerial employees, office clerical employees, guards, and professional employees and supervisors as defined in the Act.</p>
	^ New York University, Tandon School of Engineering	<p><u>Included:</u> All Adjunct Instructors, Adjunct Professors, and part-time faculty employed by the employer at the Metrotech Center campus in Brooklyn, New York who provide either (1) a total of 40 contact hours of instruction in one or more courses during an academic year (i.e., September 1 through August 31) or (2) a total of 75 contact hours of individual instruction or tutoring during a semester.</p> <p><u>Excluded:</u> All full-time faculty, including tenured, tenure track and non-tenure track faculty; graduate student employees who have not completed seven years of study in a Ph.D program at NYU; research assistants; writing center instructors/tutors; undergraduate students; and all other employees including Visiting Professors, Visiting Associate Professors, Visiting Assistant Professors, confidential employees, and guards and supervisors as defined in the Act.</p>
	Schenectady County Community College	<p><u>Included:</u> All part-time adjunct teaching faculty members, who do not hold positions in the administration of the College, or who are not members of another bargaining unit represented by the College.</p> <p><u>Excluded:</u> All full-time teaching faculty, all directors and supervisors, all management and confidential employees, and all other employees who are not part-time adjunct teaching faculty.</p>
	^ Siena College	
	Unit 1:	<p><u>Included:</u> All part-time non-tenure track adjunct faculty members employed by the College, including all lecturers and instructors.</p> <p><u>Excluded:</u> All tenured and tenure track faculty, deans (associate and assistant deans), provosts (associate and assistant provosts) directors (associate and assistant directors), administrators, department chairs, friars, members of the judiciary, diplomats, ambassadors, non-career or appointed state and government officials, and all other employees whether or not they teach as part of their responsibilities for the College, visiting full-time faculty, instructional faculty, specified term faculty, teaching faculty, managerial employees, confidential employees, guards, and supervisors as defined by the Act.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars ▲ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
	Unit 2:	<p><u>Included:</u> All visiting full-time faculty, visiting instructional faculty, specified term faculty, and teaching faculty employed by the College.</p> <p><u>Excluded:</u> All tenured and tenure track faculty, deans (associate and assistant deans), provosts (associate and assistant provosts), directors (associate and assistant directors), administrators, department chairs, friars, members of the judiciary, diplomats, ambassadors, non-career or appointed state and government officials, and all other employees whether or not they teach as part of their responsibilities for the College, adjunct faculty, managerial employees, confidential employees, guards, and supervisors as defined by the Act.</p>
	† ‡ Tompkins Cortland Community College	<p><u>Included:</u> Access & Equity Specialist, Adjunct Counselor, Adjunct Instructor, Adjunct Librarian, Adjunct Reference, Librarian, Culinary Lab Assistant, Engineering Lab Tech — Communications, Medication Supervisor, Para-Professional Tutor, Peer Career Coach Supervisor, Professional Tutor. Adjunct positions (instructional and non-instructional) are those held by part-time employees of the College who teach or work up to eleven and a quarter (11.25) credit hours or up to and not to exceed twenty-six (26) work hours a week per semester.</p> <p><u>Excluded:</u> Employees represented by other employee organizations and employees deemed managerial and confidential.</p>
	^ Wells College	<p><u>Included:</u> All non-tenured and non-tenure track faculty, including but not limited to those with the titles Lecturer, Visiting Lecturer, Visiting Assistant Professor, and Instructor who have taught at least one-credit hour since the beginning of the fall 2015 semester.</p> <p><u>Excluded:</u> Managerial Employees (including Head Coaches, Assistant Coaches (except to the extent they teach and then only with respect to their teaching duties and not other jobs with the College) and Head Athletic Trainers), confidential employees, guards, and supervisors as defined by the Act and full time staff (except to the extent they teach and then only with respect to their teaching duties and not with respect to their full time positions with the College), tenured and tenure track faculty, deans, (including associate and assistant deans), provosts, and department chairs and all other employees.</p>
OH	Belmont College	<p><u>Included:</u> All full-time faculty as defined by this Agreement.</p> <p><u>Excluded:</u> All other employees of the College, all students (other than bargaining unit members enrolled in classes), all individuals who are not “public employees” as defined by Revised Cod Chapter 4117 and all employees whose employment is dependent on externally-funded sources.</p>
	Cleveland State University, Cleveland-Marshall College of Law	<p><u>Included:</u> All faculty at Cleveland State University whose primary appointment is with the College of Law with the rank of Assistant Professor, Associate Professor, Legal Writing Professor and Clinical Professor.</p> <p><u>Excluded:</u> All adjunct, visiting, emeriti and other retired faculty, and all managerial employees, including but not limited to, the Dean of College of Law, assistant deans, associate deans, and Director of Legal Writing and Director of Engaged Learning.</p>

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§ Includes Postdoctoral Scholars ▲ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
OR	Oregon Institute of Technology	
	† Unit 1:	<p><u>Included:</u> All full time faculty, instructors, and librarians working at .5 FTE or above at the Oregon Institute of Technology.</p> <p><u>Excluded:</u> (1) Faculty employed as a president, vice president, provost, vice provost, dean, associate dean, assistant dean, head or equivalent position; (2) faculty employed in an administrative position without a reasonable expectation of teaching, research or other scholarly accomplishments; (3) classified staff; (4) confidential employees; and (5) faculty chairs.</p>
	* Unit 2:	<p><u>Included:</u> All faculty Department Chairs at the Oregon Institute of Technology.</p> <p><u>Excluded:</u> (1) Faculty employed as a president, vice president, provost, vice provost, dean, associate dean, assistant dean, head or equivalent position; (2) faculty employed in an administrative position without a reasonable expectation of teaching, research or other scholarly accomplishments; (3) classified staff; (4) confidential employees; and (5) all faculty, instructors or librarians in any other bargaining unit.</p>
	§ Oregon State University	<p><u>Included:</u> All faculty employed by Oregon State University with rank (including those on Academic Wage Appointments), as well as Post Doctoral Scholars and Post Doctoral Fellows.</p> <p><u>Excluded:</u> (1) Confidential employees; (2) faculty employed as a president, vice president, provost, vice provost, dean, associate dean, assistant dean, head or equivalent position; (3) faculty employed in an administrative position without a reasonable expectation of teaching, research or other scholarly accomplishments; (4) unclassified employee with no rank; and (5) faculty who are not considered supervisor under ORS 243.650(23)(c)(C), but supervise other faculty with rank (including those on Academic Wage Appointments), Post Doctoral Scholars, and/or Post Doctoral Fellows.</p>
PA	^ Arcadia University	<p><u>Included:</u> All Adjunct Faculty employed by and instructing for the University and who are based in the United States.</p> <p><u>Excluded:</u> All other employees of the University, including, but not limited to, full-time faculty; guest lecturers; professional and clerical administrative staff; managers; department chairs; program directors; confidential employees; non-United States based adjunct faculty; guards; and supervisors as defined in the Act (including those employees that also taught courses as adjunct faculty in addition to their regular non-teaching duties).</p>

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§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
	^ Point Park University	<p>Unit 1: <u>Included:</u> All adjunct faculty employed by the Employer at the following Pennsylvania locations: Point Park University Campus, Pittsburgh, Butler County Community College/Cranberry Branch, Cranberry Township, Canon-McMillan High School/ Canonsburg, ERT, Pittsburgh, Franklin Regional High School, Murrysville, GAI Consultants, Homestead, North Allegheny School District Central Administrative Office, Pittsburgh, Propel Braddock Hills High School, Forest Hills, Seneca Valley Senior High School, Harmony, Shady Lane School, Pittsburgh, PA, Upper St. Clair High School, Upper St. Clair, US Steel Corporation Mon Valley Works Training Hub, Duquesne.</p> <p><u>Excluded:</u> All full-time faculty, graduate students, tenure-track faculty, tenured faculty, all other employees and guards, and supervisors as defined in the Act.</p> <p>Unit 2: <u>Included:</u> All full-time tenured, tenure-track, non-tenure track and visiting full-time faculty; Conservatory of Performing Arts full-time teaching artists, senior teaching artists and master teaching artists; Natural Sciences and Engineering Technology laboratory instructors; program directors; and program coordinators.</p> <p><u>Excluded:</u> All other University employees not specifically referenced in Section 1 above, managers, guards and supervisors as defined in the National Labor Relations Act.</p>
	^ † Robert Morris University	<p><u>Included:</u> All part-time/adjunct faculty members and part-time reference librarians employed by Robert Morris University in the following classifications: part time/adjunct faculty, staff-part-time/adjunct faculty, part-time/adjunct clinical instructor, university student teacher supervisor, and part-time reference librarian.</p> <p><u>Excluded:</u> All other employees, including full-time faculty members, full-time library faculty, visiting or contract faculty, Rooney Scholars, guest lecturers, graduate students, graduate assistants and teaching assistants; staff; deans, provosts, administrators, program coordinators, program directors and department heads; members of the Board of Trustees; coaches; student workers; office clerical employees; police officers, public safety officers and guards; managerial employees; confidential employees; professional employees and supervisors as defined in the Act; and all other employees.</p>
RI	Community College of Rhode Island	<p><u>Included:</u> All part-time employees of the RI Council for Postsecondary Education who are employed at the Community College of Rhode Island as part time faculty.</p> <p><u>Excluded:</u> The Applied Music Sections, Non-Credit Courses, Managerial and Supervisory employees, Confidential employees, as their sole representative for the purpose of collective bargaining.</p>
VT	^ Δ Burlington College	<p><u>Included:</u> All part-time graduate and undergraduate faculty (adjuncts, lecturers or instructors) employed by Burlington College at its Main or Woodworking campuses who teach at least one credit bearing course (including hybrid and blended courses) in a degree-granting program and who are compensated on a per course basis. An employee works for the College in another capacity who also teaches at least one credit-bearing course identified above and is compensated per course shall not cause that employee to lose status as a bargaining unit member unless expressly excluded in the exclusion listing below.</p> <p><u>Excluded:</u> All tenured or tenure-track faculty; full-time faculty; visiting or contract faculty; deans, provosts, administrators, program coordinators, department chairs, graduate assistants, graduate students, athletic coaches, and faculty who teach only online courses, courses at campuses other than the Main or Woodworking Campuses, non-degree granting courses, and/or courses as a teaching supervisor; all other employees who are not compensated additionally for teaching; and managers, confidential employees, guards and supervisors as defined by the Act.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
	^ Champlain College	<p>Included: All part-time graduate and undergraduate faculty, (adjuncts, lecturers or instructors) employed by Champlain College at Burlington, VT campus, who teach at least one credit-bearing course (including hybrid and blended courses) in a degree-granting program and who are compensated on a per-course basis. An employee working for the College in another capacity who also teaches at least one credit-bearing course identified above and is compensated on a per-course basis shall not cause that employee to lose status as a bargaining unit member unless expressly excluded.</p> <p>Excluded: Any tenured or tenure-track faculty, full-time faculty, visiting or contract faculty, deans, provosts, administrators, department chairs, graduate assistants, graduate students, athletic coaches, and faculty who teach only online courses, courses at campuses other than the Burlington, VT Campus, non-degree granting courses and/or courses as a teaching supervisor, all other employees who are not compensated additionally for teaching, managers, confidential employees guards and supervisors as defined by the Act.</p>
	Community College of Vermont	<p>Included: Instructors employed by the Community College of Vermont (CCV) who meet the following requirements: 1) have been employed for at least four (4) semesters out of the previous four academic years, or who currently are in their fourth teaching semester; and 2) have taught at least three (3) credit hours in the prior academic year (fall semester, spring semester and summer semester taken together are considered the academic year as defined by CCV).</p> <p>Excluded: Full or part time Coordinators of Academic Services, Deans, Associate Deans, Assistant Deans, and Directors; professional, administrative, technical, and clerical employees whose primary assignment or appointment is as a staff person; all full-time employees regardless of position; blue collar, maintenance, security and other non-professional employees; and all other confidential supervisory, and managerial employees. Also excluded from the unit are all other employees who are otherwise covered by a collective bargaining agreement with the Vermont State Colleges, with the exception of those employees represented by the Part-Time Faculty Federation. Teaching service during a period of employment with CCV in which such an employee was excluded from the unit will not count for future unit eligibility.</p>
	^ Saint Michael's College	<p>Included: All part-time graduate and undergraduate faculty, (adjuncts, lecturers or instructors) employed by St. Michael's College at its Main Campus, 1 Winooski Park, Colchester, Vermont, currently teaching at least one credit-bearing course (including hybrid and blended courses) including any English as a second language course, and who are compensated on a per course basis. An employee working for the College in another capacity who also teaches at least one credit-bearing course identified above and is compensated on a per-course basis shall not cause that employee to lose status as a bargaining unit member unless expressly excluded.</p> <p>Excluded: All tenured or tenure-track faculty, full-time faculty, visiting or contract faculty, faculty that teach only online courses, deans, provosts, administrators, department chairs, department coordinators, graduate assistants, graduate students, athletic coaches, and employees who teach only online courses, courses away from the Main Campus, or courses as a teaching supervisor, all other employees who are not compensated additionally for teaching, and managers, confidential employees, guards and supervisors as defined in the Act.</p>
WA	^ Antioch University Seattle	<p>Included: All full-time and regular part-time faculty, including core, teaching, clinical, affiliate and adjunct faculty employed by the Employer at its Seattle, Washington campus.</p> <p>Excluded: Administrators, deans, academic unit heads, department/program chairs, and clinic managers, regardless of additional teaching responsibilities or contract type; non-faculty staff, non-administrative staff who are not compensated additionally for teaching, and all other employees, guards, managers, and supervisors as defined in the Act.</p>

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§ Includes Postdoctoral Scholars ▲ Institution Closed or Unit Disbanded

**TABLE 3: NEW FACULTY BARGAINING UNITS AT PRIVATE FOR-PROFIT INSTITUTIONS
2013-2019**

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Certification Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
CA	^ Δ Wyotech, Corinthian Colleges Inc.	2	1	IAM Lodge 1546/EBAM	20	FT-PT NTT	Certification	Jun. 2014		
IL	^ Kaplan International		1	TCNG Local 34071/CWA	26	FT-PT NTT	Certification	Apr. 2016		
NY	^ ‡ Δ Culinary Academy of New York, Star Career Academy	2	1	NYSUT/AFT Local 2/NEA/UFT	54	FT-PT NTT	Certification	Mar. 2014		
	^ Institute of Culinary Education	2	1	AFT Local 2/UFT	85	FT-PT NTT	Certification	Dec. 2016		
	^ Kaplan International		1	TNGNY Local 31003/CWA	95	FT-PT NTT	Certification	Jun. 2012	Apr. 2014	Apr. 2020
	^ Δ Micropower Career Institute	2	1	PM/NYSUT/AFT/NEA	38	FT-PT NTT	Certification	Apr. 2014		

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§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

TABLE 3A: COMPOSITION OF NEW FACULTY BARGAINING UNITS AT PRIVATE FOR-PROFIT INSTITUTIONS 2013-2019

State	Institution and Units	Unit Description
CA	^ ΔWyotech, Corinthian Colleges Inc.	<u>Included:</u> All full-time and regular part-time faculty in the automotive technology program at the Employer's Fremont, California location. <u>Excluded:</u> All other employees, managers, guards, and supervisors as defined by the Act.
IL	^ Kaplan International	<u>Included:</u> All full-time and regular part-time ESL teachers and academic coordinators employed by the Employer at their facilities currently located at 444 North Michigan Avenue, Chicago, Illinois 60611 and 10 West 35th Street, Chicago, Illinois 60616. <u>Excluded:</u> All other employees including temporary employees, managers, office clerical employees and guards, professional employees and supervisors as defined by the Act.
NY	^ ‡ Δ Culinary Academy of New York, Star Career Academy	<u>Included:</u> All full-time and part-time admissions representative, financial aid advisors, student accounts/business office managers, student accounts/business office assistants, registrar assistants, career services advisors, front desk administrative assistants, stewards, extern-ship coordinators, and instructors (including dialysis, medical assistant, surgical technology, hotel and restaurant management, professional cooking, and commercial cooking instructors) employed by the Employer at its 154 West 14th Street, New York, New York location. <u>Excluded:</u> All other employees, adjunct and substitute instructors, and guards, and professional employees and supervisors as defined in the Act.
	^ Institute of Culinary Education	<u>Included:</u> All full-time and regular part-time instructors employed by the employer at its facility located at 225 Liberty Street, New York, NY. <u>Excluded:</u> All other employees, including chef assistants, special event chefs**, assistant deans, lead instructors, directors, recipe editors, clerical employees, maintenance employees, purchasing and stewarding employees, and guards and supervisors as defined by the Act.
	^ Kaplan International	<u>Included:</u> All full-time and regular part-time teachers employed by the Employer at its facilities located at 350 5th Avenue, 16 Cooper Square, and 131 West 56th Street, New York, New York. <u>Excluded:</u> All other employees, including managers, and guards, professional employees and supervisors, as defined in the Act.
	^ Δ Micropower Career Institute	<u>Included:</u> All full-time and regular part-time teachers employed by the Employer at its facility located at 137 West 25th Street, New York, NY. <u>Excluded:</u> All other employees, including office clerical employees, and guards, and supervisors as defined in the Act.

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

TABLE 4: POSTDOCTORAL SCHOLAR AND ACADEMIC RESEARCHER BARGAINING UNITS

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Certification Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
CA	§ University of California	4	1	UAW Local 5810	6,061	Postdoctoral Scholars	Card Check	Nov. 2008	Aug. 2010	Sep. 2020
	‡ University of California	4	1	UAW Local 5810	4,110	Academic Researchers	Recognition	Apr. 2019	Nov. 2019	Sep. 2022
CT	§ University of Connecticut	4	1	UAW Local 6950/ PRA	143	Postdoctoral Scholars	Card Check	Jul. 2018	Mar. 2020	Jun. 2024
MA	§ University of Massachusetts-Amherst	4	1	UAW Local 2322	160	Postdoctoral Scholars	Certification	Feb. 2010	Mar. 2012	Mar. 2022
NJ	§ Rutgers, The State University of New Jersey	4	1	AAUP/AFT/ PDAPDF	569	Postdoctoral Scholars	Card Check	Jul. 2009	Feb. 2012	Jun. 2019
NY	^ § Columbia University	4	1	UAW Local 4100/ CPW	2,067	Postdoctoral Scholars	Certification	Aug. 2018	Jul. 2020	Jun. 2023
WA	§ University of Washington	4	1	UAW Local 4121/ ASEP	971	Postdoctoral Scholars	Certification	May 2018	Jun. 2019	Jan. 2021

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

TABLE 4A: COMPOSITION OF POSTDOCTORAL SCHOLAR AND ACADEMIC RESEARCHER BARGAINING UNITS

State	Institution and Units	Unit Description
CA	§ University of California	<p>Included: All Postdoctoral Scholars in the classifications listed below: Postdoctoral Scholar – Employee, Postdoctoral Scholar – Fellow, Postdoctoral Scholar – Paid Direct, Postdoctoral Scholar – Employee NEX, Interim Postdoctoral Scholar – Employee, Employee Postdoctoral Fellow (LBL), Employee Special Postdoctoral Fellow (LBL), Employee Interim Postdoctoral Fellow (LBL), Affiliate Postdoctoral Fellow – Stipend (LBL), and Affiliate Postdoctoral Fellow – Paid Direct (LBL).</p> <p>Excluded: Postdoctoral Scholars in the titles listed above who are defined by HEERA as managerial, supervisory and/or confidential.</p>
	‡ University of California	<p>Included: All Academic Researchers in the titles listed below. This recognition is in accordance with the Stipulated Settlement Agreement made between the parties on March 22, 2019, the Public Employment Relations Board’s (PERB’s) March 27, 2019 certification that UAW 5810 evidenced majority support sufficient to meet the requirements of PERB regulation 50130(b), and the University’s Recognition Letter of April 1, 2019, in PERB case SF-RR-1000-H: RES-FY-B/E/E, ASSOC RES-FY- B/E/E, ASST RES-FY-B/E/E, RES-FY-B/E/E NEX, ASSOC RES-FY-B/E/E NEX, ASST RES-FY-B/E/E NEX, RES-FY NEX, ASSOC RES-FY NEX, ASST RES-FY NEX, RES-FY, ASSOC RES-FY, ASST RES-FY, SPECIALIST, SPECIALIST NEX, ASSOC SPECIALIST, ASSOC SPECIALIST NEX, ASST SPECIALIST, ASST SPECIALIST NEX, JR SPECIALIST NEX, JR SPECIALIST, PROJ SCIENTIST- FY, PROJ SCIENTIST-FY-B/E/E, ASSOC PROJ SCIENTIST-FY, ASSOC PROJ SCIENTIST-FYB/E/E, ASST PROJ SCIENTIST-FY, ASST PROJ SCIENTIST-FYB/E/E, PROJ SCIENTIST-FY NEX, PROJ SCIENTIST-FY-B/E/E NEX, ASSOC PROJ SCIENTIST-FY NEX, ASSOC PROJ SCNTST-FY-B/E/E NEX, ASST PROJ SCIENTIST-FY NEX, ASST PROJ SCNTST-FY-B/E/E, NEX, COORD PUBLIC PROG, ASSOC COORD PUBLIC PROG, ASST COORD PUBLIC PROG.</p> <p>Excluded: Academic Researchers in the titles listed above who are defined by HEERA as managerial, supervisory and/or confidential or whose principal place of employment is outside of the State of California at a worksite with 100 or fewer employees.</p>
CT	§ University of Connecticut	<p>Included: Employees who are expressly identified by the title “Postdoctoral Research Associate” (hereinafter “Postdocs”) in the Storrs’ payroll system and employed at the Storrs and Regional Campuses (excluding the University of Connecticut Health Center). For purposes of this agreement, the term Postdoctoral Research Associate at these locations is defined as a researcher holding a doctoral degree (or equivalent), who is engaged in a temporary period of mentored research and/or scholarly training for the purpose of gaining scientific, technical and other professional skills that advance the professional career, and whose appointment is associated either with an individual research grant from an external sponsor or with departmental/school resources paid by the University. A Postdoctoral Research Associate as defined herein is an employee of the University and is compensated for services performed.</p> <p>Excluded: The parties mutually acknowledge this agreement does not cover any individual with the job title of Postdoctoral Research Fellow or Trainee or any other similarly situated employee at Storrs or any other regional campus (including UConn Health) who may or may not be already represented by a union recognized by the University.</p>
MA	§ University of Massachusetts-Amherst	<p>Included: Post Doctoral Research Associates, Senior Post Doctoral Research Associates, and any other title for postdoctoral employees performing the same or similar postdoctoral work, employed at the Amherst campus of the University of Massachusetts.</p> <p>Excluded: All other employees.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
NJ	§ Rutgers, The State University of New Jersey	<p><u>Included:</u> All regularly employed post-doctoral associates and post-doctoral fellows employed by Rutgers University.</p> <p><u>Excluded:</u> Managerial executives, confidential employees, and supervisors within the meaning of the New Jersey Employer-Employee Relations Act; craft employees, non-professional employees, police employees, casual employees, T-coded employees, employees whose inclusion presents a conflict of interest, post-doctoral fellows who are not employed by Rutgers University, students, employees represented in other bargaining units, and all other employees employed by Rutgers University.</p>
NY	^ § Columbia University	<p><u>Included:</u> Individuals appointed to the following titles, as defined in the current Faculty Handbook, at all of the University's facilities: Postdoctoral Research Scientists, Postdoctoral Research Scholars, Postdoctoral Research Fellows, Associate Research Scientists, and Associate Research Scholars, (hereinafter referred to, collectively, as "Employees").</p> <p><u>Excluded:</u> All other employees, including Postdoctoral Clinical Fellows and Postdoctoral Residency Fellows, faculty, guards and supervisors as defined in the National Labor Relations Act.</p>
WA	§ University of Washington	<p><u>Included:</u> All postdoctoral employees employed by the University of Washington in the following titles: Senior Fellows (10445), Senior Fellow Trainee (10442), Research Associate (10148), Research Associate Trainee (10150), and also including employees in the following titles, Acting Instructor, Lecturer, Acting Assistant Professor, and Visiting Scientist, who meet the definition of post-doctoral employee set forth in the University of Washington Office of Post-Doctoral Affairs Handbook.</p> <p><u>Excluded:</u> All other employees.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

TABLE 5: NEW GRADUATE STUDENT EMPLOYEE BARGAINING UNITS, 2013-2019

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Certification Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
CT	University of Connecticut	4	1	UAW Local 6950/GEU	2,165	GSE	Card Check	Apr. 2014	Apr. 2015	Jun. 2022
DC	^ Georgetown University	4	1	AFT Local 06440/GAGE	1,059	GSE	Recognition	Nov. 2018	May 2020	Jun. 2023
	^ American University	4	1	SEIU Local 500/GSEAU	761	GSE	Certification	Apr. 2017	Dec. 2018	Aug. 2021
IL	Illinois State University	4	1	SEIU Local 73	475	GSE	Certification	Oct. 2018		
	^ Loyola University Chicago	4	1	SEIU Local 73	210	GSE	Certification	Feb. 2017		
	Southern Illinois University – Edwardsville	4	1	SEIU Local 73	341	GSE	Certification	Jan. 2019		
	^ ‡ University of Chicago	4	1	IBT Local 743	199	GSE-UG	Certification	May 2018		
MA	^ Brandeis University	4	1	SEIU Local 509	219	GSE	Certification	May 2017	Sep. 2018	Jun. 2021
	^ Harvard University	4	1	UAW Local 5118/HGSU	5,050	GSE-UG	Certification	Apr. 2018	Jun. 2020	Jul. 2021
	^ Tufts University	4	1	SEIU Local 509	281	GSE	Certification	May 2017	Oct. 2018	Jun. 2023
NY	^ Columbia University	4	1	UAW Local 2110/GWC	4,256	GSE-UG	Certification	Dec. 2017		
	^ New School	4	1	UAW Local 7902/SENS	1,052	GSE-UG	Certification	Jul. 2017	Dec. 2018	Aug. 2023
	^ New York University	4	1	UAW Local 2110/GSOC	1,257	GSE	Recognition	Dec. 2013	Apr. 2015	Aug. 2020
OR	Oregon Health and Sciences University	4	1	AFSCME Local 402/GRU	251	GSE	Certification	Jan. 2019	Mar. 2020	Jun. 2023
	Portland State University	4	1	AFT/AAUP/GEU	793	GSE	Card Check	May 2016	Mar. 2018	Jun. 2021
RI	^ Brown University	4	1	AFT/SUGSE	1,258	GSE	Recognition	Nov. 2018	Jun. 2020	Jun. 2023

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

TABLE 5A: COMPOSITION OF NEW GRADUATE STUDENT EMPLOYEE UNITS, 2013-2019

State	Institution and Units	Unit Description
CT	University of Connecticut	<p><u>Included:</u> All University of Connecticut Graduate Assistants (GAs), including Teaching Assistants (TAs), Research Assistants (RAs) and other Graduate Assistants who are not TAs or RAs. The bargaining unit shall also include graduate students whose functional relationship to the university is substantially identical to GAs even if another term is used by the University to describe their position.</p> <p><u>Excluded:</u> GAs with appointments at the University of Connecticut Health Center (Schools of Medicine and Dental Medicine), graduate students performing internships required as an integral component of a graduate educational program (specifically, in the program known during the 2014-2015 academic year as the Provost’s Professional Internship Program for Public Outreach, Service and Engagement), confidential employees and managerial employees.</p>
DC	^ Georgetown University	<p><u>Included:</u> All graduate students enrolled in Georgetown University Graduate School of Arts & Sciences graduate degree programs (Ph.D. and Masters) and who are serving as Ph.D. Research Assistants, Ph.D. Teaching Assistants, Ph.D. Teaching Associates, Graduate Research Assistants, Graduate Teaching Assistants, Student Research Assistants, and Student Teaching Assistants (collectively, these positions shall be referred to as “Graduate Student Assistants” in this Agreement).</p> <p><u>Excluded:</u> All graduate students in the Law Center and the School of Medicine; all undergraduate students; all adjunct or full-time faculty members; all supervisors, managers or administrators; all faculty and staff who are enrolled using TAP benefits; and all other students or employees who are not specifically included in the unit as defined in the paragraph above.</p>
	^ American University	<p><u>Included:</u> All Doctoral and Masters students in American University departments employed at the University’s campus in Washington, D.C., who are working toward degrees offered by American University, and who are employed by American University and supervised by faculty to provide instructional or research services in undergraduate or graduate-level courses or labs, including, but not limited to Teaching Assistants, Research Assistants, Graduate Assistants, Laboratory Assistants, Teaching Apprentices, Dean’s Fellows, Instructors, Graders, Preceptors, Section Leaders, and Tutors. Those eligible to vote in the election are all students who fall within the definition of the appropriate unit described above who were employed by the University and enrolled in the University’s Spring 2017 semester.</p> <p><u>Excluded:</u> Any full-time or regular part-time American University employees and faculty, students who are working in grant funded positions where the University does not control their wages, adjunct faculty who are included in the bargaining unit certified in NLRB Case Number 05-RC-070027, managers, guards and supervisors as defined by the National Labor Relations Act.</p>
IL	Illinois State University	<p><u>Included:</u> All teaching assistants employed by Illinois State University.</p> <p><u>Excluded:</u> Research assistants, pre-professional assistants, graduate practicum employees, administrative/operational assistants, all other graduate student employees not performing the duties of teaching assistants, and all other employees of Illinois State University.</p>
	^ Loyola University Chicago	<p><u>Included:</u> All full-time and regular part-time Graduate Assistants consisting of PhD and Masters Students who serve as Teaching Assistants, Research Assistants, Program Assistants, and Fellowship Teachers in the Graduate School and matriculating in degree programs in the College of Arts and Sciences at Loyola University Chicago’s Lakeshore and Water Tower campuses.</p> <p><u>Excluded:</u> All full-time and regular part-time Graduate Assistants in the Theology Department, all other employees, guards, professional employees and supervisors as defined by the Act.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
 § Includes Postdoctoral Scholars ▲ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
	Southern Illinois University – Edwardsville	<u>Included:</u> All graduate students employed by Southern Illinois University-Edwardsville at teaching assistants. <u>Excluded:</u> All general assistants who do not hold teaching assistantships, all other graduate assistants who do not hold teaching assistantships, all other employees employed by Southern Illinois University-Edwardsville, and all supervisory, managerial, confidential, or short-term employees, as defined in Section 2 of the Illinois Educational Labor Relations Act.
	^ ‡ University of Chicago	<u>Included:</u> All hourly paid student employees of the University of Chicago Libraries, including students employed at the Joseph Regenstein Library, the Joe and Rika Mansueto Library, Eckhart Library, John Crerar Library, D'Angelo Law Library, and the Social Services Administration Library. <u>Excluded:</u> All employees represented by other labor organizations and covered by other collective-bargaining agreements, temporary employees, managerial employees, guards, and professional employees and supervisors as defined in the National Labor Relations Act.
MA	^ Brandeis University	<u>Included:</u> Graduate Assistants must both be: A. Currently be in pursuit of a PhD at the University; and B. Provide instructional services, whether as: 1) Teaching Assistants; 2) Teaching Fellows. <u>Excluded:</u> A. All masters students; B. All graduate students in the Rabb School of Continuing Studies; C. Graduate students receiving University Prize instructorships; and D. All other employees, managers, confidential employees, guards and supervisors as defined in the Act.
	^ Harvard University	<u>Included:</u> All students enrolled in Harvard degree programs employed by Harvard University who provide instructional services at Harvard University, including graduate and undergraduate Teaching Fellows (teaching assistants, teaching fellows, course assistants) and all students enrolled in Harvard degree programs (other than undergraduate students at Harvard College) employed by Harvard University who serve as Research Assistants (regardless of funding sources, including those compensated through Training Grants). This bargaining unit includes students employed by Harvard University and enrolled in the Harvard Graduate School of Arts and Sciences, Harvard Business School, the Division of Continuing Education, Harvard Graduate School of Design, Harvard Graduate School of Education, the Harvard John A. Paulson School of Engineering and Applied Sciences, the John F. Kennedy School of Government at Harvard University, Harvard Law School, Harvard Divinity School, Harvard Medical School, the Harvard T.H. Chan School of Public Health, and Harvard College. <u>Excluded:</u> All undergraduate students serving as research assistants and all other employees, guards and supervisors as defined in the Act.
	^ Tufts University	<u>Included:</u> All Ph.D students enrolled and working in the Graduate School of Arts and Sciences who provide instructional or research services, whether as a Teaching Assistant, a Graduate Instructor, or a Research Assistant as a condition of receiving a stipend. <u>Excluded:</u> All undergraduate students; all post-baccalaureate students who work or provide services outside of the Graduate School of Arts and Sciences; students who are compensated on an hourly basis, who have no current work or service obligations, or who work only in the Experimental College or Summer School; all other faculty; all other employees, managers, confidential employees, guard and supervisors as defined in the Act.

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars ▲ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
NY	^ Columbia University	<p><u>Included:</u> All student employees who provide instructional services, including graduate and undergraduate Teaching Assistants (Teaching Assistants, Teaching Fellows, Preceptors, Course Assistants, Readers and Graders), All Graduate Research Assistants (including those compensated through Training Grants) and All Departmental Research Assistants employed by the Employer at all of its facilities, including Morningside Heights, Health Sciences, Lamont-Doherty and Nevis facilities.</p> <p><u>Excluded:</u> All other employees, guards and supervisors as defined in the Act.</p>
	^ New School	<p><u>Included:</u> All student employees who provide teaching, instructionally-related or research services, including Teaching Assistants (Course Assistants, Teaching Assistants, Teaching Fellows, Student Assistants 3 at the Parsons School, and Tutors) and Research Assistants (Research Assistants and Research Associates).</p> <p><u>Excluded:</u> All others employed by the University, including Student Assistants 3 at schools other than Parsons, guards, and supervisors as defined in the National Labor Relations Act.</p>
	^ New York University	<p><u>Included:</u> All graduate students who teach classes including those enrolled in Ph.D. programs and those enrolled in Master's degree programs; graduate assistants; research assistants, who are employed by the Employer.</p> <p><u>Excluded:</u> All other employees, graduate employees enrolled in Ph.D. programs beyond the 7th year who are classified as adjuncts, graders and tutors, graduate assistants at the School of Medicine, candidates for the Master of Business Administration degree in the University's Stern School of Business, research assistants at Polytechnic Institute, research assistants in the Biology, Chemistry, Neural Science, Physics, Mathematics, Computer Science and Psychology departments, guards and supervisors as defined in the National Labor Relations Act.</p>
OR	Oregon Health and Science University	<p><u>Included:</u> All OHSU graduate students seeking PhD degrees who receive stipends.</p> <p><u>Excluded:</u> Supervisors, confidential employees, and managerial employees.</p>
	Portland State University	<p><u>Included:</u> All Graduate Assistants employed by Portland State University, including Graduate Administrative Assistants, Graduate Research Assistants, and Graduate Teaching Assistants.</p> <p><u>Excluded:</u> Supervisory and confidential employees.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars ▲ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
RI	^ Brown University	<p><u>Included</u>: All University Ph.D. students who are: (i) matriculated in a Graduate School doctoral degree program and who have a commitment from the University for a Stipend over a set period of years; and (ii) a component of receiving the Stipend is that in certain semesters these doctoral students will provide research or instructional services as duly appointed Teaching Assistants (“TA”), Teaching Fellows (“TF”), Research Assistants (“RA”) and Proctors (collectively “Graduate Student Employees”); and (iii) during the semester(s) for which their TA, TF, RA or Proctor semester-length appointment is in effect. All University Masters students who are: (i) matriculated in a Graduate School master’s degree program; and (ii) as a component of receiving financial support for their degree program provide research or instructional services as duly appointed Teaching Assistants (“TA”), Research Assistants (“RA”) and Proctors (collectively “Graduate Student Employees”); and (iii) during the semester(s) for which their TA, RA or Proctor semester-length appointment is in effect. Graduate Student Employees (TA, TF, RA or Proctor) will be included in the bargaining unit only during those specific semesters during which the Graduate Student Employee performs duties in satisfaction of his/her/their Graduate Student Employee appointment as a TA, TF, RA or Proctor consistent with his/her/their Stipend or financial support.</p> <p><u>Excluded</u>: Teaching Assistants, Teaching Fellows, Research Assistants, or Proctors who are supervisors, managerial employees, confidential employees; graduate students receiving fellowship stipend support where additional work performing research or instructional services are not a condition of receiving a stipend, unless such work entails a semester-length appointment as a TA, TF, RA, or Proctor with an average workload of twenty (20) hours per week as part of their assigned position; Ph.D. students receiving an institutional training grant from external funding agencies where the purpose of the grant is to support student academic training and the external funding agency determines the terms and conditions of the grant; all undergraduate students; students who are compensated on an hourly basis; all other faculty; and all other employees.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

**TABLE 6: ADDENDUM to 2012 DIRECTORY: ADDITIONAL BARGAINING UNITS
CREATED PRIOR TO 2013**

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Certification Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
DC	^ American University	4	1	SEIU Local 500	1,673	PT NTT	Certification	Feb. 2012	May 2013	Aug. 2021
MI	Kalamazoo Valley Community College	2	1	AFT Local 2412/MFT	312	PT NTT	Certification	Jun. 2012	Nov. 2014	Aug. 2021
MO	^ ‡ Δ Webster University	4	1	AFM Local 2-197	38	PT NTT	Certification	Jan. 2012		
MT	Montana State University	4	1	NEA/AFT/ MEA-MFT/ MFPE/GEO	587	GSE	Certification	Dec. 2012	Dec. 2014	Jun. 2023
NH	Plymouth State University	4	1	SEIU Local 1984/ SEA	126	PT NTT	Certification	Jan. 2012	Dec. 2013	Jun. 2021
NJ	Bergen Community College	2	1	AFT Local 2222/UAFNJ	639	PT NTT	Card Check	Mar. 2012	May 2015	Jun. 2019
NY	^ Bryant & Stratton College	2	1	UAW Local 55	17	FT NTT	Certification	Dec. 2011	Dec. 2012	Dec. 2020
	^ Manhattanville College	4	1	AFT/NEA/ NYSUT Local 7997/UAFTM	451	PT NTT	Certification	Mar. 2011	Oct. 2015	Jun. 2019
	‡ Mohawk Valley Community College	2	1	AFT/NEA/ NYSUT/ MVCCAPA	369	PT NTT	Card Check	Sep. 2012	Dec. 2015	Aug. 2020
	^ Research Foundation of CUNY ¹		3							
	‡ § Unit 1:			AFT Local 2334/ NEA/ AAUP/ NYSUT/ PSC	60	FT-PT NTT, GSE, Postdoctoral Scholars and Academic Researchers	Certification	Oct. 2007	Jun. 2011	Jun. 2021

1 The units at this institution also include postdoctoral scholars and academic researchers (see Table 4) as well as other non-instructional staff. The unit sizes here only include the number of part-time tenure track faculty and graduate student employees in this unit. The number of academic researchers have been provided directly by the institution itself.

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	Unit Size	Unit Type	Certification Type	Current Agent Recognized	Initial CBA Ratified	Current CBA Expires
	‡ § Unit 2:			AFT Local 2334/NEA/AAUP/NYSUT/PSC	20	FT-PT NTT GSE	Certification	Mar. 2004	Jun. 2011	Jun. 2021
	‡ § Unit 3:			AFT Local 2334/NEA/AAUP/NYSUT/PSC	6	FT-PT NTT GSE	Certification	Feb. 2005	Jun. 2011	Jun. 2021
	^ Research Foundation of SUNY		1	CWA Local 1104/GSEU	714	GSE	Certification	Dec. 2008	Apr. 2011	Jul. 2019
	^ St. Francis College	4	1	AFT/NEA/ NYSUT Local 7965/ SFCAFU	232	PT NTT	Certification	Mar. 2010	May 2013	Jul. 2016
OR	* † Umpqua Community College	2	1	NEA/OEA/ UCCPFA	178	PT NTT	Card Check	Aug. 2012	Aug. 2013	Aug. 2022
	† § University of Oregon	4	1	AAUP/AFT Local 3209/UAUO	1,864	FT-PT TTT-NTT	Card Check	Apr. 2012	Oct. 2013	Jun. 2021

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

TABLE 6A: COMPOSITION OF ADDITIONAL BARGAINING UNITS CREATED PRIOR TO 2013

State	Institution and Units	Unit Description
DC	^ American University	<p><u>Included:</u> All adjunct faculty employed by the University in Washington, D.C., teaching at least one credit bearing class or lesson.</p> <p><u>Excluded:</u> All other employees, full-time faculty, lab assistants, degree-seeking students of the University including those with adjunct appointments, full-time staff whose adjunct teaching is not compensated additionally for teaching, administrators who have teaching responsibilities, managers, guards, and supervisors as defined by the National Labor Relations Act.</p>
MI	Kalamazoo Valley Community College	<p><u>Included:</u> All employees appointed by KVCC as part-time Adjunct faculty holding an appointment(s) greater than or equal to one (1) credit hour in the current semester at KVCC, engaged in any of the following teaching/instructional duties: Course development, including class assignment schedule preparation, in-class teaching/lecturing (and preparation therefore), on line instruction (and preparation therefore), grading/student evaluation, office hours, or advising.</p> <p><u>Excluded:</u> Those enrolled as students at KVCC, unless they possess an appropriate degree in the subject they teach; employees in the following classification: lab assistants (including computer lab assistants, wind turbine lab assistants); lab coordinators; models; tutors; police academy paraprofessionals; special assignment staff/interns (including lab assistants, corrections academy and HVAC); hourly paid (not paid on a credit-hour basis) clinicians and others filling instructional roles at KVCC (e.g. EMT, Fire Science and Police Academy programs); full-time KVCC employees whose primary non-teaching/instructional position involves ancillary instructional duties for which the employee receives no additional compensation; volunteers and others who engage in teaching/ instructional duties but receive no monetary compensation; those who teach/instruct, because they hold non-KVCC positions as Fire Chief, Assistant/Deputy Fire Chief, Police Chief, Assistant/Deputy Police Chief; advisors, coaches, coordinators, managers/supervisors, confidential employees; employee represented by the Kalamazoo Valley Community College Faculty Association (“KVCCFA”); all other employees.</p>
MO	^ ‡ Δ Webster University	<p><u>Included:</u> All adjunct faculty and free-lance musicians employed by the Employer in St. Louis, Missouri, who perform in the Webster University Symphony Orchestra.</p> <p><u>Excluded:</u> All students, volunteers, full-time faculty, conductor, office clerical employees, other professional employees, guards, and supervisors as defined in the Act.</p>
MT	Montana State University	<p><u>Included:</u> All graduate teaching assistants (GTA’s), graduate research assistants (GRA’s).</p> <p><u>Excluded:</u> Professional Engineers (PE), Engineer Interns/InTraining (EIT), supervisory-management-administration, faculty (full-time and adjunct), and classified employees”. In addition to that definition the Employer voluntarily agrees that graduate student assistants (GSA’s) are part of this unit.</p>
NH	Plymouth State University	<p><u>Included:</u> All undergraduate Teaching Lecturers who are employed at the University and who have taught at least five (5) semesters in the last five (5) years, or who have currently begun their fifth semester of teaching and have taught four (4) semesters in the last five years.</p> <p><u>Excluded:</u> All other Teaching Lecturers, all full time employees, all research faculty, all graduate assistants, all student teaching supervisors, all performance studies instructors and all other supervisors, managers and confidential employees, as more accurately described in PELRB Decision #2012-006, dated January 5, 2012.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
 § Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
NJ	Bergen Community College	<p><u>Included:</u> All adjunct faculty employees of Bergen Community College who commenced employment for at least their second semester during a given academic or calendar year, and who express a willingness to be rehired to teach at least one semester during the next succeeding academic or calendar year.</p> <p><u>Excluded:</u> Managerial executives, confidential employees, supervisors within the meaning of the Act; police employees, craft employees, full-time employees and all other employees employed by Bergen Community College.</p>
NY	^ Bryant & Stratton College	<p><u>Included:</u> All full-time faculty employed by the Employer in its Rochester, New York market.</p> <p><u>Excluded:</u> Employees employed exclusively as on-line faculty, part-time faculty, librarians, all other associates, guards, and supervisors, as defined in the National Labor Relations Act.</p>
	^ Manhattanville College	<p><u>Included:</u> All Adjunct Faculty and Part-Time Instructors who teach at least one graduate or undergraduate course, and all non-supervisory employees who teach at least one graduate or undergraduate course in a dual capacity role, and all Part-Time Tutors employed in the Higher Education Learning Program, and/or in the Academic Resource Center.</p> <p><u>Excluded:</u> All other employees, including Full-Time Faculty, Full-Time Clinical Faculty, independent contractors, managerial employees, Full-Time Lecturer/Instructor, casual employees, guards, professional employees (for example, Visiting Scholars or Artists-In-Residence) and supervisors as defined by the National Labor Relations Act.</p>
	‡ Mohawk Valley Community College	<p><u>Included:</u> Adjunct, Administrative Support Specialist, Advisor, Assistant Coach, CCED Coordinator, Coach, Communications Specialist, Ex-Offender Program Counselor, Fitness Center Coach, Fitness Center Staff, Fitness Center Supervisor, Lab Assistant, Librarian, Licensed Mental Health Counselor, Lifeguard, Part Time Professional, Part Time Professional Child Care, Part Time Professional Media, Part Time Program Specialist-CCED, Part Time Teacher, Professional Tutor, Program Specialist, Student Service Specialist, Technical Assistant, Technical Assistant- Events, Technical Assistant - Video, Technical Assistant-Tool Crib, Tutor and University Partners and Transfer Center Assistant.</p> <p><u>Excluded:</u> CCED instructors, all Events positions other than Technical Assistant—Events, and all Student Employees (Work Study and Student Assistant).</p>
	^ Research Foundation of CUNY	
	‡ § Unit 1:	<p><u>Included:</u> All full-time and regular part-time professional and non-professional employees employed by the Research Foundation of the City University of New York at the CUNY Graduate Center.</p> <p><u>Excluded:</u> All confidential employees, managerial employees, guards and supervisors as defined in Section 2(11) of the National Labor Relations Act.</p>
	‡ § Unit 2:	<p><u>Included:</u> All full-time and regular part-time employees, including office clericals, employed by the Research Foundation of the City University of New York at LaGuardia Community College located at Thomson Avenue, Long Island City, New York.</p> <p><u>Excluded:</u> All confidential employees, managerial employees, guards and supervisors as defined in Section 2(11) of the National Labor Relations Act.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars ▲ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
	‡ § Unit 3:	<p><u>Included:</u> All full-time and regular part-time professional and non-professional employees (who work 4 or more hours per week), including office clericals, project associates, case managers, coordinators, counselors, facilitators, instructors/instructional employees, intake specialists, job developers, mentors, tutors, micro-computer specialists, specialists and technicians employed by the Foundation who work at or out of the New York City College of Technology Campus, which is located in Brooklyn, New York as follows: 300 Jay Street (the Atrium Building, the Namm Building, the Pearl Building); 172 Pearl Street (the Environmental Building); 25 Chapel Street (the Howard Building); 55 Johnson Street (the General Building); 285 Jay Street (the Klitgord Building); and 186 Jay Street (Vorhees Hall).</p> <p><u>Excluded:</u> All confidential employees, managerial employees, guards and supervisors as defined in Section 2(11) of the National Labor Relations Act.</p>
	^ Research Foundation of SUNY	<p><u>Included:</u> Research Project Assistants (“RPA”) employed by RF.</p> <p><u>Excluded:</u> All other employees, guards, clerical employees, confidential employees, professional employees.</p>
	^ St. Francis College	<p><u>Included:</u> All adjunct faculty employed by the College out of its facility located at 180 Remsen Street, Brooklyn, New York (the “Bargaining Unit”).</p> <p><u>Excluded:</u> All other employees, including but not limited to, full-time faculty, deans, directors, associate directors, managerial employees, and guards and supervisors as defined in the National Labor Relations Act.</p>
OR	* † Umpqua Community College	<p><u>Included:</u> All faculty employed by the Umpqua Community College (UCC) who teach at least five (5) credit hours or work at least 0.11 FTE over the fall, winter, spring, and summer terms combined, including librarians, faculty chairs, instructional coordinators, and other staff who perform instructional duties.</p> <p><u>Excluded:</u> Full-time faculty (0.68 FTE and above), supervisory employees, confidential employees classified bargaining unit employees, casual employees, and instructors who only teach community education classes.</p>
	† § University of Oregon	<p><u>Included:</u> All full time and part time research and instructional faculty employed by the University, which includes tenure-related faculty, non-tenure-track faculty, adjunct faculty, post retired or emeritus faculty, library faculty, and officers of research, including research assistants, research associates, and post-doctoral scholars.</p> <p><u>Excluded:</u> (1) All supervisors, including but not limited to the President, the Provost, Vice Presidents, Vice Provosts, Associate Vice Provosts, Assistant Vice Provosts, Deans, Associate Deans, Assistant Deans and Department Heads; (2) all Law School faculty, and (3) all confidential employees.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

TABLE 7: INSTITUTIONAL CLOSINGS, DECERTIFICATIONS, DISAFFILIATIONS, AND NEW BARGAINING AGENTS

State	Institution	2/4 Yr Instit.	Current Bargaining Agent / Affiliation	Prior Bargaining Agent / Affiliation	Unit Size	Unit Type	Current Agent Recognized	Former Agent Recognized	Institution Closing Year	Decertification / Disaffiliation Year
CA	‡‡ Wyotech, Corinthian Colleges Inc.	2	N/A	IAM	20	FT-PT NIT		2014	2015	
IL	†† Columbia College Chicago	4	AFT	NEA	1200 *	PT NIT	2019	1998		2019
MD	‡‡ National Labor College	4	N/A	CWA	20 *	FT TIT		1968	2014	
	‡‡ National Labor College	4	N/A	AFT	35 *	PT NIT		2008	2014	
MI	†† Macomb College Community ^{2*}	2	AFT	NEA	347	PT NIT	2012	2003		2012
MO	Webster University ^{3*}	4	N/A	AFM	38	PT NIT		2012		2012
MT	# Montana State University	4	N/A	AFT-NEA	403	FT TIT		2009		2013
NH	†† Community College System of New Hampshire ^{4*}	2	IBEW	SEIU	249	FT NIT	2017	2011		2017
NY	‡‡ Culinary Academy of New York Star Career Academy	2	N/A	AFT-NEA	54	FT-PT NIT		2014	2016	
	‡‡ Dowling College	4	N/A	AFT-NEA	120 *	FT TIT		2006	2016	
	‡‡ Micropower Career Institute	2	N/A	AFT-NEA	38	FT-PT NIT		2014	2014	
OH	Chancellor University	4	N/A	AFT	18 *	FT TIT		1975	2013	
VT	‡‡ Burlington College	4	N/A	SEIU	46	PT NIT		2014	2016	

* Indicates unit size was taken from 2012 *Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education*.

- 2 Unit disaffiliated with the Michigan Education Association, National Education Association and reaffiliated with the Association of Adjunct Faculty of Macomb Community College, American Federation of Teachers Local 6533.
- 3 Unit disbanded following the closure of the Webster University Symphony Orchestra.
- 4 Following unit fragmentation in 2014, full-time non-tenure track faculty at the Community College System of New Hampshire decertified Service Employees International Union Local 1984 and reaffiliated with the New Hampshire Higher Education Union, International Brotherhood of Electrical Workers Local 2320.

Notes || Unit Disbanded # Unit Decertified †† Unit Reaffiliation Following Disaffiliation ‡‡ Unit Disbanded Following Institution Closure

TABLE 8: UNIT MERGERS, ACCRETIONS, CLARIFICATIONS AND FRAGMENTATIONS, 2013-2019

State	Institution and Units	2/4 Yr Instit.	Units	Bargaining Agent / Affiliation	New Unit Size	Unit Type	Merger, Accretion, or Fragmentation	New Agent Recognized	Initial CBA Ratified	Current CBA Expires
IL	University of Illinois at Chicago	4	2							
	Unit 1:			UICUF Local 6456/ IFT/AFT/AAUP	714	FT TTT	Fragmentation	Jun. 2012	Apr. 2014	Aug. 2022
	Unit 2:			UICUF Local 6456/ IFT/AFT/AAUP	392	FT NTT	Fragmentation	Jun. 2012	Apr. 2014	Aug. 2022
MA	^ Boston University	4	1	SEIU Local 509	832	PT NTT	Merger	Jun. 2016	Jun. 2016	Aug. 2023
	^ Northeastern University	4	1	SEIU Local 509	1040	PT NTT	Merger	Feb. 2016	Feb. 2016	Jun. 2019
NH	Community College System of New Hampshire	2	1	SEIU Local 1984/ SEA	299	FT NTT	Fragmentation	Jun. 2014	Dec. 2017	Jun. 2021
	* † Keene State College	4	1	NEA/NEA-NH/ KSCEA	108 ⁵	FT TTT-NTT	Accretion	Aug. 2013	Jul. 2015	Jun. 2020
NY	^ Ithaca College	4	1	SEIU Local 200United	369	FT-PT NTT	Merger	Apr. 2017	Apr. 2017	May 2020
	^ New York University	4	1	UAW Local 7902/ ACT	2877 ⁶	PT NTT	Merger	Apr. 2017	Apr. 2017	Aug. 2022
OR	Oregon State University	4	1	AFT Local 6069/ CGE	1505 ⁷	GSE	Accretion	Mar. 2013	Oct. 2014	Jun. 2020
PA	† ‡ Temple University	4	1	AFT Local 4531/ AFTPA/TAUP	1303 ⁸	FT TTT-NTT	Removed from Unit	Apr. 2015		
	† ‡ Temple University	4	1	AFT Local 4531/ AFTPA/TAUP	2703 ⁹	FT-PT TTT-NTT	Accretion	Dec. 2015	Oct. 2017	Oct. 2023
	Community College of Allegheny County	2	1	AFT Local 2067	1143 ¹⁰	PT NTT	Accretion	Jul. 2015	May 2016	Jun. 2019

- 5 Accretion added clinical faculty and artist in residence positions to the existing unit of full-time faculty, librarians, and department chairs. New unit size is the sum of the accreted positions (8) and the size of the full-time tenure track faculty unit at Keene State College from the *2012 Directory* (100).
- 6 Merger added part-time non-tenure track faculty at New York University, Tandon School of Engineering. New unit size is the sum of the new unit at New York University, Tandon School of Engineering in Table 2 (127) and the size of the part-time non-tenure track faculty unit at New York University from the *2012 Directory* (2750).
- 7 Accretion added unrepresented graduate research and teaching assistants to the existing unit of graduate assistants. New unit size is the sum of the accreted positions (767) and the size of the graduate student employee unit at Oregon State University from the *2012 Directory* (738).
- 8 New unit size is the difference between the size of the full-time tenure and non-tenure track unit at Temple University from the *2012 Directory* (1370) and the 67 department chairs that were removed from the unit.
- 9 New unit size is the sum of the Temple University full-time tenure and non-tenure track unit from the *2012 Directory* (1370), minus the 67 department chairs removed from the unit, plus the 1400 new part-time non-tenure track faculty added to the unit by accretion.
- 10 Accretion added part-time non-tenure track faculty to the existing unit of full-time part-time tenure and non-tenure track faculty. New unit size is the sum of the accreted positions (802) and the size of the full-time part-time tenure and non-tenure track faculty unit at Community College of Allegheny County from the *2012 Directory* (341).

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
 § Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

TABLE 8A: COMPOSITION OF UNIT MERGERS, ACCRETIONS, CLARIFICATIONS, AND FRAGMENTATIONS, 2013-2019

State	Institution and Units	Unit Description
IL	University of Illinois at Chicago	<p>Unit 1: <u>Included</u>: All full-time (i.e. employees who have .51 or greater appointment as a faculty member) tenured or tenure-track faculty.</p> <p><u>Excluded</u>: All faculty members of the College of Pharmacy, the College of Medicine, and the College of Dentistry. All supervisors, managerial and confidential employees as defined under the Illinois Educational Labor Relations Act.</p> <p>Unit 2: <u>Included</u>: All full-time (i.e. employees who have 0.51 or greater appointment as a faculty member) non-tenure track faculty.</p> <p><u>Excluded</u>: All faculty members of the College of Pharmacy, the College of Medicine, and the College of Dentistry. All supervisors, managerial and confidential employees as defined under the Illinois Educational Labor Relations Act.</p>
MA	^ Boston University	<p><u>Included</u>: All part-time graduate and undergraduate faculty (adjuncts, parttime lecturers, lecturers, part-time instructors, or instructors) employed by Boston University at its Massachusetts campuses to teach at least one credit bearing course (including hybrid and blended courses) in a degree-granting program, and who are compensated on a per course or per hour basis and all parttime lecturers actively employed by Boston University at its Center for English Language & Orientation Program (CELOP).</p> <p><u>Excluded</u>: All tenured or tenure track faculty; full-time faculty; visiting or contract faculty; School of Medicine faculty (except Division of Graduate Medical Sciences); School of Dental Medicine faculty; deans, provosts, administrators, program coordinators, program directors, department chairs, graduate assistants, graduate students who teach only courses pursuant to a stipend, athletic coaches and faculty who teach only online, courses at non-Massachusetts campuses, non-degree granting courses (with the exception of part-time lecturers actively employed at CELOP), and/or courses as a teaching supervisor; all other employees employed by the University, including all other part-time employees employed in other programs and areas of instruction at Boston University, and including those who teach a class or course and are separately compensated for such teaching; and managers, confidential employees, guards, and supervisors as denied by the Act.</p>
	^ Northeastern University	<p><u>Included</u>: All part-time graduate and undergraduate faculty (adjunct, lecturers or instructors) employed by Northeastern University to teach at least one credit bearing course in a degree granting program at Northeastern University's campuses located at 360 Huntington Avenue, Boston, Massachusetts and 89 Broad Street, Boston, Massachusetts (together, "the Boston Campuses"), including hybrid and blended courses, who are compensated on a per course basis, and all part-time faculty (adjunct, lecturers or instructors) employed by Northeastern University who are compensated on a per course basis to teach at least one course in the Law School or in a pre-matriculation and/or nondegree granting program within the College of Professional Studies in Global Pathways, NU Global, Foundation Year, United States Pathways Program and/or American Classroom, at the Boston Campuses (hereinafter referred to as "employees," "faculty," or "faculty members"), except those referred to in Section 2 below.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
 § Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
		<p><u>Excluded:</u> Graduate assistants, graduate students, research assistants and all University employees not specifically referenced in Section 1 above, including, but not limited to, all tenured or tenure track faculty, visiting or contract faculty, faculty who teach only online courses, or courses at any Northeastern University campus other than the Boston Campuses, and all other employees, whether or not they have teaching as part of or in addition to any other of their responsibilities including, deans, provosts, professionals and non-professional employees, administrators, department chairs, clinical fellows, teaching fellows, athletic coaches, academic advisors, maintenance employees, clerical employees, clinical nurses whose primary duties are performed away from the Boston Campuses, managers, confidential employees, guards and supervisors as defined by the National Labor Relations Act.</p>
NH	Community College System of New Hampshire	<p><u>Included:</u> Community College Instructor, Community College Assistant Professor, Community College Associate Professor, and Community College Professor.</p> <p><u>Excluded:</u> All positions listed in the Certification of Representative and Order to Negotiate, PELRB Decision No. 2011-074; all positions listed in the Certification of Representative and Order to Negotiate, PELRB Decision No. 2010-21 O; and supervisory and other positions excluded as a matter of law.</p>
	* † Keene State College	<p><u>Included:</u> All fulltime academic faculty, librarians, department chairs, clinical faculty, and artist in residence.</p>
NY	^ Ithaca College	<p><u>Part-Time</u></p> <p><u>Included:</u> All part-time faculty employed by the College at its Ithaca, New York campus including but limited to faculty in the titles of Lecturer or Adjunct.</p> <p><u>Excluded:</u> Managerial employees, confidential employees, guards and supervisors as defined by the National Labor Relations Act, and all other employees including full-time faculty (term appointments, tenure eligible notice appointments, non-tenure eligible appointments, and continuous appointments), faculty who teach courses at locations other than the Ithaca, New York campus, deans, provosts, department chairs, coaches, and employees who teach as part of their other employment responsibilities for the College (hereinafter the “part time or adjunct bargaining unit employees”).</p> <p><u>Full-Time</u></p> <p><u>Included:</u> All full-time non-tenured and non-tenure track, limited-term faculty teaching with “Term” appointments.</p> <p><u>Excluded:</u> Managerial Employees, confidential employees, guards, and supervisors as defined by the Act and full-time staff, tenured and tenure track faculty, full-time non-tenured and non-tenure track faculty teaching with “Notice” appointments, deans, (including associate and assistant deans), provosts, and department chairs and all other employees.</p>
	^ New York University	<p><u>Included:</u> All adjunct or part-time faculty employed by the Employer who provide at least a total of forty (40) contact hours of instruction in one or more courses in an Academic Year (September 1 -August 31), or at least a total of 75 contact hours of individual instruction or tutoring during a semester, including faculty in positions currently designated under Code 112 and any equivalent or successor code to which such faculty may be appointed in the future.</p> <p><u>Excluded:</u> All full-time faculty (tenured, tenure-track and non-tenure track).</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars Δ Institution Closed or Unit Disbanded

State	Institution and Units	Unit Description
OR	Oregon State University	<p><u>Included:</u> All full-time non-tenured and non-tenure track, limited-term faculty teaching with “Term” appointments.</p> <p><u>Excluded:</u> Managerial Employees, confidential employees, guards, and supervisors as defined by the Act and full-time staff, tenured and tenure track faculty, full-time non-tenured and non-tenure track faculty teaching with “Notice” appointments, deans, (including associate and assistant deans), provosts, and department chairs and all other employees.</p>
PA	† ‡ Temple University	<p><u>Included:</u> All full-time faculty, employed at Temple University, full-time professional librarians on the Charles Library budget or in other colleges and schools included in the bargaining unit, and non-faculty academic professionals as defined in Article 19 of this Agreement. An academic professional is a full-time employee of the university whose work is necessary or adjunct to the teaching of students or to research functions of the university.</p> <p><u>Excluded:</u> Deans, Associate Deans, Assistant Deans, members of the faculty as well as librarians and support professionals serving outside the continental United States, the School of 2 Medicine, the James E. Beasley School of Law, the School of Dentistry and Hospital of Temple University, and the School of Podiatric Medicine of Temple University, and all other non-faculty and professional employees, including teaching associates and graduate assistants, computer activity personnel and management, supervisors, and first-level supervisors and confidential employees as defined in Act 195.</p>
	Community College of Allegheny County	<p><u>Included:</u> Individuals employed by the College who are: (1) employed on a part-time, contingent basis (scheduled for less than a 15 credit or credit course load in any semester); and (2) responsible for providing instruction for courses that are eligible for an award of credit toward or as a pre-requisite of a recognized degree or certificate program at the College.</p> <p><u>Excluded:</u> Administrative, managerial and supervisory employees, including but not limited to all presidents, provosts, executive vice presidents, vice presidents, campus presidents, chief executive officers, deans, associate or assistant deans, executive directors, directors, assistant directors, confidential employees, and all other management and first level supervisory employees as defined in Act 195; individuals who supervise or provide preceptor services at clinical sites or who are otherwise employed by a third party; instructors in non-credit community education or non-credit workforce development programs; and individuals hired to and working solely in the capacity of tutors or facilitators in the College’s Learning Commons, Learning Assistance Centers and/or Math Café’s.</p>

^ Private Institution * Includes Department Chairs † Includes Librarians ‡ Includes Other Professional Titles
§ Includes Postdoctoral Scholars ▲ Institution Closed or Unit Disbanded