

Increasing Job Security for Non-Tenure-Track Faculty

In addition to providing highly competitive pay, Loyola is committed to providing greater job security to both full- and part-time non-tenure-track (NTT) faculty.

Here are the facts about Loyola's proposals around appointments and reappointments.

FACT: Loyola has proposed **longer appointments** for both full-time and part-time unionized faculty.

- **For full-time NTT faculty:** Loyola proposed that the initial appointment be a two-year appointment rather than a one-year appointment, and that the normal reappointment be three years. After two of these consecutive three-year appointments, these faculty shall be eligible for a five-year appointment.
- **For part-time NTT faculty:** Loyola proposed that the initial appointment be a semester. After being employed by the University to teach four semesters, part-time faculty members would be eligible for a one-year appointment.

FACT

Loyola proposed a **new status for part-time NTT called "Adjunct Instructors,"** which would come with a two-year appointment and a pay raise. This would be available to part-time faculty with five years of continuous service to Loyola and a record of high-quality teaching.

FACT

Loyola **proposed capping the number of one-year appointments for full-time temporary faculty,** and transitioning a number of temporary, full-time positions into full-time renewable positions.

FACT

Loyola agreed to **guarantee on-campus interviews** to qualified full-time temporary and part-time unionized faculty during searches to fill open full-time NTT positions in the College of Arts and Sciences.

FACT: At our last bargaining session, Loyola proposed **reducing the reasons for non-reappointment** by three.

- All instances of non-reappointment are grievable by the Union.
- However, the **Union continues to propose unrealistic restrictions** on the University's ability to use academic judgement in making faculty appointments and reappointments based on credentials, qualifications, and performance.
- This is a core issue that affects Loyola's ability to control the quality of our students' education. **Our top priority is always to ensure our students receive the best education possible.**
- Loyola's proposed language is found in other SEIU contracts, including at Northeastern University and Washington University.

The next bargaining session for Loyola and SEIU Local 73 is Monday, April 16, and an additional bargaining session has been added on Wednesday, April 18.

For additional information, visit: www.luc.edu/bargaining.



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