

**Rigid rules can limit flexibility under a union contract. Consider how these example scenarios based on UT practices and union contract language might affect you:**

**A faculty colleague who teaches courses at another university requests before the semester starts to teach a course schedule at UT that would accommodate both jobs.**

**At UT...**

Each department chair has the flexibility to work with the faculty to do their best to accommodate scheduling needs. If a faculty colleague is teaching courses at both UT and HCC, for example, and needs to make sure their schedules don't overlap, UT has the flexibility to work with the colleague's schedule.

**With a union...**

We would have to follow the union contract, which could stipulate that courses need to be assigned to faculty based on seniority. If it did, this would mean UT would not be permitted to make schedule adjustments or assign courses based on individual needs each semester. If we can't accommodate our faculty's scheduling needs, they may not want to teach at UT.

**A faculty colleague who works a full-time, 9-5 job requests to teach evening courses so that s/he can maintain their responsibilities at their other job.**

**At UT...**

If a faculty colleague is working a 9-5, full-time job and wants to teach an evening class, each department chair has the flexibility to work with the colleague's schedule to best accommodate their needs.

**With a union...**

A union contract could stipulate that faculty in the bargaining unit can't teach evening courses. If a faculty colleague is working a full-time job, an evening class may be the best option for him/her. A union contract is one-size-fits-all, and we wouldn't be permitted to accommodate individual needs.

**An instructional faculty colleague wants to further engage in shared governance, such as serving on the Faculty Senate, standing committees, etc.**

**At UT...**

A great emphasis is placed on the role of shared governance in creating faculty policies and resolving university issues. Faculty colleagues are encouraged to participate in shared governance and contribute to the growth and success of the University.

**With a union...**

A union contract could stipulate that faculty in the bargaining unit would not be legally permitted to participate in shared governance responsibilities, such as the Faculty Senate, faculty search committees, etc., if deemed to be managerial. In that case, only tenured and tenure-track faculty would be permitted to serve in these roles, with a union at UT.

# How Could Things Change if SEIU Represented UT Faculty?

**Instructional faculty colleagues are eligible for the same raise pools as tenured and tenure-track faculty.**

## At UT...

Faculty colleagues' salaries are regularly reviewed and adjustments are made, when appropriate, to remain competitive. Full-time instructional faculty are not differentiated from full-time tenured faculty in terms of raise pools.

## With a union...

A union contract could stipulate that faculty in the bargaining unit cannot be eligible for the same raise pools as tenured and tenure-track faculty. If so, we would have to treat full-time instructional faculty differently than the rest of the full-time faculty, if they were part of the bargaining unit.

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**A faculty colleague is seeking an internal grant for support of a research project.**

## At UT...

Instructional faculty are eligible for the same internal grants and other faculty development support as tenured and tenure-track faculty, and are encouraged to seek this support when needed.

## With a union...

This type of support may not be outlined in a union contract or may not be provided at the same level received by tenured and tenure-track faculty. With a union contract, any grant assistance provided to faculty in the bargaining unit may have to be cleared by the union.

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**A faculty colleague has a problem at work that s/he needs additional help to resolve.**

## At UT...

Faculty are encouraged to elevate concerns or complaints directly to their department chairs, deans, the faculty senate, and/or the University Administration. Once notified, UT is able to work with faculty to resolve issues and make prescriptive changes and improvements that consider our faculty and our students.

## With a union...

Many union contracts have a lengthy and complicated grievance procedure that could take months to resolve, even for simple issues, and may not account for the unique differences of each department or college. The union also has the authority to decide whether or not to help faculty resolve their issues, not the university.

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**Consider This:** One of the exceptional things about UT is that the department chairs and deans have the flexibility to work with faculty to accommodate individual needs and improve matters within the departments and colleges. UT doesn't take a one size fits all approach to faculty scheduling, department or college issues, or university governance. If you look at union contracts at other universities, there are a lot of restrictions on things like how classes get scheduled, how faculty get promoted, how faculty are hired and retained, and more. How could the rules of a union contract affect you?