



## FACULTY UNIONS ENHANCE THE FACULTY VOICE SHARED GOVERNANCE AND COLLECTIVE BARGAINING

The Campus Faculty Association strongly supports our shared governance system. Now we seek to strengthen and expand the faculty voice through collective bargaining. Below, we summarize the complementary and mutually reinforcing roles of academic senates and faculty unions.

SHARED GOVERNANCE	COLLECTIVE BARGAINING
<p>Academic senate recommends educational policies.*</p> <p>Academic senate formulates policies subject to approval from administration and board of trustees.</p> <p>Elected and jointly- appointed representatives participate in shared governance through the senate and through college and departmental committees.</p> <p>Academic senate and its committees recommend policy on matters such as admissions, curricula, grading, program creation or elimination, and graduation requirements.</p> <p>Academic senate may recommend personnel policies.</p> <p>Administration may reject senate recommendations on matters involving academic judgments; these decisions may be appealed but the board of trustees has the final authority.</p>	<p>Faculty union negotiates terms and conditions of employment.*</p> <p>Faculty union negotiates mutually binding agreements with representatives of board of trustees.</p> <p>Faculty union members participate in shaping faculty union policies through departmental representatives, union committees, elections, and ratification votes.</p> <p>Faculty unions negotiate over salary pools, benefits, leaves, and professional responsibilities.</p> <p>Faculty unions may negotiate procedures for dealing with personnel issues, and ensure fair application of these procedures.</p> <p>Administrative violations of negotiated terms and conditions of employment (but not matters of academic judgment) may be grieved and resolved by binding arbitration.</p>

\* All Senate recommendations on educational policy are subject to Board approval (University Statutes, Article II) and the Board may over-ride its own policies (Article XIII, Section 7). Terms and conditions of employment are expressly reserved to the President and the Board of Trustees (Article I, Section 6), whereas under collective bargaining, negotiated terms and conditions of employment would be mutually legally binding.

For more information on our research and to connect with the CFA:

[www.cfaillinois.org](http://www.cfaillinois.org) | [www.facebook.com/CampusFacultyAssociation](https://www.facebook.com/CampusFacultyAssociation) | [campusfacultyassoc@gmail.com](mailto:campusfacultyassoc@gmail.com)