

## OHIO FACULTY COUNCIL RESOLUTION IN SUPPORT OF HOUSE BILL 365, EXTENDING COLLECTIVE BARGAINING RIGHTS TO PART-TIME HIGHER EDUCATION FACULTY AND GRADUATE ASSISTANTS

Whereas: Part-time faculty (adjunct professors and graduate assistants) are the fastest growing category of instructional personnel in higher education, making up over 40% of all instructional personnel and teaching over half of all courses and student credit hours in many Ohio colleges and universities;

Whereas: These personnel are not covered by tenure rules and therefore have no expectation for continued employment, receive poverty level earnings, and are not provided many employee benefits, such as health insurance and retirement;

Whereas: Lack of tenure protections limits the ability of part-time faculty to exercise the necessary academic freedom in their roles as instructors;

Whereas: Working conditions for part-time faculty, including last minute hiring and class assignments (even after the start of academic terms) and the lack of private office space to prepare class lessons and meet confidentially with students, negatively affects the quality of student education; and

Whereas: In the absence of tenure, collective bargaining provides the legally binding right for part-time faculty to negotiate pay, benefits and working conditions, including the essential exercise of academic freedom;

Therefore, be it resolved: The Ohio Faculty Council endorses HB 365 that extends the right of collective bargaining to all part-time higher education faculty and graduate assistants, and encourages the Ohio House and Senate to pass this legislation, and further encourages the governor to sign this legislation at the earliest possible time.