

The Status of Collective Bargaining in Higher Education in the U.S.

Dr. Daniel J. Julius
Provost and Senior Vice President
New Jersey City University
Research completed as a Visiting Scholar, Center for Studies in
Higher Education, University of California, Berkeley

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Outline of Presentation

- The Industrial Labor Relations context in U.S. Post-Secondary Sector
- Where is Unionization Prevalent
- What the Research Suggests about the Impact of Collective Bargaining in Higher Education
- New Areas of Activity/Growth

The Industrial Labor Relations Context: Predictors of Unions in Higher Education

- **Public vs. Private Sector**
- **Organizational/Institutional Factors**
 - Systems/Size;
 - Transitional issues;
 - Professional autonomy/Control;
 - A changing professoriate;
 - Prestige/Institutional mission;
 - Occupational mobility of graduate students and part-time faculty.

The Industrial Labor Relations Context: Prediction of Unions in Higher Education

- **Environmental Factors**
 - Geographic region;
 - Enabling legislation;
 - Legal environment.
- **Union Transition**

Where is Unionization Prevalent?

Public Sector

- Comprehensive State/University systems;
- Geographic regions sympathetic/accommodating to unionization.

Private Sector

- High prestige institutions with graduate students/non-faculty unions;
- Institutions in transition; a changing professoriate, occupational mobility.

What the Research Suggests About the Impact of Unionization

- Historiography;
- Student-teacher mentor relationship, student experience;
- Conflict resolution mechanisms;
- Compensation/tuition;
- Professionalism;

What the Research Suggests About the Impact of Unionization

- Accreditation;
- Bargaining agent effectiveness/Transition;
- Institutional prestige/Innovation;
- Predictors of success in union-management relationships;

What the Research Suggests about the Impact of Unionization

- Faculty diversity;
- Hiring practices;
- Attributes of success for negotiators;
- How to manage in unionized environments;
- Shared governance;
- Bureaucracy;
- Craft unionization.

New Areas of Activity/Growth

- Graduate Assistants;
- Part-time/adjunct faculty;
- Others (students in residence halls, athletic teams, other than faculty personnel).