

REVIEW OF TENTATIVE
AGREEMENT TERMS

CFAC &
COLUMBIA
COLLEGE
CHICAGO

INFORMATION TO UNION

Art. III Sec. 3:

College to provide a regular budget report, bargaining unit eligibility list, and new adjunct list with all necessary information

EVALUATIONS

Art. IV Sec. 10:

Recognition that primary objective of evaluations is to improve instruction and focus on effective teaching

Appendix III:

The College will provide additional training, as possible, to evaluators regarding effective evaluation techniques and addressing bias in evaluations

GOVERNANCE

Art. IV Sec. 13: ACAFA Newly-created Advisory Council on Adjunct Faculty Affairs

Quarterly ACAFA meetings with Provost on any topic it chooses, and may invite CFO, CIO or other College administrators to attend. All written ACAFA recommendations must be forwarded to College President and Board of Trustees.

Union Steering Committee meets once each semester for two hours with Chair of the Board of Trustees. Union to set agenda, and Chair can add items to agenda

GOVERNANCE

Art. VI Sec. 12: President's Budget Advisory Board

Union retains 3 seats on President's Budget Advisory Board, which will meet three times annually. Advisory Board will be briefed on a draft budget (rather than the final budget) no later than July 31.

Learning Management Systems (“LMS”)

Art. IV Sec. 15:

- No “teacher level” access to course sites beyond instructor of record, Department Chair, and technology administrators
- Chairs cannot make changes to posted material without written consent from instructor of record
- Zoom monitoring of classrooms requires advance notice to instructor
- Chairs may not surveil faculty email communications to students, except where legally required

Schedule and Class Size Changes

Art. IV Sec. 16. A:

Commencing Fall 2024, if College is planning to decrease sections taught by part-time faculty, Provost will convene a meeting with the Union during the week prior to TAF window opening. After the meeting Provost will provide a list of course offers made and Union has 5 days to provide input and feedback. Provost's decision is final.

Schedule and Class Size Changes

Art. IV Sec. 16.B:

Faculty assigned less courses in Spring 2024 than the average taught in Spring 2022 and 2023 combined, will receive a 1-time payment of \$350 per lost credit.

Faculty qualifying for this payment in future semesters (less courses than average of prior 2 years) also qualify for payment, but it can be received only once.

Faculty whose Fall 2023 sections were cancelled on or after August 14, 2023 will receive \$1,000 in lieu of regular course cancellation fee.

Schedule and Class Size Changes

Art. IV Sec. 16.C:

Non-probationary faculty, who taught a total of at least 12 credits in the previous four semesters, and receive no course offers for two consecutive semesters after that, will receive a one-time payment equal to a single course fee.

Class Size Committee

Art. IV Sec. 16.D:

New committee established with 4 Union and 4 administration members, which will ascertain whether

- (i) a proposed change to a registration cap is appropriate; and
- (ii) human, material, or technological support is appropriate for a particular course or section.

The committee may invite students and disciplinary experts, including those who routinely teach the course, for consultation. Committee service includes \$500 stipend.

Class Size Committee

Criteria for class size review:

- course design, content, spatial requirements, safety, and difficulty;
- special instructional needs of students and faculty; adequate technology support;
- adequate human and material resources; reasonable classroom seating capacity;
- availability of necessary equipment;
- fiscal responsibility;
- diversity, equity, and belonging goals;
- availability of necessary facilities, support services, and support staff;
- relevant research concerning class size and student performance; and
- College preparedness level of admitted students

Class Size Committee

Art. IV Sec. 16:

Starting with planning for the Fall 2024 Semester, if the College intends to increase registration caps in existing courses by 25% or more, the department chair will convene a meeting with all part-time faculty who have taught the course within the past four semesters, and a Union representative, to discuss the proposed course. Faculty will discuss necessary changes to course delivery relative to the proposed changes. If, at the conclusion of that department discussion, the Union (with Unit Member input) believes that concerns have not been fully addressed and the planned changes inappropriate, the Union can appeal to the Class Size Committee, which has 14 days to render a consensus recommendation to the Provost.

Class Size Committee

Additional students may be added to a section during registration to accommodate the needs of graduating students with approval by the department chair and (if more than 1 student) the Unit Member teaching the course, which shall not be unreasonably withheld.

New courses may be submitted to the above process by the faculty after a new course has run for two semesters.

Course Adjustment Fees

Art. IV Sec. 16.F:

The baseline for the course adjustment fees is the Fall 2022 Semester for any applicable fall semester situations and the Spring 2023 Semester for any applicable spring semester situations.

Based on the published maximum registration caps when student registration opens, Unit Members will receive one-time adjustment fees when teaching certain larger course sections.

Course Adjustment Fees

First semester taught with an increase:

INCREASE	FEE
25-39%	\$400.00
40-59%	\$600.00
60%+	\$800.00

Next semester taught with an increase:

INCREASE	FEE
25-39%	\$200.00
40-59%	\$300.00
60%+	\$600.00

After the second semester taught with an increase, Unit Members no longer receive adjustment fees.

Course Adjustment Fees

After teaching a course section increased by 25% or more for one or two semesters, Unit Members may request a meeting with their department chair to discuss their teaching experience. If significant issues remain unresolved after the meeting with the department chair, the Unit Member may refer the matter to the Class Size Committee.

Course Adjustment Fees

Total Enrolled Student Rates

Beginning with the Spring 2025 Semester, based on census enrollment as of the add/drop deadline for students, faculty teaching course sections with the following total enrollments will receive the applicable extra course rate:

STUDENTS	EXTRA RATE
40-49	\$200.00
50+	\$275.00

For courses enrolled at more than 40 students following the add/drop deadline, the College shall endeavor to provide additional support and resources if available.

Diversity, Equity & Inclusion

Art. IV Sec. 18:

Union will appoint two representatives on the search committee formed to select a Director of Diversity, Equity & Inclusion

Bargaining Unit employees to be titled “Adjunct Professor of Instruction”

Paid Meetings

Art. VI Sec. 9:

Meeting rate stipend increased to \$110 for meetings up to 2 hours, \$135 if longer.

Stipend no longer paid in advance

Caps on non-unit instructors

Art. VII Sec. 1.C. Graduate Student Instructors

Capped at 58 (from 65)

Art. VII Sec. 11. Teaching Track faculty

Capped at 70 (from 65)

Tiering of Course Selections

Art. VII Sec. 1.E. Guaranteed Course Availability

College guarantees at least 650 course section offers to part-time faculty each fall and 585 course section offers each spring. At least 50 of these section offers reserved for lowest tier, which includes incumbent C Tier (probationary) faculty

If student enrollment reaches 8,000, guarantees are increase 15%.

If student enrollment declines to 5,000, guarantees are decreased 15%

Tiering of Course Selections

Tiering Order for selection of classes:

1. A-prime tier (200+ credits) selects up to 2 sections (with at least 6 credit hours, when possible)
2. A tier (51+ credits) selects up to 2 sections (with at least 6 credit hours, when possible)
3. B tier (33+ credits) selects 1 section (with at least 3 credit hours, when possible)
4. A-prime tier selects 3rd section, if available
5. All tiers, including C tier (less than 33 credits) select available courses

Intellectual Property

Art. VIII Sec. 10:

“The College shall respect the intellectual property rights of the instructor of record. If, as a result of any College employee other than the instructor of record having access to an LMS [Learning Management Systems] course site, the intellectual property of a Unit Member is used without authorization, the College commits to work with the Unit Member and the Union to attempt to resolve the issue.”

Art. XI. Salary Schedule

A. Ratification Bonus

All faculty assigned to teach in Fall 2023 semester (including strikers) receive a 1-time lump sum bonus of \$375 per credit taught in Fall 2023. Faculty assigned courses in Fall 2023 that were cancelled are assigned 3 credits. If no courses were taught in Fall 2023, courses taught in Spring 2024 eligible for bonus. Applicable Dance Technique and Music courses will have “contact hours” counted.

Art. XI. Salary Schedule

B. Course Compensation (retroactive to 9/1/23)

4 Year Agreement

Year 1: 3%

Year 2: 4%

Year 3: 4%

Year 4: 5%

New Tier added for faculty with 250+ credits in Year 2

Art. XI. Salary Schedule

New Salary Chart (per 3-credit course)

TIER	CURRENT	9/1/2023	9/1/2024	9/1/2025	9/1/2026
0-45	\$ 4,818.50	\$ 4,962	\$ 5,161	\$ 5,367	\$ 5,635
46-111	\$ 5,227.50	\$ 5,384	\$ 5,600	\$ 5,824	\$ 6,115
112-139	\$ 5,637.50	\$ 5,807	\$ 6,039	\$ 6,280	\$ 6,595
140-249	\$ 5,740	\$ 5,912	\$ 6,149	\$ 6,395	\$ 6,714
250+		\$ 5,912	\$ 6,272	\$ 6,523	\$ 6,849

Make up pay lost due to strike:

	1 3-credit course	3 3-credit courses
Retro pay	\$ 245	\$ 735
\$375/credit	\$1,125	\$3,375
TOTAL	\$1,365	\$4,110

Art. XII Benefits – Faculty Development Funds

- Faculty eligible for second grant during year after initial \$2,500 grant for independent activity (maximum total: \$5,000)
- Graduate level courses and courses toward a certificate that are relevant to the faculty's discipline are now eligible for reimbursement. Graduate-level courses limited to 1 per year and 2 overall
- Courses offering DEI principles for teaching pedagogy eligible
- Union appoints two members to Development Funds review committee. \$500 stipend
- Prior-incurred expenses eligible for reimbursement if submitted within 30 days
- First time applicants given priority

Art. XII Benefits - ICHRA

New Benefit: Individual Coverage Health Reimbursement Arrangement (ICHRA)

Commencing Fall 2024, College will reimburse \$200,000 annually for eligible employees who purchase individual insurance coverage or have Medicare.

Employees on group plans (usually through spouse or another employer) not eligible. Expect that 45% of bargaining unit employees will be eligible.

Reimbursement amounts to be determined after census to determine eligibility.

[College advises there will be a special ACA sign-up period for first-time participants through the ICHRA]

Art. XII Benefits – Wellness Program

New Benefit: Wellness Program for all employees at no cost. Benefits include:

- Telemedicine consultations and prescriptions
- Patient advocacy on health care bills
- 24/7 Nurseline to speak with a nurse
- Discounts on prescriptions, vision, dental, chiropractic, lab and diagnostic imaging services

NEW SIDE LETTER – DR. KIM LETTER

Dear Diana,

With the college and CFAC having reached an agreement on a new contract, I would like to reaffirm my commitment to working with the Union to identify ways for its representatives to participate in college-wide initiatives and committees and to contribute its perspective on matters related to college governance. We will continue to invite CFAC to serve on strategic planning committees and the president's budget advisory board, and its role in academic governance will expand through the newly formed Advisory Council on Adjunct Faculty Affairs. In addition to CFAC's semi-annual presentations to the Academic Affairs Committee of the Board of Trustees, the Union's steering committee will meet with the Board chair once per semester.

I am also committed to a one faculty approach that, while acknowledging the different teaching, scholarship, and service expectations of tenure-line, teaching track, and adjunct faculty, recognizes that all faculty have an investment in the provision of a quality curriculum for our students. I will work to sustain an inclusive campus environment that affirms the value of the entire faculty's voice on matters of curriculum and governance.

As an initial step, I will meet with CFAC leadership within 60 days to discuss the college's finances and budgetary challenges, the operation of academic affairs, and institutional diversity, equity, and inclusion goals.

I look forward to working with the Union and other internal and external stakeholders to build on the strong history of academic excellence, creative innovation, and community at the college. I remain confident that together we can chart a successful course for Columbia College Chicago in the twenty-first century.

Sincerely,

Dr. Kwang-Wu Kim

NEW SIDE LETTER – COURSE RESTORATION

This Letter Agreement is entered into by the Columbia Faculty Union (CFAC), formerly known as and successor to the Part-time Faculty Association of Columbia (P-fac), (herein “Union”) and Columbia College of Chicago (“College”).

The College has restored at least 50 courses and/or course sections that ran in the Spring 2023 Semester but were not offered (or initially offered) in the Spring 2024 Semester, and have confirmed this information to the Union to its satisfaction, including the following 18 restored courses:

NEW SIDE LETTER – COURSE RESTORATION

- LITR 110: Intro to Poetry
- LITR 120: Intro to Creative Nonfiction
- LITR 160: Intro to Drama
- DSGN 112: Ceramics
- DSGN 113: Jewelry and Objects
- DANC 110: Ballet for Non-Majors
- THEA 113: Feldenkrais
- THEA 302: Physical Approaches
- COMM 203: Social Media Strategy
- PURE 210: Presentation Skills
- CINE 240A: Cinema and Global Media Culture
- CINE 261: Intro to Producing the Commercial
- CINE 440B: Seminar in Cinema, Television, and Media
- TELE 335: Web Series Producer
- JAPN 101: Japanese
- POLS 212: Politics of Poverty in Asia, Africa, and Latin America
- BUSE 647: Fundraising
- THEA 133B: Makeup Techniques

[College also added 40 sections to the Spring 2024 course schedule after November 6]

NEW SIDE LETTER – RETURN TO WORK

Whereas, the Union has ended its strike, which commenced on October 30, 2023, the parties agree to the following terms for striking Unit Members returning to work:

1. Unit Members who struck will regain the access to premises they enjoyed prior to the strike, and appropriate access to the Learning Management System as hired to teach in future terms and/or semesters.
2. Unit Members who struck will retain the assignment and pay tier status they had earned prior to the start of the Fall 2023 Semester, and Unit Members who commenced a class in Fall 2023 prior to the strike but did not complete the semester will earn half credit for their total classes commenced but not completed, rounded up to the nearest whole number.
3. The College will honor all course offers made to and accepted by Unit Members who struck for the upcoming J-term and Spring 2024 Semester (subject to regular cancellation/re-assignment factors).
4. The College will not retaliate against any Unit Member for having struck.