

Attitudes towards Faculty Unions and Collective Bargaining in American and Canadian Universities

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Abstract



This study analyzes attitudes towards faculty unions and collective bargaining among faculty and administrators in the United States and Canada. This is the first study which compares support for unionization and collective bargaining in American and Canadian universities among faculty members and administrators. The main research question is: Which factors are the determinants of attitudes towards faculty unions and collective bargaining in American and Canadian universities and colleges?

Our hypotheses are that cultural, institutional, political, positional, socio-economic, and academic factors are significant predictors of support for faculty unionization. The academics in Canada are likely to be more supportive of faculty unionism compared to their American counterparts because of differences in national political cultures. Institutional and political factors are also likely to affect such views. This

study uses comparative and regression analyses of data from the 1999 North American Academic Study Survey to examine attitudes towards unions and collective bargaining among faculty and administrators in the United States and Canada.

The analysis shows that Canadian academics are more supportive of faculty unions and collective bargaining than their American counterparts. These results provide support to the political culture hypothesis. However, the study shows that institutional, political, positional, socio-economic and academic factors are also important in many cases. A faculty bargaining agent on campus is positively associated with favorable views of faculty unions and collective bargaining among American professors and with administrators' support for collective bargaining in both countries. Administrators' opposition is also important, in particular, for attitudes of Canadian faculty. Professors are more pro-union than administrators in both countries. Income, gender, race, age, religion, and academic field, are significant determinants of attitudes of faculty and administrators in the US and Canada in certain cases.

Keywords : faculty, unions, political culture, US, Canada

Résumé

Opinions à l'égard des syndicats d'enseignants et de la négociation collective au sein des universités américaines et canadiennes

La présente étude porte sur l'opinion des membres des corps enseignants et des administrateurs à l'égard des syndicats d'enseignants et de la négociation collective au sein des universités américaines et canadiennes. Il s'agit de la première étude qui compare le soutien manifesté par les membres des corps enseignants et les administrateurs quant à la syndicalisation et la négociation collective dans les universités américaines et canadiennes. La principale question de recherche est la suivante : quels sont les facteurs déterminants des opinions à l'égard des syndicats d'enseignants et de la négociation collective au sein des universités et des collèges américains et canadiens?

Notre hypothèse est que les facteurs culturels, institutionnels, politiques, positionnels, socioéconomiques et scolaires sont d'importants indices permettant de mesurer l'appui apporté à la syndicalisation des corps d'enseignants. Les universitaires canadiens sont plus susceptibles d'être en faveur de la syndicalisation des enseignants comparativement à leurs homologues américains, en raison des différences entre les deux cultures politiques. Les facteurs institutionnels et politiques ont aussi probablement une incidence sur les opinions. L'étude comprend des analyses comparatives et de régression des données provenant du 1999 North American Academic Study Survey. Ces analyses portent sur l'opinion des membres des corps

enseignants et des administrateurs américains et canadiens à l'égard des syndicats et de la négociation collective.

Elles démontrent que les universitaires canadiens appuient davantage les syndicats d'enseignants et la négociation collective que leurs homologues américains. De plus, les résultats confirment l'hypothèse émise sur la culture politique. Par contre, l'étude démontre que les facteurs institutionnels, politiques, positionnels, socioéconomiques et scolaires sont également importants dans de nombreux cas. La présence, sur le campus, d'un agent négociateur pour les corps enseignants est associée à des opinions favorables à l'égard des syndicats d'enseignants et de la négociation collective parmi les enseignants américains ainsi qu'à un soutien actif de la part des administrateurs à l'égard de la négociation collective, et ce, dans les deux pays. L'opposition des administrateurs est également importante, principalement au Canada, puisqu'elle a une incidence sur l'opinion des membres des corps enseignants. Dans les deux pays, les enseignants sont en général davantage en faveur des syndicats que les administrateurs. Dans certains cas, le revenu, le sexe, l'ethnie, l'âge, la religion et la discipline sont d'autres facteurs déterminants de l'opinion des enseignants et des administrateurs, tant aux États-Unis qu'au Canada.

Mots-clés : enseignants, syndicats, culture politique, États-Unis, Canada

Resumen

Las actitudes hacia los sindicatos universitarios y hacia las negociaciones colectivas en las universidades estadounidenses y canadienses

El presente estudio analiza las actitudes de administradores y facultades hacia los sindicatos universitarios y las negociaciones colectivas, en los Estados Unidos y el Canadá. Este es el primer estudio que compara, el apoyo a la sindicalización y a las negociaciones colectivas en el seno de las universidades estadounidenses y canadienses, entre administradores y la membresía de las facultades. La problemática principal es: ¿Qué factores son determinantes en las actitudes hacia los sindicatos universitarios y las negociaciones colectivas, en las universidades y centros de enseñanza superior de Estados Unidos y el Canadá?

Nuestras hipótesis son las siguientes: Los factores culturales, institucionales, políticos, posicionales, socio-económicos y académicos son indicadores significativos del apoyo a la sindicalización universitaria. Los académicos canadienses, comparados con sus pares estadounidenses, son más propensos a apoyar el sindicalismo universitario, debido a las diferencias existentes entre las dos culturas políticas nacionales. Factores institucionales y políticos pueden también incidir en esos puntos de vista. Este estudio utiliza el análisis de datos comparativos y regresivos de la Encuesta de los estudios académicos en América del Norte, de 1999, para examinar

las actitudes hacia los sindicatos y negociaciones colectivas entre facultades y administradores en los Estados Unidos y el Canadá.

El análisis muestra que los académicos canadienses suelen apoyar más los sindicatos universitarios y las negociaciones colectivas que sus pares estadounidenses. Estos resultados contribuyen a sostener la hipótesis de la cultura política. No obstante, el estudio muestra que los factores institucionales, políticos, posicionales, socioeconómicos y académicos son también importantes en muchos casos. Un agente de negociación universitario es generalmente positivamente asociado en el campus con una visión favorable sobre los sindicatos universitarios y la negociación colectiva, entre los profesores estadounidenses, y con el apoyo de los administradores a las negociaciones colectivas, en ambos países. La oposición de los administradores es también importante, en particular, en las actitudes de las facultades canadienses. En ambos países los profesores son más favorables a los sindicatos que los administradores. En ciertos casos, los ingresos monetarios, el género, la raza, la edad, la religión y el campo académico son factores determinantes significativos de las actitudes de las facultades y de los administradores en los EE.UU. y el Canadá.

Palabras clave : facultad, sindicatos, cultura política, EE.UU., Canadá

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