

	<b>Current Conditions</b>	<b>Proposed Contract</b>
<b>Discipline/Termination</b>	at will	just cause
<b>Grievance Procedure</b>	no arbitration / subject to Presidential override	can end in arbitration
<b>Term of appointment</b>	1 yr	5 yrs / 3 yrs
<b>Divisional assignment</b>	1 yr	5 yrs / 3 yrs
<b>Faculty Evaluation</b>	No procedure / currently uses student evals	Inc peer review / every 3 yrs
<b>Student Evaluation</b>	Used on adhoc basis	Used only "in aggregate"
<b>Personnel Files</b>	Includes anonymously authored docs	No anonymously authored docs
<b>403B</b>	No School contribution for past 1.5 yrs	3% / 5% matching
<b>Standing Committees</b>		
	None	Faculty Planning (FPC) elected from entire faculty & paid
	None	Faculty Development (FDC) elected from entire faculty & paid
	None	Conservatory Curriculum (CCC) elected from entire faculty & paid
	None	Community Programs Curriculum (CPCC) elected from entire faculty & paid
	None	Labor Management (LMC) appointed by ex brd, unpaid
<b>Layoffs</b>	None	legitimate business reasons / specific procedure
<b>Hiring</b>	None	Admin posts at least 75% of all vacancies
<b>Reappointment criteria</b>	None	To be negotiated by LMC
<b>Teaching assignment</b>	None	Recruited students go to faculty member
	None	Teacher requests will "not be unreasonably withheld"
	None	Transparent reporting system
<b>Teaching load</b>	None	School will "engage in best efforts" to give faculty desired teaching loads
<b>Compensation</b>	0% for past three years	3% / 2% / 3% raise in base rate
<b>Bard</b>	None	Agrees to hire all CBU members and to assume the CBA
<b>Issues not covered by contract</b>	None	No change in practice without consultation and negotiation with Union
<b>Academic Freedom</b>	None	AAUP 1940 Statement
<b>Pay ratios</b>	2009-2010 Handbook	Same