



RUTGERS



Rutgers / Cornell National Union-Management Collaboration Survey

Dear Educator,

We invite your district to participate in a national study on the impact of union-management collaboration. Our research program is based on the idea that effective, sustainable organizational change requires input and buy-in from multiple stakeholders, and explores how supportive collaborative processes can be created and maintained. Groundbreaking findings from our March 2014 study of ABC Unified School District in California showed that:

- Formal union-management partnerships are a predictor of student performance.
- Partnerships lead to more extensive communication among teachers.
- More extensive communication improves student performance.

We have developed comprehensive surveys to further assess the effects of school culture and union-management collaboration on student achievement, teacher turnover/retention, and other performance outcomes.

Our study will provide district administrative and union leaders with a comprehensive understanding of the professional interaction patterns that drive instruction and learning in schools. The surveys will also provide actionable insights to help guide school improvement and professional development opportunities.

The study will be at no cost to your district and has the further advantages of prior survey data, third party administration, and results from a benchmarked study with participation from other districts and schools across the United States.

The surveys will be administered online to all teachers, administrators, and union leaders in your school district and will take roughly 20 minutes to complete. Because higher response rates improve the quality of the data and our confidence in the results, our aim is to obtain a fifty percent or higher participation rate. It would be very helpful if district and school-level administrators and union leaders strongly encourage participation.

Sincerely,

Professor Saul Rubinstein and Professor John McCarthy



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## Details of the Union-Management Collaboration Study

### The Researchers:

Saul A. Rubinstein is a Professor at the School of Management & Labor Relations at Rutgers University. He also serves as the Director of the Collaborative School Leadership Initiative.

John E. McCarthy is an Assistant Professor of Human Resource Studies at the School of Industrial and Labor Relations at Cornell University.

### Useful Data to Facilitate Research:

- Respondents email addresses, in order to distribute survey links
- Performance data, if available, for correlational analyses
- Student demographics by school (e.g., SES) for control variables

### Participant Protections:

The research procedure and all survey items have been approved by the Rutgers Institutional Review Board. All identifying information and responses to the survey are kept strictly confidential, meaning that access to this information is limited to the research team. The method for collecting and reporting data will not place any respondent at risk.

### Contact Information:

If you are interested in participating in this research or have any questions, please contact Heather McCarthy, Research Consultant, at [heather.mccarthy@cecillinois.org](mailto:heather.mccarthy@cecillinois.org).