

# E-NEWS: URI/AAUP PART-TIME FACULTY UNITED!

JANUARY 2009

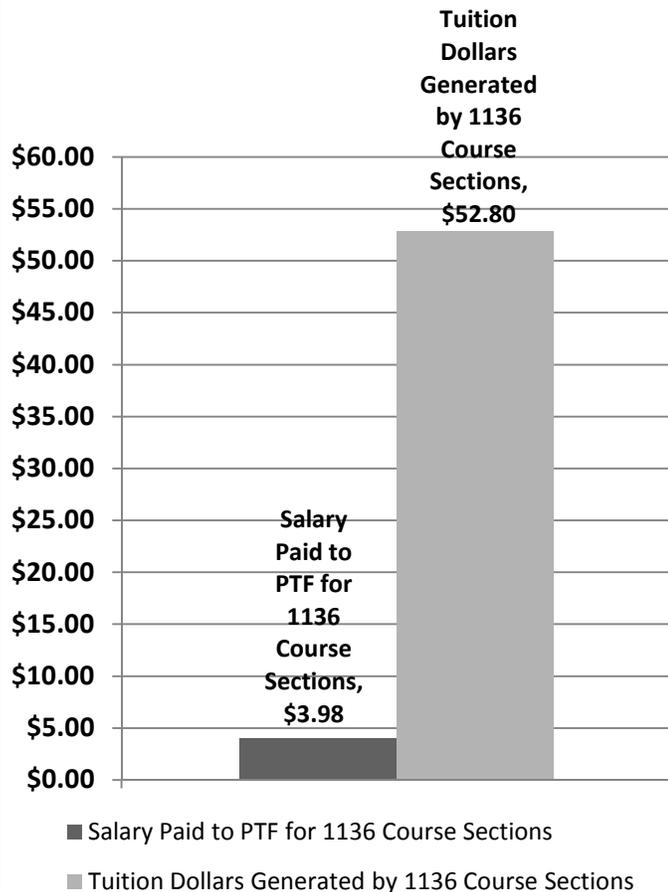
SPECIAL ISSUE

## Just the Facts: Part-Time Faculty at URI

The Part-Time Faculty of the University of Rhode Island ask for your support. We are the only employees at URI without a union contract. All other employee groups at URI (with the exception of top administrators) have collective bargaining unions that represent and protect their employment interests and issues. This includes all staff personnel, all full-time faculty, all middle management personnel, and all graduate assistants in all disciplines across the University.

To demonstrate the justice of our case, we present in what follows the facts and arguments on which we base our struggle.

**2007-08 Academic Year -- Tuition Dollars Generated by Course Sections Taught by PTF vs. Salary Paid to PTF (in Millions)**



### Who are the Part-Time Faculty at URI?

- We are the more than **450 Part-Time Faculty members** who currently teach at URI and make up 40% of the faculty as a whole.
- We teach **29% of all undergraduate class sections** at URI.
- We teach many of the required General Education courses.
- We teach many of the required introductory courses in most majors and/or minors.
- We have no job security – the University is under no obligation to rehire us, regardless of how many years we have taught at URI or whether we are excellent teachers.
- We receive \$3200 (\$3548 at CCE) for each course we teach . . . **period**. This encompasses 15 weeks of work and includes all of the teaching responsibilities required of all URI teaching faculty members.
- We aim to improve the working conditions for URI's Part-Time Faculty and gain salary equity, seniority rights, job security, and appropriate health benefits.

### How much tuition income is generated by Part-Time Faculty for the University?

- During the 2007-2008 academic year, **over \$52 million in tuition income** was generated by Part-Time Faculty.
- After paying Part-Time Faculty \$3.98 million in salaries during the 2007-2008 academic year, the **tuition income net for the University was \$48.82 million**.

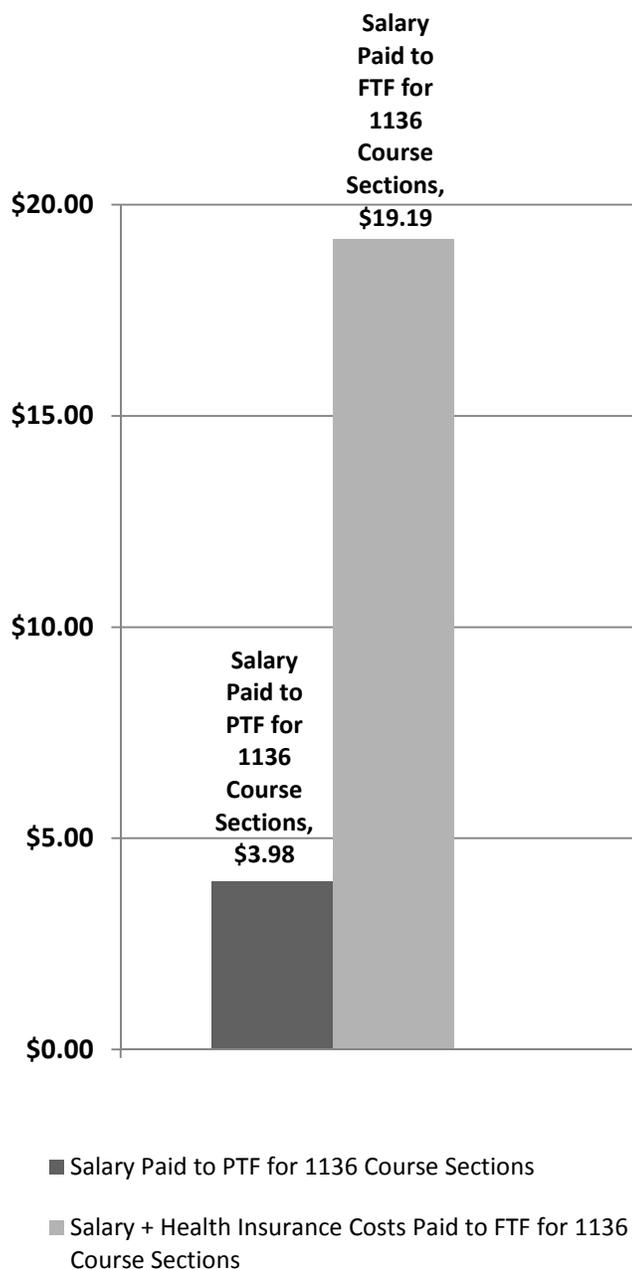
### What is the cost to the University of all Part-Time Faculty at URI?

- During the 2007-2008 academic year, Part-Time Faculty were paid a **total of \$3.98 million** to teach 1136 course sections.

<sup>1</sup> "Salary Paid to PTF for 1136 Course Sections" based upon an average salary per course of \$3,500 (Source: "Per Course Kingston and CCE Fall '07 to Spring '08," provided by Vice Provost's Office on 11/14/08).

"Tuition Dollars Generated by 1136 Course Sections" based upon an average of 30 students per course section (39% out-of-state students and 61% in-state students), 3-credits per student per course section, and an average of 30 credits per student per academic year (Sources: "Admissions," URI Web Site; "Common Data Set 2007-2008," URI Web Site; "URI's Graduation Rate," URI Web Site; "Per Course Kingston and CCE Fall '07 to Spring '08," provided by Vice Provost's Office on 1/14/08).

**2007-08 Academic Year -- Cost of Course Sections Taught by PTF vs. Cost of Same Course Sections Taught by FTF (in Millions)**



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**What is the role of Part-Time Faculty at URI?**

- To teach on the same academic level and with the same rigor as Full-Time Faculty.
- To teach undergraduate students (and sometimes graduate students) in every academic department, division, and program at URI.
- To generate the greatest tuition income with the least possible salary and benefits cost to the University, while providing the same level of academic expertise as Full-Time Faculty.

**How much more would it cost the University to have Full-Time Faculty teach the course sections normally taught by Part-Time Faculty?**

- If Full-Time Faculty had taught the 1136 course sections which were taught by Part-Time Faculty during the 2007-2008 academic year, the cost to the University in salary and health insurance benefits (not including any other benefits) **would have been \$19.19 million.**
- This would have been an **additional cost to the University of at least \$15.21 million** (over the \$3.98 million paid to PTF for teaching those same course sections).



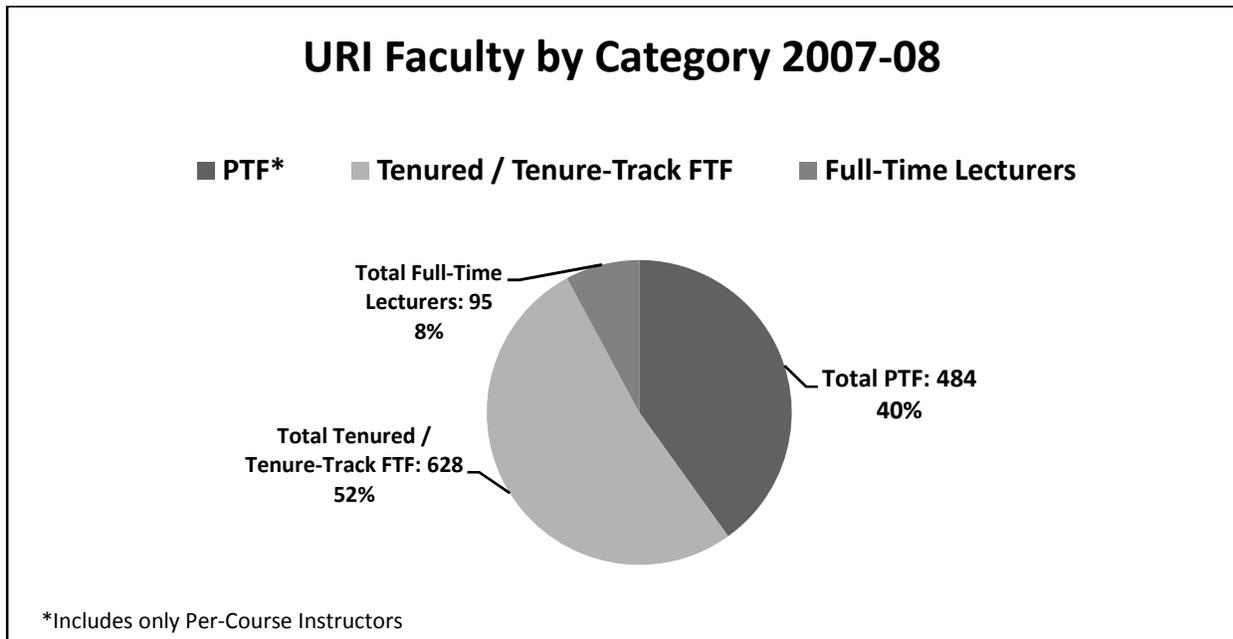
*"They're called adjuncts, sir. They teach the students."*

<sup>2</sup> "Salary Paid to PTF for 1136 Course Sections" based upon an average salary per course of \$3,500 (Source: "Per Course Kingston and CCE Fall '07 to Spring '08," provided by Vice Provost's Office on 11/14/08).

"Salary Paid to FTF for 1136 Course Sections" based upon FTF teaching a 3/3 load, and an average yearly salary across all colleges at the University of \$85,843 per FTF (Source: URI/AAUP).

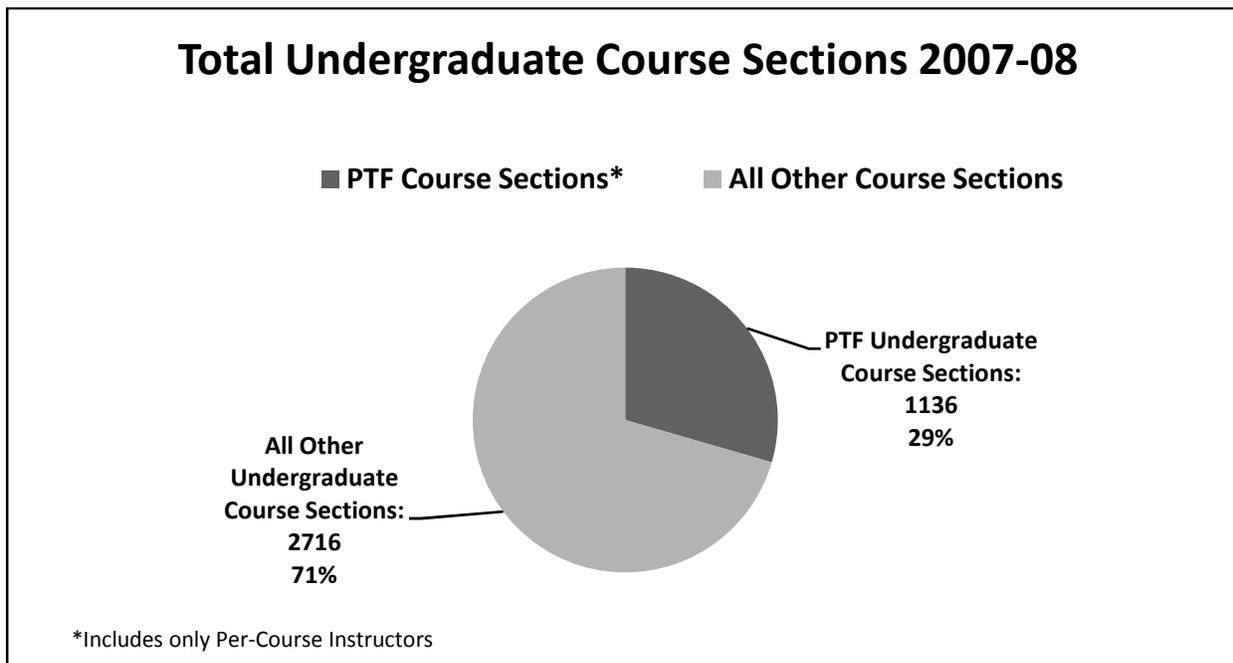
"Salary + Health Insurance Costs Paid to FTF for 1136 Course Sections" based upon FTF teaching a 3/3 load, an average yearly salary across colleges at the University of \$85,843, a yearly cost to the University of \$17,825 for family health coverage/\$6,376 for individual health coverage, and an 80% family/20% individual distribution among faculty (Sources: URI/AAUP and "Per Course Kingston and CCE Fall '07 to Spring '08," provided by Vice Provost's Office on 11/14/08).

As the chart below illustrates, **Part-Time Faculty at URI make up a full 40% of the total number of faculty at the University.**

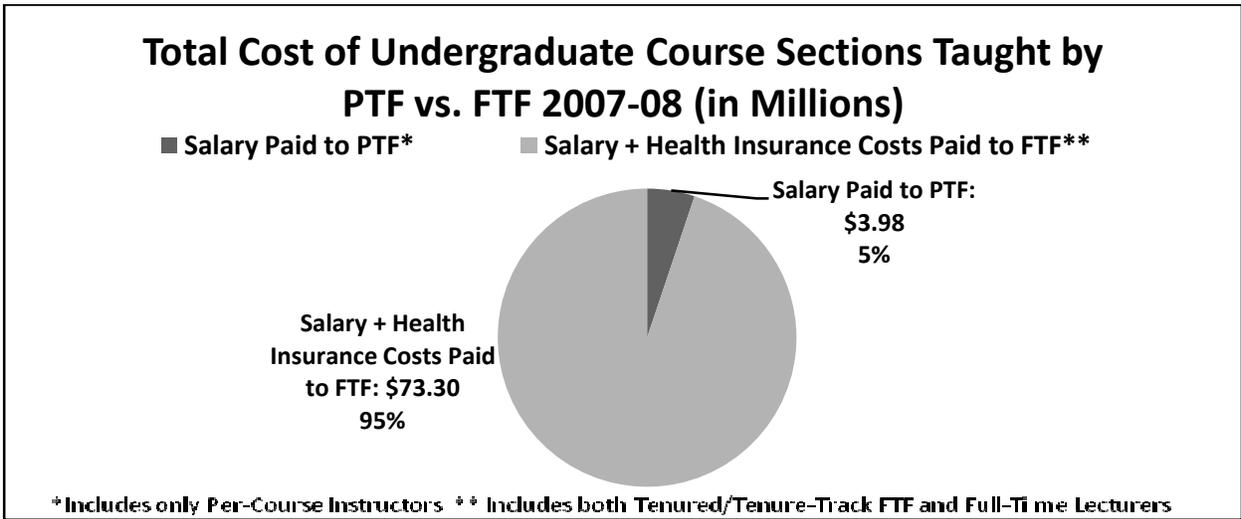


The URI Administration has asserted on numerous recent occasions that URI is a “*student-centered*” university, with a focus “especially on *nurturing and teaching our students*” (Provost Donald H. DeHayes, URI Web Site).

The chart below shows that those students who represent the university’s primary mission – the undergraduate population – are taught and nurtured in significant numbers by URI’s Part-Time Faculty. **In fact, 29% of all undergraduate course sections at the university during the 2007-2008 academic year were taught by Part-Time Faculty.** Clearly, the Part-Time Faculty play an invaluable role at this “*student-centered*” institution, a role which often makes us the very first faculty member met by new students at URI.



3 & 4 Sources for all pie charts: “Admissions,” URI Web Site; “Common Data Set 2007-2008,” URI Web Site; “URI’s Graduation Rate,” URI Web Site; “The Current State of URI: Sharing Information and Seeking Solutions,” URI Web Site; and “Per Course Kingston and CCE Fall ’07 to Spring ’08,” provided by Vice Provost’s Office on 11/14/08.



The chart above illustrates that, of the \$78 million total paid to all faculty in salary and health insurance costs during the 2007-2008 academic year, **Part-Time Faculty received \$3.98 million, or 5% of the total (for teaching 29% of all undergraduate course sections).**

- What do these facts say about the Administration’s attitude toward its Part-Time Faculty?
- Contract negotiations between the University and the URI/AAUP Part-Time Faculty United (PTFU) began on May 13, 2008. To date, the PTFU has had to file three (3) Unfair Labor Practice Charges with the RI State Labor Relations Board against the University in response to their violations of Rhode Island Labor Law governing employee contract negotiations.
- Is it **ethical** to pay 40% of the faculty at URI who teach 29% of all undergraduate course sections only 5% of the total salary and health insurance costs paid to the faculty at URI?
- Over the past decade, part-time faculty at colleges and universities across the country have established collective bargaining units including, for example, the University of Maine, University of Connecticut, New York University, Rutgers University, University of Michigan, and the State University of California, to name only a few.
- We know that you agree with us, that this situation at URI is not just, that it is an egregious exploitation of the University’s Part-Time Faculty.

**We ask that you support our efforts in the following ways:**

Please **e-mail or call the following individuals** requesting their support of an appropriate salary and benefit equity for the PTF at URI that is so desperately needed and deserved:

- Commissioner Jack R. Warner, Rhode Island Board of Governors for Higher Education  
Email: jwarner@ribghe.org Phone: (401) 462-9302
- Chairman Frank Caprio, Rhode Island Board of Governors for Higher Education  
Email: amessier@ribghe.org Phone: (401) 462-9302

Addressee:

**Think Big?**  
**We ask that the University**  
**Think Equity – Think Fairness**  
**Think Ethics – Think Justice**

Prepared by:  
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<sup>4</sup> Sources for all pie charts: “Admissions,” U RI Web Site; “Common Data Set 2007-2008,” URI Web Site; “URI’s Graduation Rate,” URI Web Site; “The Current State of URI: Sharing Information and Seeking Solutions,” URI Web Site; “Per Course Kingston and CCE Fall ’07 to Spring ’08,” provided by Vice Provost’s Office on 11/14/08.