

E-NEWS: URI PART-TIME FACULTY UNITED

April 2014

HIGHLIGHTS Conditions of Employment Part-Time Faculty

Nationally and University of Rhode Island

“From 1975 to 2011, the number of tenure-track and tenured professors increased by only 35.6 percent nationwide, while the number of part-time professors increased by 305.3 percent.”
Source: *Equality for Contingent Faculty: The Two-Tier System*, ed. by Keith Hoeller. Vanderbilt U Press, 2014.

“Whether some adjunct [part-time] faculty piece together a living from their teaching job or only use it to supplement a more stable primary career elsewhere, many contingent faculty might best be classified as working poor.” Source: *The Just-In-Time Professor: A Report Summarizing eForum Responses on the Working Conditions of Contingent Faculty in Higher Education*. January 2014.

“The academic work force has been transformed over the past several decades, less by design than out of expedience. In 1969, professors who were either tenured or tenure-track made up 78 percent of the faculty. Those working part-time made up only 18.5 percent. By 2009, those proportions had almost flipped, with tenured and tenure-track making up just 33.5 percent, and those working part-time nearly 50 percent.” Source: *The Chronicle of Higher Education*, October 14, 2012, by Robin Wilson.

“We hope, through the *Academic Workforce Data Center*, to discover best (and worst) practices in North American higher education and to use those data to improve working conditions for every faculty member who works off the tenure track.” Source: President’s Column, *Avenues of Access*, MLA Newsletter, Fall 2012.

“URI’s part-time faculty have not received a salary increase for the past 12 years.” Source: URI Part-Time Faculty United, Fall 2013.

“Tuition dollars generated by URI’s PTF for 1136 course sections taught totaled \$52.8 million dollars; salary paid to PTF for 1136 course sections taught totaled \$3.98 million dollars. Total URI income: \$48.82 million dollars.” Source: *URI/PTFU Newsletter*, January 2009.

“Following a review of best practices in various institutions, the MLA recommends minimum compensation for 2012-13 of \$6,920 for a standard 3-credit-hour semester or \$4,610 for a standard 3-credit-hour quarter or trimester course. . . . If compensation were specifically tied, pro rata, to MLA’s 2012-13 recommendation of \$45,310 minimum annual salary for an entry-level full-time instructor, these rates would be \$7,550 for a standard 3-credit semester course and \$5,035 for a 3-credit or trimester course.” Source: *MLA Recommendation on Minimum Per-Course Compensation for Part-Time Faculty Members* (April 9, 2012).

“Adjunct, contingent faculty members now make up over 1 million of the 1.5 million people teaching in American colleges and universities. Many of them are working at or under the poverty line [and] without health insurance.” Source: Michael Berube, *Among the Majority*. *MLA Newsletter*, January 2012.

Almost all of the advocacy groups speaking on behalf of part-time faculty have long argued that the only fair compensation for part-time faculty appointments is a pro-rated compensation comparable to the salary of full-time faculty members. The AAUP has been at the forefront on this issue as stated in their 1993 recommendation that “compensation for part-time appointments should be the applicable fraction of the compensation (including benefits) for a comparable full-time position.” Source: *Background Facts on Contingent Faculty*, American Association of University Professors, 2012.

“If institutions [of higher education] are going to do anything to improve the working conditions of non-tenure-track faculty members . . . they must pay them a salary commensurate with a decent level of professional respect and dignity. . . . Their labor will still be dehumanizing if it doesn’t garner a living wage with benefits.” (Berube, *Among the Majority*)

URI PTFU NEEDS YOUR SUPPORT

PLEASE ATTEND THE SPRING SEMESTER GENERAL MEMBERSHIP MEETING

**MAY 1, 2014, 3:30 PM
WARWICK, RI
(ANNOUNCEMENT & AGENDA TO FOLLOW)**

Prepared by URI/Part-Time Faculty United Negotiation Committee
April 2014