

## **Twenty-Five Percent of Families of Part-Time Faculty Enrolled in Public Assistance**

**Mary Helen Kolisnyk, Officer for Contingent, UUP Empire State Chapter**

[Editor's Note: Republished and adapted with author permission from Mary Helen Kolisnyk, "Corporatization of the University," *UUP ESC News*, June 2015, p. 5]

According to the Service Employees International Union (SEIU), which published data compiled from across the country, colleges and universities nationwide spend less than 1/3 of their revenue on instruction (that is, faculty salaries). And, 25% of the families of part-time faculty are enrolled in some form of public assistance. That means that taxpayers are subsidizing the institutions that refuse to invest in instruction. See <http://seiufacultyforward.org/wp-content/uploads/2015/03/Professors-in-Poverty-Factsheet.pdf>

A 'flexible workforce' is an administrative code-phrase for sustained use of contingent faculty and staff – workers who are cheap, and easy to replace.

## **Contingent Concerns Labor/Management Meeting Notes, September 10, 2015 10:30 am**

**By Mark Ferrara, UUP, Contingent Concerns Officer**

Administration: Lisa Wenck, Senior Executive Employee Services Officer

UUP: Mark Ferrara, Contingent Concerns Officer; Darryl Wood, UUP LRS

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### **Agenda:**

To present an outline of UUP's positions regarding contingent faculty (some of which the administration was already aware). Given that this was the first meeting of the year, with a new contingent officer, responses to UUP queries will be forthcoming in November. UUP raised the issue of full-time lectureships on campus, after President Kleniewski was on WSKG publicizing the creation of 15 new lectureships over the last five years:

<http://wskgnews.org/post/why-some-college-professors-struggle-get-home-loans#stream/0>

Data was subsequently requested on the number of FT lecturers, their dispersion across departments, and salaries.

### **1) Part-time Contingent Remuneration:**

The call for \$5,000 per three-credit sixteen-week course for new part-time faculty members—and corresponding increases for those currently employed. This figure accords with UUP statewide.

The administration is aware of the UUP position regarding contingent salaries and noted that contract negotiations are now underway.

### **2) Job Security: the possibility of longer contracts for part-time faculty employed more than three years (for example, 1 to 3 year contracts with course guarantees).**

## **Contingent Concerns Labor/Management Meeting Notes (continued)**

UUP expressed a desire for extended contracts for contingent faculty who successfully serve our students for several years.

### **3) Differential teaching loads at the college, and their impact on contingent faculty.**

The contingent officer raised concerns about differential teaching loads and how they may negatively impact contingent faculty in some departments.

### **4) Increased professional development opportunities for part-time contingents (with appropriate job titles, tiered workloads, possibilities for entering the fulltime ranks, and conference funding)—in recognition that part-time contingency makes it almost impossible to attend national meetings, conduct research, or publish.**

UUP expressed a desire to see more professional development opportunities for contingent faculty and more recognition for their essential role in teaching on campus. At the moment, approximately 54% of the entire Oneonta faculty serves on a contingent basis (according to data published by WSKG).

### **5) The need for adequate office space for part-time and full-time contingents (student privacy vis-à-vis the Protection of Pupil Rights Amendment (PPRA)), and greater input into departmental, college, and UUP decision-making processes.**

Office space is in short supply on campus, as administration explained, but UUP argues that contingent faculty must have appropriate office space to work and meet students.

### **6) The conversion of fulltime contingent positions to continuing appointment status (after an appropriate period of probation and review).**

UUP does not support the expansion of contingent lectureships at the expense of tenure track positions; however, in light of the article in WSKG, the union asked about administrative plans in this arena.

### **7) Additional matters, issues, or queries**

UUP requested that at least 15% of Professional Development Funding be reserved for part-time contingents.

The meeting adjourned by 11:30am.

#### **The Sentinel Websites and Disclaimer**

**Editor's Note:** Statements Made in *The Sentinel* do not necessarily reflect the opinion of UUP or any of its statewide representatives.

To go to the **UUP Oneonta Chapter website**, go to the following link <http://www.oneontauup.org/>

Norm Payne is the UUP Oneonta Web Master.

The chapter website contains a number of innovative features and links.

The **State UUP website** is located at [www.uupinfo.org](http://www.uupinfo.org). It contains information about members benefits and many other important topics.

# Contingent Concerns Labor/Management Meeting Notes

November 12, 2015 10:30 am

**By Mark Ferrara, UUP Congingent/Adjunct Officer**

Administration: Lisa Wenck, Senior Executive Employee Services Officer

UUP: Mark Ferrara, Contingent Concerns Officer; Darryl Wood, UUP LRS

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## Agenda:

To reiterate UUP's positions regarding part-time faculty members and follow-up on issues raised in September.

### 1) Part-time Contingent Remuneration:

Follow up on the discussion of \$5,000 per three-credit sixteen-week course for new part-time faculty members—and corresponding increases for those currently employed.

The administration is well aware of the UUP position regarding contingent salaries and noted that statewide contract negotiations are now underway.

Note: On Dec. 4<sup>th</sup>, Dr. Kleniewski announced a unilateral decision to increase base salaries for part-time faculty members to \$3,000 per course.

### 2) The problem of rising caps on courses taught by part-time faculty members. Discussion of reasonable caps on part-time course loads (or pay per number of students).

UUP expressed concern about recent reports of increased course caps and FTEs for part-time faculty.

### 3) Job Security: longer contracts for part-time faculty employed more than three years (for example, 1 to 3 year contracts with course guarantees).

UUP reiterated a desire to work with the administration to institute extended contracts for contingent faculty members who successfully serve our students for several years.

### 4) Differential teaching loads at the college and their impact on part-time faculty.

The contingent officer followed up on concerns about differential teaching loads and how they may negatively impact part-time faculty members in some departments.

### 5) Increased professional development opportunities for part-time contingents (with appropriate job titles, tiered workloads, possibilities for entering the fulltime ranks, and conference funding).

UUP wants to see increased professional development opportunities for contingent faculty and more recognition for their essential teaching role on campus.

### 6) Extra service provisions for part-time faculty.

Technically speaking, "extra service" provisions address work beyond the full-time, but it was noted that part-time faculty sometimes contribute to campus beyond their required teaching duties—and that in the past remuneration has been granted for some of those activities (such as assessment training).

### 7) Lack of adequate office space for part-time and full-time contingents (student privacy vis-à-vis the Protection of Pupil Rights Amendment (PPRA) and FERPA).

The administration is aware of the shortage of office space on campus for part-time faculty members and notes a two-year plan to ameliorate it.

### 8) The projected number of part-time faculty for the spring semester compared with the fall semester. UUP requests a breakdown of the percentage and number for adjunct faculty currently teaching: 1 course, 2 courses, and 3 courses, and those with lecturer status.

It was suggested that UUP Oneonta put together this data breakout.

### 9) Additional matters, issues, or queries.

The matter of retirement contributions (to ERS/TRS) made on a per-class basis for part-time faculty was raised and the administration is looking into the current formula.



## **Contingent Concerns Labor/Management Meeting Notes: February 25, 2016, 11 am to 12:15 pm**

**By Mark Ferrara, UUP Contingent Concerns Officer**

**Administration:** Lisa Wenck, Senior Executive Employee Services; James Mackin, Interim Provost

**UUP:** Mark Ferrara, Contingent Concerns Officer; Darryl Wood, UUP LRS; James McDermott, Department of English

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**Agenda:**

To outline UUP positions regarding part-time faculty members and follow-up on important points of discussion last semester.

### 1) Part-time Contingent Remuneration:

Discussion of the \$500 base salary increase for new part-time faculty, the problem of compression, and the petition for \$5,000 per three-credit sixteen-week course.

The administration is aware of the UUP position regarding part-time faculty salaries and noted that statewide contract negotiations are underway. Last semester, Dr. Kleniewski announced an increase in the base salary for part-time faculty members to \$3,000 per course, and UUP reiterated the need for addressing salary compression for long-serving part-time faculty.

### 2) Job Security: longer contracts for part-time faculty employed more than three years (e.g., 1 to 3 year contracts with course guarantees).

UUP offered several scenarios concerning how longer-term contracts might be implemented for contingent faculty members who successfully serve our students for several years.

### 3) Continued discussion of reasonable caps on part-time faculty course loads (or pay per number of students) and part-time course caps (re: the music department).

UUP noted the need for reasonable caps on courses taught by part-time faculty members (so that individuals do not carry full-time teaching loads at part-time pay). Tiered salary schedules based on course enrollments were offered by UUP as one possibility, so that heavier workloads would mean increased remuneration. The administration will look into course limits for part-time music faculty teaching 1 and 2 credit classes.

### 4) Increased professional development opportunities for part-time faculty (with appropriate job titles, tiered workloads, possibilities for promotion to the fulltime ranks, and conference funding).

UUP requested increased professional development opportunities for contingent faculty in recognition of their essential role on campus, including conference funding. A ladder of promotion from entry-level to full-time lecturers was offered by UUP as a possible model.

### 5) Lack of adequate office space for part-time and full-time contingents (re: student privacy vis-à-vis the Protection of Pupil Rights Amendment (PPRA) and FERPA).

In this ongoing discussion, the administration reinforced its commitment to PPRA, FERPA, and to increasing office space for faculty members over the next two years.

### 6) Follow-up on differential teaching loads at the college and their impact on part-time faculty.

Discussion continued concerning differential teaching loads and how they may negatively impact part-time faculty members in some departments.

### 7) Follow-up on the discussion of retirement contributions for part-time faculty members.

The administration and UUP are looking into the structure of retirement contributions (to ERS/TRS) made on a per-class basis for part-time faculty.



### ***UUP Adjunct Faculty Survey (continued)***

- ◇ The biggest problem is the pay issue. Even when adjuncts devote additional time outside the class to do things with students, administration does not seem to care. I am not interested in awards or dinners or names on pieces of paper recognition. My salary is so low that I am forced to teach at other schools, which requires driving many miles every week (at least 600 a week) and the cost of gas and maintenance that go with that. Because I can't afford car payments, I am always struggling to set aside a little money so every 3 years I can buy another clunker for \$3000. I usually end up driving a car that is as old as my students. My pay determines what I will receive in retirement benefits and social security payments once I retire, and because that number is so low, I will probably have to work till I am 70. I don't (m)ake enough from all the schools I teach at to pay all my students loans, which is why the bank won't give me a mortgage to buy the house I live in. On top of the money woes, all this running around just to make an embarrassingly low living, leaves me no time to keep up with reading journals in my field, so I feel I am not always able to give my students the newest ideas connected to what I teach. Because I HAVE to teach all summer, I have no time to do research or write or go to conferences. So I feel I am stagnating as a scholar, making me even more unmarketable when competing with new Phd's for the rare full time job. Hearing year after year that administration will not entertain the idea of granting me a lectureship, which would enable me to get my nose above water and ease the frantic running on a treadmill style of life I live, has completely demoralized me. I feel like I did all the right things, according to the rules of my culture. I went to college, worked HARD to do well, took out loans, all so I could improve my standard of living and have a career that I was proud of, one that allowed me to feel that I was contributing to my society. But after 15 years, I feel ground nearly to dust. I feel like a foolish dupe whose desire to teach was used against me. But the worst part is, with all the scrambling I am doing to just scratch together a living, I feel I am not giving my students all that I could.

### **Contingent Concerns-Labor Management Meeting Notes, April 28, 2016, 11am to noon By Mark Ferrara, UUP Contingent/Part-Time Concerns Officer**

Administration: Lisa Wenck, Senior Executive Employee Services; James Mackin, Interim Provost

UUP: Mark Ferrara, Contingent Concerns Officer; Darryl Wood, UUP LRS; Irene McManus, Department of English

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#### **Agenda:**

Outline UUP positions regarding part-time faculty members and to follow-up on central points of discussion during the 2015-16 academic year.

- 1) Part-time Contingent Remuneration: continued discussion of the \$500 base salary increase for new part-time faculty, the problem of compression, and the petition for \$5,000 per three-credit sixteen-week course.  
The administration is aware of the UUP position regarding part-time faculty salaries and that statewide contract negotiations are underway. UUP reiterated the need for addressing salary compression for many long-serving part-time faculty members on campus.
- 2) Continued discussion of job security for part-time faculty: longer contracts for part-time faculty members employed more than three years (e.g., 1 to 3 year contracts with course guarantees).  
The administration understands UUP's position and discussions are ongoing between the parties.

### ***Contingent Concerns-Labor Management Meeting Notes (continued)***

- 3) The need for enhanced professional development opportunities for part-time faculty (appropriate job titles, tiered workloads, possibilities for entering the fulltime ranks, and conference funding).  
The administration understands UUP's desire for career advancement options for part-time faculty members (including possibilities for entering the fulltime ranks) and discussions are ongoing between the parties.
- 4) Continued discussion of reasonable part-time faculty student loads (*maximum* number of students per course) and part-time faculty course caps (on 1 and 2 credit performance tutorials in the music department and lab credits in the sciences).  
The administration is aware of UUP concerns regarding reasonable caps on courses taught by part-time faculty members as a workload issue, and discussions continue over music and art part-time faculty members teaching 1 and 2 credit classes.
- 5) Follow-up on differential teaching loads at the college and their impact on part-time faculty in the business school, and elsewhere, in terms of workload and pay equity.  
Administration is working with effected departments, and UUP again expressed the need to balance workloads and compensation for effected part-time faculty members—and to provide them with the opportunity to join the full-time contingent ranks as lecturers.
- 6) Discussion of the senate resolution for pay equity for part time faculty and the UUP part-time faculty survey.  
Several weeks ago, UPP hand-delivered the part-time faculty survey to the administration, and it is being reviewed.
- 7) The need for appointment letters issued to part-time faculty to report base pay (times number of classes), and any DSI carryover, accurately.  
UUP noted that part-time faculty appointment letters may not always accurately reflect salary (including DSI carryover). Administration explained the data timeline involved and will look into additional reporting possibilities on part-time appointment letters.
- 8) Follow-up on the discussion of retirement contributions for part-time faculty members.  
The administration and UUP are evaluating the structure of retirement contributions (to ERS/TRS) made on a per-class basis for part-time faculty.
- 9) Question of part-time faculty members, regardless of years of service, not being eligible to apply for positions open on campus for internal promotion.  
Administration reported that in years past this issue was the subject of discussions that failed to be sustained. Possibilities exist for reopening those discussions to include other bargaining units (such as SCEA).
- 10) Renewal of discussions regarding overnight passes for part-time faculty in the case of bad weather, and for commuters who participate in late afternoon and evening events on campus.  
This matter has also been the subject of previous discussions, and both parties expressed interest in finding formal ways to permit commuting part-time faculty to stay on campus overnight during inclement weather *without charge*.
- 11) Additional matters, issues, or queries.  
Two additional matters were raised by UUP: the first regarding rumored cuts to part-time faculty positions in Arts and Humanities due to budget constraints, and the second, the perception that long-serving part-time faculty members are too often passed over for full-time teaching positions on campus.