

From: Adjunct Faculty Association
at Stony Brook College/CUNY

**ADJUNCTS ARE APPEALING TO THE UNION THAT REPRESENTS THEM
FOR NOTHING MORE THAN "EQUAL PAY FOR EQUAL WORK"**

As evidenced by the accompanying documentation, the **pay gap** between adjunct and tenure track faculty **within identical rank and years of service** ranges roughly from 33 % to 72%. [This is after adjusting for the additional contractual responsibilities of tenure-track faculty and covers only the disparity in direct financial compensation, health and pension benefits are a source of additional inequality.]

This inequality has persisted **despite the fact that both sets of professionals are unionized and represented by the same union**. Continuing such a practice is unethical and contrary to the union ideal. Additionally, upholding this two-tier system undermines the power of the union itself.

A very significant and growing portion of the faculty are adjuncts. This is, and for the last two decades has been, the structure of the faculty. The potential of the union to grow in membership and power rests on incorporating the adjunct faculty in an authentic way into the union. We believe, closing the pay gap is an important beginning of such a process.

Furthermore, the educational mission of the university would be enhanced by such a policy since it would sharply reduce turnover of adjunct faculty, increase their accessibility to their students, and integrate them more meaningfully into the life of the university.

PRECISELY WHAT ARE WE ASKING FOR?

SALARY:

For each 3 credit course an adjunct teaches, he/she should be paid should be 1/10 of the annual pay of a full-time Lecturer.

The adjunct should be moved along the Lecturer schedule based on the number of semesters taught, at the same pace as the full-time lecturers. Adjunct faculty with doctorates would fall under the Lecturer [Doctoral Schedule], adjunct faculty without doctorates would fall under the Lecturer schedule.

Any percentage increases granted to the full-time faculty in the new contract would likewise be applied to the Lecturer schedule.

If, and only if, this salary adjustment were made, adjunct faculty would be contractually responsible, just as full-time faculty for office hours based on the number of courses taught [One hour per week for each 3 credit course taught].

If this salary adjustment were not to be accomplished, then adjunct should be paid for holding of office hours at the rate of 60% of their hourly rate. Monitoring of such office hours would be no different than monitoring of tenure track faculty office hours.

JOB SECURITY:

Following a probationary period of 2 consecutive semesters during which an adjunct faculty member would have at least one student evaluation and 2 faculty observations:

- One year contracts be offered in place of one semester appointments.
- If an adjunct's course is cancelled during registration, they would not be disqualified for any health benefits they were entitled to if this course they were scheduled to teach had run.
- Seniority [within departments/divisions and courses previously taught] be respected if there is a reduction in overall section offerings.
- Adjunct faculty to be eligible for a Certificate of Continuous Employment for any course previously taught for 6 consecutive courses.
- Disciplinary actions and arbitration regarding adjunct faculty be the same as that for non-tenured tenure track faculty as detailed in Article 21 (rather than Grievance and Arbitration Article 20).

GOVERNANCE INCLUSION:

- Adjunct faculty be invited [notified as tenure track faculty] of all department meetings.

JOB FLEXIBILITY:

- Adjunct faculty could teach up to 12 contact hours plus office hours at combined CUNY campuses, but up to 9 contact hours plus office hours at any one campus.
[This would enable an adjunct to teach two three credit courses at two different campuses which is not presently possible.]
- If an adjunct faculty member is hired for other than teaching duties, such as student advising, registration, etc., they would be paid at 60% of their imputed hourly rate.

Their imputed hourly rate would be - their compensation rate per course divided by 3 credits.

SUPPORT FOR SCHOLARLY ACTIVITIES:

- 20% of the CUNY/PSC grant funds would be set aside for adjuncts to compete for on equal terms along with tenure-track faculty. The readers of grant applications would be blind to the adjunct or tenure track status of the applicant.

RATIONALE FOR THIS SALARY INCREASE:

It is the full-time Lecturer schedules [non-doctoral and doctoral] that should be used as a basis for adjunct financial compensation since they, like adjunct faculty, are hired without research responsibilities, and are evaluated on the basis of their teaching contribution.

At present, full-time lecturers are contractually responsible for teaching 27 credit hours [9 courses] per academic year, holding office hours and undertaking administrative responsibilities. We consider administrative responsibilities to be the approximate equivalent of 1 course per academic year, so that their annual compensation covers the equivalent of 10 courses [30 credit hours] per academic year.

We believe it would be only equitable if adjunct faculty were compensated at the rate of 1/10 of the Lecturer compensation for each course [3 credit hours] taught, and that adjunct faculty would be contractually responsible for the same amount of office hours per course as full-time faculty.

For example: A full-time Lecturer [as of 11/1/94 at the 1st step within schedule] receives \$27,454.00 a year. Thus, an adjunct without a doctorate who is at the 1st step within the schedule [based on their years of service] would receive 1/10 or \$2,745 per course [3 credits].

Full-time Lecturers teach an equivalent* of 10 sections [3 credit courses] annually at \$29,694 which equals \$2,969 per section (or equivalent).

*** 9 sections [3 credit courses] annually plus administrative responsibilities equivalent to 3 credits per year**

**IDENTIFYING INEQUITIES
COMPARING FULL-TIME AND ADJUNCT FACULTY COMPENSATION**

**Adjunct Lecturers [as of 11/1/94]
[3rd step within schedule]
\$49.54 (contact hr)x 45 hrs = \$2,229.30**

**Adjunct Assistant Professors [as of 11/1/94]
[3rd step within schedule]
\$56.18 (contact hr)x 45 hrs = \$2,528.**

**Full-time [Certificate of Continuing Employment]
Lecturer [as of 11/1/94]
[3rd step within schedule]**

**Full-time [Tenure-track]
Assistant Professor [as of 11/1/94]
[3rd step within schedule]**

**\$29,694.00 annually
plus health & retirement benefits**

**\$32,373.00 annually
plus health & retirement benefits**

Contractual Responsibilities

[Both Senior & Junior Colleges]

Teaching duties: 9 sections annually

Administrative duties: Yes (unspecified)

Research duties: None

Contractual Responsibilities

[Senior Colleges]

Teaching duties: 7 sections annually

Administrative duties: Yes (unspecified)

Research duties: Yes (unspecified)

I have translated administrative duties to an equivalent of 1 section per year.

I have translated administrative duties to an equivalent of 1 section per year & research duties to an equivalent of 1 section per year.

**Full-time Lecturers teach
equivalent of 10 sections annually
\$29,694 10 = 2,969.00**

**Full-time Assistant Professors teach an
an equivalent of 9 sections
\$32,373.00 9 = \$3,597.**

**Full-time Lecturers earn \$2,969 per section*
Adjunct Lecturers earn \$2,293 per section**

**Full-time Asst Profs earn \$3,597 per section*
Adjunct Asst Profs earn \$2,528 per section**

**Adjunct Lecturers earn 77% of what
Full-time Lecturers earn for equal work**

**Adjunct Asst Profs earn 70% of what
Full-time Asst Profs earn for equal work**

**Adjunct Associate Professors earn \$2,725.65 per section
Full-time Associate Professors earn \$4,687.33 per section***

and

**Adjunct Associate Professors earn 42% of what
Full-time Associate Professors earn for equal work**

**Full-time [Certificate of Continuing Employment]
Lecturer [as of 11/1/94]
[3rd step within schedule]**

**\$29,694.00 annually
plus health & retirement benefits**

Contractual Responsibilities
[Both Senior & Junior Colleges]

Teaching duties: 9 sections annually
Administrative duties: Yes (unspecified)
Research duties: None

I have translated administrative duties to
an equivalent of 1 section per year.

**Full-time [Tenure-track]
Assistant Professor [as of 11/1/94]
[3rd step within schedule]**

**\$32,373.00 annually
plus health & retirement benefits**

Contractual Responsibilities
[Senior Colleges]

Teaching duties: 7 sections annually
Administrative duties: Yes (unspecified)
Research duties: Yes (unspecified)

I have translated administrative duties to
an equivalent of 1 section per year &
research duties to an equivalent of 1 per
year.

**Full-time Lecturers teach an equivalent of:
10 sections annually
\$29,694 10 = 2,969.00**

**Full-time Lecturers earn \$2,969 per section
Adjunct Lecturers earn \$2,293 per section**

**Adjunct Lecturers earn 77% of what
Full-time Lecturers earn for equal work**

EQUITY GAP = \$739. per course

**Full-time Assistant Professors teach an
9 sections annually
\$32,373.00 9 = \$3,597.**

**Full-time Asst Profs earn \$3,597 per section
Adjunct Asst Profs earn \$2,528 per section**

**Adjunct Asst Profs earn 70% of what
Full-time Asst Profs earn for equal work**

EQUITY GAP = \$1,069. per course

These are actually UNDERCALCULATIONS OF THE EQUITY GAP because:

- 1) Movement from step to step in the salary schedule is more frequent for full-time faculty, thus an adjunct and a full-time faculty employed for the same number of semesters would be at different steps within their schedule.**
- 2) This does not include the differences in benefit packages. Adjuncts receive no pension benefits, their health coverage is significantly inferior and they do not begin receiving health benefits only after teaching for one and a half years.**

INEQUITIES IN ADJUNCT COMPENSATION

1. **Adjunct Lecturers** are paid roughly \$4,434. per year less (assuming 3 courses per semester) than tenure-track [certificate of continuing employment] faculty who teach in identical rank, after adjusting for administrative duties they are not responsible for. In addition, they do not receive equal health benefits and receive no pension benefits. [% of the adjuncts at John Jay are Adjunct Lecturers]

Conservatively speaking this results in a 33% gap in pay within rank and job seniority.

2. **Adjunct Assistant Professors** are paid roughly \$6,414. per year less (assuming 3 courses per semester) than tenure-track faculty who teach in identical rank, after adjusting for administrative and research duties they are not responsible for. In addition, they do not receive equal health benefits and do not receive pension benefits. [% of the adjuncts at John Jay are Adjunct Assistant Professors]

Conservatively speaking this results in a 42% gap in pay within rank and job seniority.

3. **Adjunct Associate Professors** are paid roughly \$11, 768.10 per year less (assuming 3 courses per semester) than tenure-track faculty who teach in identical rank, after adjusting for administrative and research duties they are not responsible for. In addition, they do not receive equal health benefits and do not receive pension benefits. [% of the adjuncts at John Jay are Adjunct Associate Professors]

Conservatively speaking this results in a 72% gap in pay within rank and job seniority.