

HIGHER EDUCATION

2010 Resolution

ATTENDEES:

Berea Federation of Teachers #1699	Holly Viebranz Jinnifer Roach
Terra Faculty Association #4719	Andrew Shella Jack Fatica, Chair
Toledo Federation of Teachers #250	Molly Henry
(Observer) Ohio Federation of Teachers	Kim Luther, Staff

RESOLUTION ON AFT FACULTY AND COLLEGE EXCELLENCE CAMPAIGN

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3 WHEREAS the American Federation of Teachers has enacted a number of resolutions
4 over the years denouncing the destructive movement in the nation's colleges and
5 universities to employ a shrinking proportion of full-time tenured and tenure-track faculty
6 while dramatically expanding the proportion of exploited "contingent" faculty, such as
7 part-time/adjunct faculty, full-time non-tenure track faculty and graduate employees, all
8 of whom work under short-term contracts, and
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10 WHEREAS as a result of these policies, today more than 70 percent of all college and
11 university instructors are contingent workers who, most often, receive disproportionately
12 low compensation, have minimal or no job security and receive inadequate professional
13 support, and
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15 WHEREAS the American Federation of Teachers and its affiliates have taken the lead
16 in initiating organizing drives, negotiating better working conditions through collective
17 bargaining, and engaging in legislative and political activity to ensure that contingent
18 faculty and other instructional staff receive higher pay, better benefits, greater job
19 security and adequate professional support, and
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21 WHEREAS in 2006, the AFT enacted a resolution that called for the development of a
22 national campaign to promote the introduction of state legislation designed to restore
23 full-time tenured faculty positions and provide the equity in compensation and
24 professional support that contingent faculty need to best serve their students, and
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26 WHEREAS in furtherance of this resolution, the AFT launched the Faculty and College
27 Excellence Campaign (FACE) in 2007, to push for the initiation of new hiring policies
28 that would:

29 phase in full pro-rata pay and benefits for contingent faculty and other instructional staff,
30 and

31 provide that 75 percent of the undergraduate classes in most departments at public
32 institutions of higher education are taught by full-time tenured and tenure-track faculty
33 after an appropriate phase-in period, and

34 ensure that institutions of higher education develop a plan to increase full-time tenured
35 and tenure-track faculty hiring without job loss to existing contingent faculty, and that

HIGHER EDUCATION

2010 Resolution

36 contingent faculty are given preferential consideration in filling new full-time tenured and
37 tenure-track jobs.

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39 WHEREAS in an effort to begin the transformation of the academic staffing structure,
40 FACE legislation has already been introduced in 11 state legislatures and will be
41 introduced in other states, even as AFT higher education leaders recognize that
42 achieving the goals of the FACE Campaign will require years of public and political
43 advocacy, therefore

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45 BE IT RESOLVED that the American Federation of Teachers endorse the Faculty and
46 College Excellence Campaign as a strategy to simultaneously increase the proportion of
47 full-time tenure and tenure-track positions and improve the compensation and working
48 conditions of contingent faculty through union solidarity and member mobilization
49 focused on organizing, collective bargaining, legislative action, data analysis and public
50 engagement, and

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52 BE IT RESOLVED that the American Federation of Teachers assist affiliates interested
53 in developing FACE legislation tailored to the political circumstances and policy issues
54 in their states and assist affiliates in acquiring legislative sponsors, developing
55 testimony, disseminating research and engaging in supportive political action, and

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57 BE IT RESOLVED that the American Federation of Teachers assist affiliates interested
58 in developing collective bargaining initiatives to carry out the goals of FACE as well as
59 mobilize members behind FACE-related contract campaigns and ensure that collective
60 bargaining and legislative efforts are mutually reinforcing, and

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62 BE IT RESOLVED that the American Federation of Teachers collect and conduct
63 research on academic staffing issues to support its advocacy of FACE goals, and

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65 BE IT RESOLVED that the FACE Campaign employ the media, wherever possible, to
66 engage public officials and the general public, particularly college students and their
67 families, on the importance of restoring a predominantly full-time tenured faculty corps
68 and achieving equity for contingent faculty, and

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70 BE IT RESOLVED that the American Federation of Teachers recognize that member
71 mobilization is the most important element of both legislative and contract-based FACE
72 efforts, and will therefore offer information and training, and other support, in promoting
73 effective mobilization practices to achieve the FACE Campaign's goals and will connect
74 these activities with the AFT Activists for Congressional Education (ACE) program, and

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76 BE IT FINALLY RESOLVED that the American Federation of Teachers, whenever
77 possible, will form relationships and coalitions with other organizations wishing to
78 advance the aims of the FACE Campaign.

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HIGHER EDUCATION

2010 Resolution

RESOLUTION ON AFT STANDARDS OF GOOD PRACTICE IN THE EMPLOYMENT OF PART-TIME/ADJUNCT FACULTY

WHEREAS a substantial decline in the availability of full-time tenured positions for higher education faculty, coupled with an explosion in the employment of qualified but economically and professionally exploited part-time/adjunct faculty, has become a deeply disturbing pattern in American higher education, and

WHEREAS part-time/adjunct faculty members serve with great distinction on campuses across the country, making an invaluable contribution to their students and the institutions that employ them, and

WHEREAS part-time/adjunct faculty, despite their substantial credentials and proven effectiveness in the classroom, are often paid poorly and receive few, if any, medical or fringe benefits; lack employment security or protection against arbitrary dismissal; receive little or no payment or encouragement to hold student office hours or participate in the academic affairs of the institution; and are, therefore, required to rise above adverse and unreasonable circumstances in order to deliver quality education, and

WHEREAS organizing and improving the wages and working conditions of part-time/adjunct faculty have long been top AFT priorities, as a result of which AFT now represents about 50,000 part-time/adjunct faculty, more than any other union, and

WHEREAS AFT and its affiliates have been able to win substantial improvements in the wages and working conditions of their part-time/adjunct members through collective bargaining and activity in the political arena, although much more needs to be done, and

WHEREAS AFT's higher education program and policy council, after soliciting input from full- and part-time/adjunct faculty members around the country, developed a set of *Standards of Good Practice in the Employment of Part-time/Adjunct Faculty* to serve as the basis for further AFT advocacy on part-time/adjunct faculty issues, therefore

BE IT RESOLVED that the AFT endorse the principles encompassed in the *Standards of Good Practice in the Employment of Part-time/Adjunct Faculty*, and

BE IT RESOLVED that the AFT endorse the following "Standards of Compensation" enunciated in the *Standards of Good Practice*:

part-time/adjunct faculty should be paid a salary proportional to that paid full time tenured faculty of the same qualifications for doing the same work;

part-time/adjunct faculty should receive pro-rated sick leave, accrued sick days and pay for holidays and breaks;

part-time/adjunct faculty should receive disability, health care and pension benefits;

part-time/adjunct faculty should be paid for holding office hours for student conferences;

if full *pro rata* pay has not yet been achieved, part-time/adjunct faculty who participate in institutional committees should be compensated for doing so; and

HIGHER EDUCATION

2010 Resolution

129 part-time/adjunct faculty should have unemployment insurance available to them when
130 they are not on the college payroll; and

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132 BE IT RESOLVED that the AFT endorse the "Employment Standards" set out in the
133 *Standards of Good Practice*:

134 Part-time/adjunct faculty members should be initially hired with the same care and
135 subjected to the same interview process as any other applicant;
136 a probationary period of time should be set for the evaluation of part-time/adjunct faculty
137 members;

138 upon successfully completing a probationary period, part-time/adjunct faculty should
139 achieve a form of seniority;

140 once seniority has been achieved, part-time/adjunct faculty should be subject to non-
141 reappointment in only two circumstances—if the courses taught are not being offered or
142 for cause, utilizing all due-process protections;

143 part-time/adjunct faculty should have the right to order their own texts and design their
144 own courses unless these are departmental decisions, in which case part-time/adjunct
145 faculty should be invited to participate in the deliberations; and

146 qualified part-time/adjunct faculty who have successfully completed a probationary
147 period should be given preference in consideration for any full-time position in
148 accordance with the requirements of the position, the needs of the department and the
149 part-time/adjunct faculty member's seniority:

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151 BE IT RESOLVED that the AFT endorse the "Standards of Professional Responsibility
152 and Support" in the *Standards of Good Practice*:

153 upon initial appointment, part-time/adjunct faculty members should be oriented to the
154 institution and the department, the curriculum and support services, the institution's
155 governance structure, and the department's expectations regarding the successful
156 performance of their duties;

157 to ensure adequate preparation time, class assignments should be made, whenever
158 possible, using the same calendar and time formats as those accorded full-time faculty;
159 part-time/adjunct faculty should have the right to express preferences concerning
160 courses, schedules and locations.

161 part-time/adjunct faculty should be provided suitable office space and should have paid
162 office hours to meet with their students;

163 part-time/adjunct faculty who have achieved seniority and the job security that goes with
164 it should be invited to participate in departmental meetings and other committees with
165 voting privileges and should be compensated for doing so;

166 part-time/adjunct faculty should have access to secretarial and technological support
167 services necessary to the fulfillment of their responsibilities as well as adequate
168 supplies and library and other campus privileges; and

169 part-time/adjunct faculty should have opportunities and financial support to participate in
170 conferences and workshops for their professional development, to apply for grants and
171 sabbaticals and to participate in the institution's tuition support program; and

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173 BE IT RESOLVED that the AFT endorse the section of the *Standards of Good Practice*
174 devoted to "Ensuring Full Rights for Part-time/Adjunct Faculty within Their Unions":

HIGHER EDUCATION

2010 Resolution

175 where full-time and part-time/adjunct faculty members are in the same union on
176 campus:
177 the part-time/adjunct faculty should have full voting rights on all union matters, including
178 the election of officers and the ratification of contracts;
179 special efforts should be made to bring part-time/adjunct faculty into union leadership
180 positions, including service on union committees and bargaining teams, and to
181 encourage their participation in membership drives and other union affairs;
182 where the full-time and part-time/adjunct faculty members at an institution are *not* in the
183 same union, it is essential to establish regular communication between representatives
184 of the full-time and part-time/adjunct faculty in an attempt to settle potential differences
185 over issues of employment, compensation and professional rights/responsibilities;
186 given the rewards that come from developing an effective union, membership dues for
187 part-time/adjunct faculty should be set at a high enough level for the local union to be
188 strong while at the same time taking into account the limited compensation part-
189 time/adjunct faculty receive; and
190 higher education unions should assume the responsibility of initiating programs to
191 increase understanding between full-time and part-time/adjunct faculty members,
192 providing forums to work through myths and stereotypes and develop mutual respect
193 and trust; and
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195 BE IT RESOLVED that the AFT encourage locals to promote the *Just Ask!* Program;
196 and
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198 BE IT FINALLY RESOLVED in support of the *Standards of Good Practice*, AFT is
199 committed to sustaining a vigorous organizing campaign on behalf of part-time/adjunct
200 faculty.
201 (2002)