

MEMORANDUM

TO: Members of the Student Assembly

**FROM: Caitlin Janiszewski, Delegate
University at Albany – Graduate Division**

DATE: November 9, 2013

SUBJECT: Contingent Faculty Pay Equity

I recommend that the Student Assembly adopt the following resolution:

Whereas the typical 3-credit course salary for a SUNY adjunct is between \$2,500 and \$3,000 per three-credit course they teach; and

Whereas adjunct faculty in SUNY are typically signed to contracts lasting one semester or one year, at most; and

Whereas SUNY contingent faculty are the only category of New York State employees for which there is not minimum contractual salary; and

Whereas contingent faculty on temporary appointments can be fired at any time without cause, and those on term appointments can be non-renewed for any or no cause, and therefore contingent faculty need to be extremely concerned about their job security; and

Whereas this demeaning treatment of contingent faculty negatively impacts the quality of education at SUNY as contingent faculty are not able to deliver the same quality of education as they would if they were better supported by receiving a living wage, office space to meet with students, and other necessary resources for fulfilling their role as educators and advisors; and

Whereas students understand the need for flexibility on behalf of the system administration when it comes to hiring and firing faculty, but also recognize that concern for being laid off or non-renewed can hinder the quality of education or the ability of contingent faculty to challenge students; and

Whereas many contingent faculty in the SUNY system are graduate students; and

Whereas contingent faculty and GTAs are the most vulnerable employees; and

Whereas 44% of SUNY faculty are contingent faculty, not including GTA labor; and

Whereas contingent faculty are often given only one course leaving them ineligible for benefits; and

Whereas students understand that adjunct faculty will always be present on SUNY campuses; and

Whereas the Modern Language Association [proposes a minimum starting salary](#) for part-time faculty of \$7,090 per standard three-credit course, rather than the market baseline which is approximately \$2,500-\$3,000 which adjunct faculty salaries are currently determined by; and

Whereas students understand the contributions adjunct faculty have made to SUNY; now, therefore, be it

Resolved that the SUNY Student Assembly consider the treatment of contingent faculty to be unfair and harmful to academic quality; and, be it further

Resolved that the SUNY Student Assembly call on SUNY System Administration to pay all contingent faculty members a minimum starting salary of \$5,000 per standard three-credit course; and, be it further

Resolved that the SUNY Student Assembly recommend that departments, whenever possible, offer two courses to a contingent faculty member making them eligible for benefits; and, be it finally

Resolved that copies of this resolution be distributed widely, but not limited to, the SUNY Board of Trustees, SUNY Chancellor Nancy L. Zimpher, University Faculty Senate, Faculty Council of Community Colleges, SUNY Campus Presidents, and SUNY Student Government Associations.