

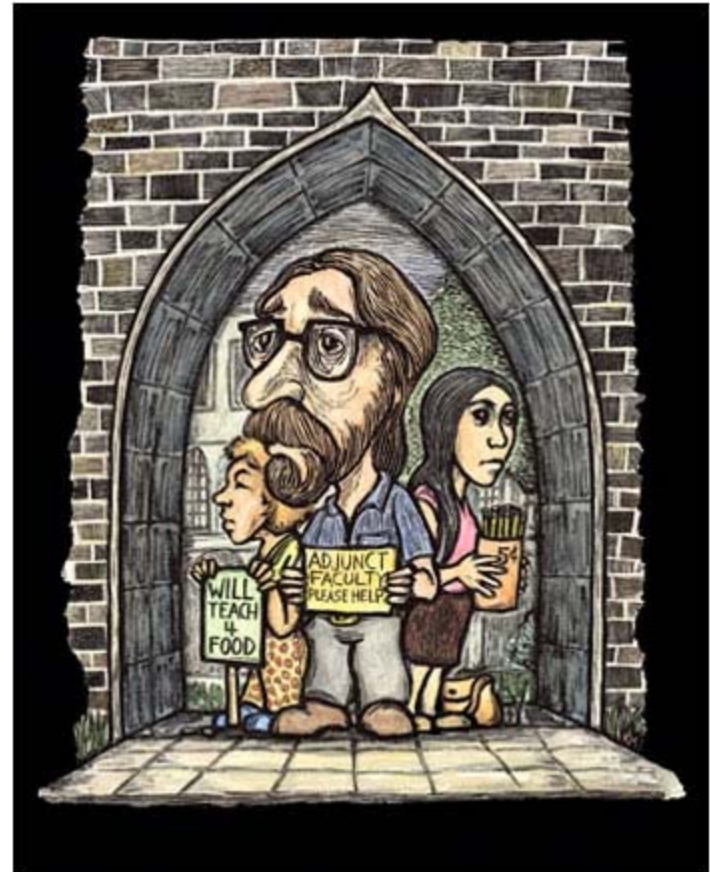
HFCC Adjunct Faculty Organization

Overview of Proposed First
Contract

September 19, 2008

Bargaining Priorities

- Our top three bargaining issues:
 - Salary
 - Salary
 - Salary
 - An overwhelming majority of adjuncts want something done about our pay
- Job security/seniority is our second major issue
- Benefits are our third major concern



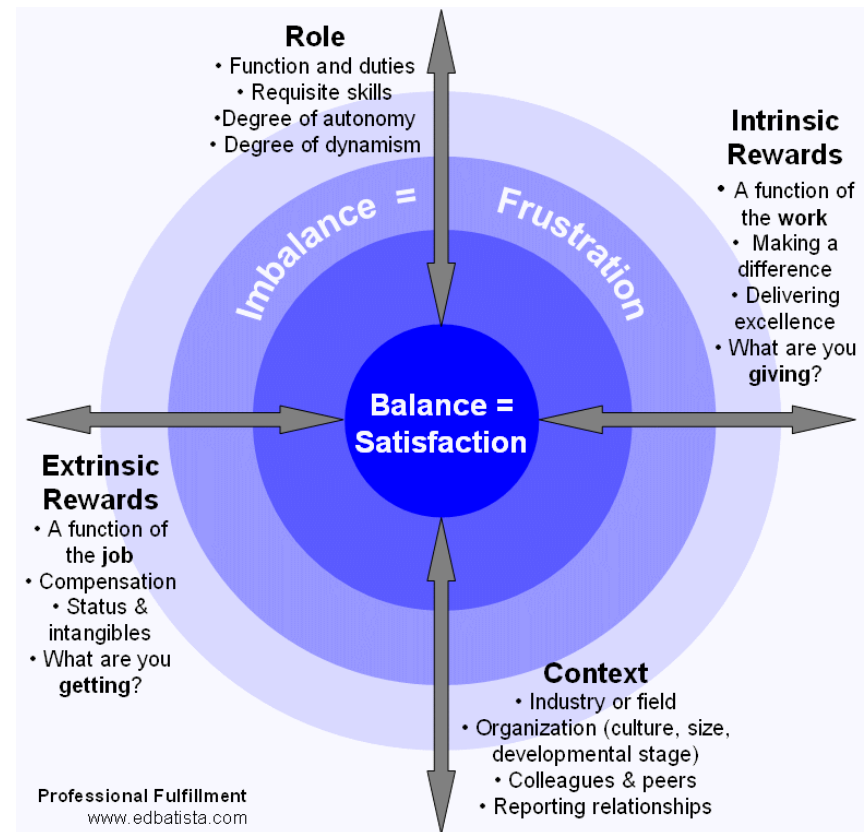
Picture courtesy of Ricardo Levins Morales, Northland Poster Collective.
www.northlandposter.com.

The Split Academic Labor Market

- The existence of a “split **Academic Labor Market**” is a much-discussed fact
 - The split ALM poses a threat to the quality of education
- The split ALM was not created overnight, it won't be mended in one contract
- HFCC and other community colleges must break their structural dependency on poorly paid part-time labor
- Our goal is to make substantial progress toward equity with full-timers in our first contract and to establish a clear roadmap to get all the way there at some point in the foreseeable future

The value of part-time work

- Part-time work isn't exploitive by definition
- Many teach part-time by choice
- “Intrinsic” rewards for teaching are great
- Benefit to college isn't just to the bottom line
 - Part-time teachers bring their “real world” experience into the classroom

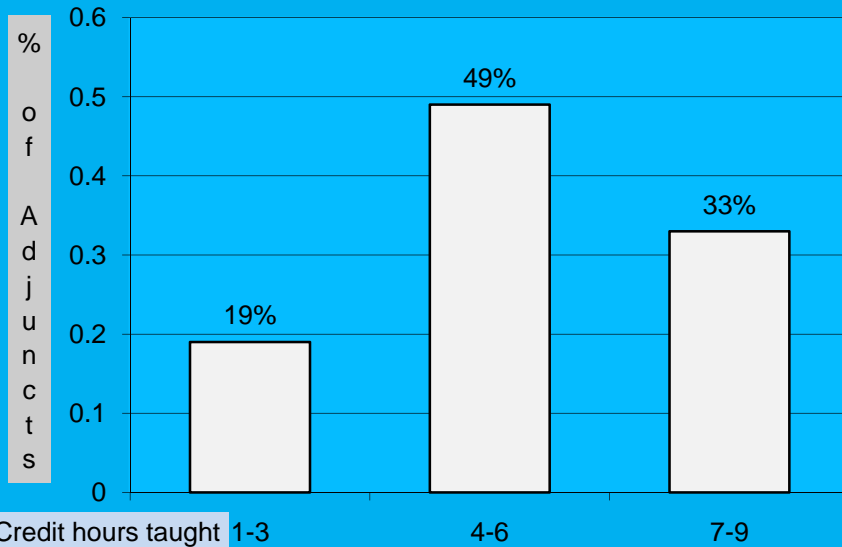


A quality of education issue

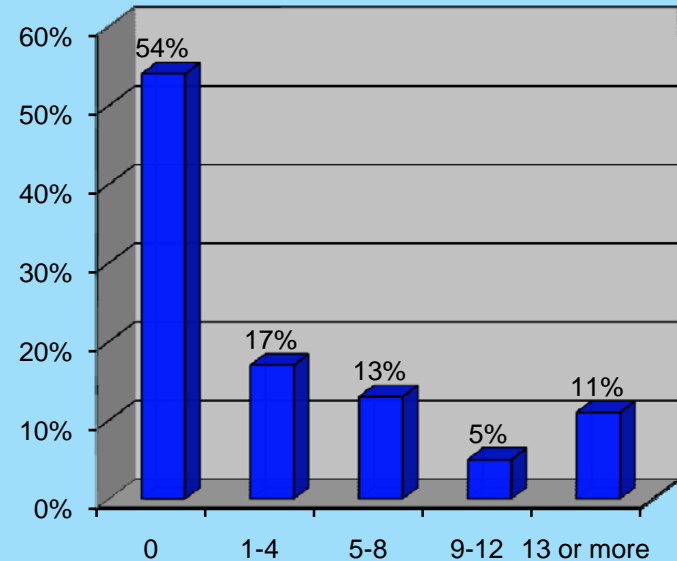
- Students and tax-payers expect the same quality from a part-time teacher as they do from a full-time teacher
 - However, under valued teachers = negative outcomes
 - When part-timers are poorly remunerated and have poor working conditions there is a predictable negative effect on the quality of education students receive

Part-Time Faculty, Full-Time Teachers

Credit Hours Taught per Semester at HFCC



Credit Hours Taught at other Colleges & Universities per Semester



- ◆ 81% of adjuncts teach 2 or more classes per term
- ◆ Many (72%) have indicated that they would like to teach full-time
- ◆ 46% are “roads” scholars who regularly teach at other colleges

How much are adjuncts worth in comparison to full-timers?

- Adjuncts and full-timers are doing essentially the same work, at least in the classroom
 - Especially true at community college level
- Full-timers have additional responsibilities beyond teaching
- Ideally, adjuncts should be expected to provide service and participate in governance and administrative activities
- Our proposals are based on best practices at other colleges and comparisons to full-timers

The tale of the compa-ratio

- The “compa-ratio” compares part-time pay to full-time pay
 - Numerator is the part-timer’s per credit hour rate
 - Denominator is the comparable full-time per credit hour rate
- An adjunct with a compa-ratio of 50% is paid half as much as a full-timer
- An entry-level HFCC adjunct with an M.A. has a compa-ratio of 34%
 - This means that the adjunct would have to teach more than 29 three-credit hour classes to earn what the full-timer gets for ten
 - This comparison does not consider benefits

Our compensation proposal

- Continue to recognize four “lanes” of adjuncts
 - Less than M.A. to Ph.D.
- Add additional steps to the current four- step system
- Employees on first step would receive substantial increases
 - Senior employees would receive greater initial increases
- Long term objective: reduce the existing disparity between adjunct and full-time compensation for the same work

Intermittent, Not Transient

71% of survey respondents have taught at HFCC for more than 6 semesters.

60% for at least 10 semesters.

49% for 17 or more semesters.

This core of adjuncts are long-term employees of HFCC.

Unfortunately, as things stand, they have no real stake in the system.



Job Security/Seniority

- ◆ Grand-parented seniority system
 - ◆ Five “points” for every academic year during which member teaches at least one credit hour
 - ◆ One point for every credit hour taught
 - ◆ Modified for non-teaching members
- ◆ Move from step to step based on points
- ◆ Distinction between “senior adjunct” and “adjunct”
- ◆ Members with more seniority have more privileges
- ◆ No dismissal without cause

Benefits

- ◆ Benefits are part of a compensation (economic) package and all of the arguments we made for equitable pay apply to benefits
- ◆ We propose a “cafeteria” plan
 - ◆ College provides adjuncts with a certain number of benefit dollars
 - ◆ Employees can use those benefit dollars and their own pre-tax dollars to buy health, dental insurance, and other HFCC benefits at group rates
- ◆ Tuition reimbursement and retirement options will also be “on the table”

Other issues our members care deeply about

- Pay dates
 - We wait way too long for our first pay check
- Office space
 - We need someplace to meet students
- Professional development
 - We want a fund to support conference attendance, journal subscriptions, etc.
- Performance evaluation
 - New teachers should be evaluated and a process should be in place to provide tools and opportunities to correct any deficiencies
- Opportunities for full-time employment
 - Members should be given some preference over external candidates