

An argument for better treatment of Adjunct Faculty, as well as a return to a focus on teaching in the New Hampshire university system, while curtailing the corporatization of our public universities and colleges

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“We’re seeing a second class status of professors emerging,” says Carol Zabin, Director of Research at the Berkeley Center.”
-- NBC News, April 6, 2015

It is time to provide Adjunct Faculty with:

- Fair, living, and professional wages—equal pay for equal work
- Health benefits
- Matching retirement contributions
- Educational benefits for self, spouse/partner, and children
- Multi-year contracts
- Equipment expenses for items such as computers and internet connections
- Capped class sizes at reasonable levels to ensure good faculty to student ratios
- Paid training
- Compensation for class preps, especially when a class cancels
- Elimination of the exploitation of faculty members’ innate need to teach

What benefits do adjuncts want? What do we get?

- We want better pay that represents our professional commitment
 - National average is \$2700 per three-credit hour course, or \$900/credit hour
 - There is a movement by the State Employees International Union (SEIU) for \$15,000/three-credit-hour class—closer to what full-time faculty are paid to teach a course
- We also want pay for prepping classes
 - When a class is cancelled, we do not get paid for the hours to get it ready for the first day; we spend time prepping:
 - Syllabus and [often] virtual classroom
 - Handouts, assignments, quizzes, etc.
- We want educational benefits for our families and ourselves
 - Full-time employees receive educational benefits
 - My experience: When I asked to sit in on a class that wasn’t full a few years ago, I was told I could do so for the \$400 audit fee; *it should be free*
 - We want university-matching retirement benefits
 - We want access to affordable health benefits, including university contributions toward plans
 - An office where we can meet with students and keep materials
 - At UNHM there are four offices to share among ~75 adjuncts per semester, though there are no door locks, so we can’t store things
 - As a result, our offices are often our cars
 - UNHM used to offer free parking; this year = \$50/year
 - A salary that reflects other things we do:
 - Recommendation letters
 - Helping with student projects
 - Meeting with students outside class

“The median salary for public university presidents was \$428,250 in the 2014 fiscal year, up about seven percent from the previous year, according to an annual survey by The Chronicle of Higher Education.” -- New York Times, June 7, 2015

Compare that salary to national average salary of adjuncts (according to SEIU)--\$2700/class. And most universities cap adjuncts at teaching just two classes per semester (making them part-time and ineligible for affordable care health benefits) x 4 classes/year = \$10,800.

“The University of New Hampshire’s top administrative salaries have soared in the past decade. Among them are the president’s salary, which has grown from \$180,000 in 2001 to \$334,440 today.”
--Seacoast Online, May 27, 2011

“For strapped adjuncts with no off-campus income, a solution is to replace a minimum wage with a living wage—say, \$15,000 a course plus benefits.”
--Washington Post, Aug. 22, 2014

How much does UNHM make via my per-class salary this semester?

\$572/credit (in-state, 1-11 credits)	9 students	29 students
\$2288/student	\$ 20,592	\$ 66,352
Subtract my pay	(\$ 4,000)	(\$ 4,000)
UNHM Keeps	\$ 16,592	\$ 62,352

How much does UNHM make annually utilizing 75 adjunct faculty? (~75 +/- adjuncts teach each sem.)

Gross Revenue: 75 adjuncts teach ~100 courses/year (average enrollment is 10 students/class for \$22,880) 100 x \$22,880 =	\$ 2,288,000.00
Subtract adjunct pay: 75 adjuncts, average pay (per survey results) is \$2,791.67/course x 100 classes per year; 100 x 2791.67	(\$ 279,167.00)
UNHM Keeps	\$ 2,008,833.00

“Where would the money come from? Start with cuts to presidential salaries, which are at all-time highs. Annual pay packages from \$500,000 to more than \$1 million are common. Meanwhile, the loan debts of students—the pre-unemployed—soar.”

-- Washington Post, Aug. 22, 2014

And don't add new administrative positions.

“Peter Weiler, vice president for advancement, is the only other administrator whose salary tops \$300,000. His position did not exist in 2001. ... Weiler carries a portfolio that used to be divided between the president of the UNH Foundation and the vice president for marketing and communications.” -- Seacoast Online, May 27, 2011

“Until salaries at the top are trimmed—including excessive pay to big-time football and basketball coaches—and those at the bottom are raised, the demeaning of adjuncts is little more than structural economic violence.” -- Wash. Post, Aug. 22, 2014

“A total of 12 UNH staff salaries exceed \$200,000. They include the head coaches for men's hockey, Dick Umile (\$224,400), and football, Sean McDonnell (\$204,000), as well as all but one of the university's principal administrators: Mark Rubinstein, the vice president of student and academic services, makes \$197,460.”

-- Seacoast Online, May 27, 2011

“The ranks of well-paid administrators have swelled as well, far outpacing the growth of full-time faculty, who are being replaced by low-paid adjunct professors. As universities succumb to this cost disease, they begin to resemble businesses more than nonprofit schools charged with a public mission. The future of higher learning and, more broadly, our society hangs in the balance.”

-- Time Magazine, May 22, 2014

“Meanwhile, the students are bearing the brunt of the costs. In-state tuition and fees went up 85 percent from \$7,395 in 2001 to \$13,672 in 2011, and out-of-state tuition and fees rose 68 percent, from \$16,465 to \$27,642, over that same period.”

-- Seacoast Online, May 27, 2011

“This year, we took a close look at the perks and benefits, and found that 80 percent of these presidents are getting housing and cars,” said Sandhya Kambhampati, a reporter at The Chronicle who compiled the data. “There were also presidents who got maid service, personal trainers and food stipends. The list of benefits has grown from previous years.”

-- New York Times, June 7, 2015

“According to an analysis of census data by the University of California–Berkeley’s Center for Labor Research and Education, 25 percent of ‘part-time college faculty’ and their families now receive some sort public assistance, such as Medicaid, the Children’s Health Insurance Program, food stamps, cash welfare, or the Earned Income Tax Credit.”

-- Slate, April 13, 2015

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Addendum

Recently released was the report on FY 2015 salaries and bonuses of New Hampshire university system administrators. While faculty (full-time and adjunct) salaries have remained relatively flat, administrators have seen stellar revenue growth. Some examples:

Name, Position	FY 2015 Salary	FY 2015 Bonus
UNH		
Mark Huddleston, President	\$ 395,000	\$ 107,800
Sean McDonnell, Head Football Coach	\$ 265,000	\$ 65,000
William Hall, Asst. VP Enterprise Comp	\$ 137,530	\$ 23,160
Deborah Dutton Cox, VP Advancement	\$ 310,000	\$ 20,000
Louise Griffin, Director of Admin-Research	\$ 129,380	\$ 10,870
Martin Scarano, Director of UNH Intercollegiat	\$ 212,180	\$ 10,000
Joel Seligman, Assoc. VP University Communication	\$ 194,350	\$ 10,000
SYS		
Todd Leach, Chancellor	\$ 261,000	\$ 46,875
Catherine Provencher, Vice Chancellor and Treasurer	\$ 207,000	\$ 18,000
Keene State		
Anne Huot, President	\$ 271,000	\$ 44,100
Patricia Francis, Capus Admin Officer	\$ 127,690	\$ 3,650
Maryann Lindberg, VP Institutional Advancement	\$ 168,300	\$ 3,300
PSU		
Sara Jayne Steen, President	\$ 269,000	\$ 88,125
Ann Thurston, Assoc. VP-Acad Admin & Fin.	\$ 96,330	\$ 15,000
Elaine Allard, Dean, Library & Acad Sup Services	\$ 103,550	\$ 13,600
Stephen Taksar, VP for Finance & Admin	\$ 191,310	\$ 5,500
GSC		
Mark Rubenstein, President	\$ 230,000	\$ 22,600
Mary Beth Lufkin, VP Enrollment Management	\$ 118,120	\$ 15,000
Scott Stanley, Interim VP Academic Affairs and Prov.	\$ 120,000	\$ 10,000

"[UNH Director of Media Relations Erika] Mantz said the majority of the bonus payments on the list are due to periodic merit-based increases to administrator base salaries, which occur when 'financial circumstances allow.' When such increases are above the published maximum salary for a specific position, the overage is paid in the form of a bonus." -- *Fosters.com*, Oct. 26, 2015

"Around the time Huot, Huddleston, Leach and Steen were awarded their bonuses, The Project on Student Debt ranked New Hampshire highest for the average amount of student loan debt graduates carry after leaving public or private colleges and universities. The state has also been ranked last in the country in per capita funding for public higher education based on the findings in the fiscal year 2014 State Higher Education Finance study."
-- *The Keene Sentinel*, Aug. 22, 2015

"On Thursday, the chapter of the American Association of University Professors (AAUP), which represents over 600 tenured and tenure-track faculty, took aim at the \$387,644 paid in bonuses to UNH administration in 2015, on top of the \$30,056,295 paid in salaries. A list of salaries and bonuses for UNH employees who are designated administrative, executive or managerial recently was sent to faculty by Deanna Wood, president of the UNH chapter of the AAUP in response to faculty inquiries. The list was provided to the UNH AAUP by the University System of New Hampshire."
-- *Fosters.com*, Oct. 26, 2015

"The bonus, which is based solely on job performance, is written into the contract of all USNH college and university presidents and the chancellor.

"It says that the leaders can earn additional pay — a minimum of 15 percent of their market-based salaries — based entirely on their performance and subject to annual review by the board of trustees, USNH spokeswoman Tiffany Eddy said in an emailed statement Friday. In the statement, the college and university presidents and system chancellor are referred to as chief executive officers." -- *The Keene Sentinel*, Aug. 22, 2015

The higher ed system is exploiting the innate need of educators to enlighten students. Knowing many faculty consider what they do a calling rather than a job allows for the sustained abuse of power in universities by administrators.

Sources:

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