

A BILL OF RIGHTS FOR Adjunct, Contingent and Part-Time Faculty

We are adjunct faculty.

We are contingent faculty.

We are part-time faculty.

We are highly educated, long-term, engaged academic faculty who teach across the state's 15 community colleges and nine state universities. We love teaching and value working with students. For many of us, this is our primary source of income. We have spent years on our campuses, invested in their growth, and we maintain vast amounts of institutional knowledge.

Without us, no public higher education institution in the state would be able to operate, yet we are consistently treated as inconsequential and disposable. Regardless of the number of years we have worked or the number of classes we have taught per semester, we are not paid a living wage, do not receive benefits, and have no job security.

This treatment is shameful and a stain on the reputation of our public colleges and universities. Adjunct, contingent and part-time faculty deserve better.



Pay – We deserve to earn a living wage and to be compensated in a way that is equitable to our tenure-track colleagues. We deserve the opportunity for regular pay increases.

For many of us, adjunct, contingent and part-time faculty work is our primary source of income. Yet we earn substantially less than our counterparts.

Job Security – We deserve reasonable job protections. We need fair course assignments, longer-term contracts, timely notice of course assignments and sufficient advance notice of non-reappointment.

We have no opportunity for job growth or guaranteed employment semester to semester. Our classes can be changed or canceled at the last minute, and we often don't have contracts in hand before the first day of class.

Retirement – We deserve a secure retirement with appropriate employer contributions to the Commonwealth's state retirement system.

Dignified retirement is a universal right. However, as employees of the Commonwealth, we do not earn Social Security benefits. Our employer does not make employer contributions to our retirement funds, to which we are required to contribute eight percent of our salary.

Health Care – We deserve access to the same health care benefits as every other state worker in the Commonwealth.

Access to affordable health care is a universal right, but the Commonwealth provides no insurance care benefits to us regardless of the number of classes we teach or years served.

Resources – We deserve access to office space on the campuses where we teach, adequate teaching equipment (including laptops) and materials, and opportunities for continued training and professional development.

The majority of us do not have space to meet with students on our campuses or institution-provided laptops and are excluded from professional development.

Recognition – We deserve acknowledgement for our years of service to our academic institutions, including our dedication to students and contributions to departments and campus culture.

Despite the fact that most of us have been teaching on our campuses for more than a decade, there is no campus-wide acknowledgement of our existence.