

URI/AAUP/PTFU

Part-Time Faculty United



URI PTFU Executive Committee

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WELCOME!

Welcome to our new and returning URI adjunct faculty. Your URI Part-Time Faculty United (PTFU) union wishes to extend a warm welcome to you as a URI PTFU bargaining unit member. The **mission** of the PTFU is to promote and preserve the professional and economic well-being of PTFU bargaining unit members. Our mission is to work to address matters that directly impact both individual and collective areas of concern to URI PTF. PTFU **goals** are: to improve its effective strategies for advancing the standing of URI's PTF; to sustain and lead a unified union group; to attempt to resolve collective bargaining issues of special concern to part-time faculty members; to ensure that the rights and faculty privileges gained through collective bargaining negotiations are enforced by a strong adjunct/part-time faculty union and to enhance the employment environment for part-time faculty at the University. Our goals are to improve the overall working environment for URI's part-time faculty and to gain, among other employment necessities, salary equity, time-in-service rights and sustainable and appropriate health and tuition waiver benefits. An overall more general goal is to work in collaboration with other part-time/adjunct faculty unions locally, regionally, and nationally to build a strong and effective union presence at URI and beyond, and to develop effective strategies for advancing PTFU goals and to grow the union, to give voice to URI's PTF, and to empower them as equal members of URI's teaching community.

We extend all best wishes for your success at URI. Please call or stop by the PTFU office for a visit -- we would like very much to meet and share union information with you. In the meantime, the URI PTFU *Contract*, its *Constitution and By-Laws*, and other PTFU information, including an *Application* form to become a member of the PTFU, are available on-line at URI PTFU's WebSite : www.uri.edu/ptfu

Sincerely,

Edward S. Inman III, President
Patricia Maguire, Executive Director

STATUS of CONTRACT NEGOTIATIONS

Edward S. Inman, President, URI/AAUP/PTFU

Dorothy F. Donnelly, PhD, Chief Negotiator, URI/AAUP/PTFU

As indicated in our earlier newsletters the salary offer proposed to the URI/AAUP/PTFU Negotiation Committee by the University of Rhode Island/RI Council on Post Secondary Education (RI CPE) was totally unacceptable (i.e., a salary increase of a mere \$150 over the period of a five year contract). Not surprisingly, the URI/PTFU unanimously rejected the offer.

While there have been several changes in contract language proposed by the URI/PTFU that have been approved, our proposals for a salary increase, as well as other benefits that are provided for all other teaching faculty at URI, are not yet resolved.

Negotiations between URI/RI CPE and URI/AAUP/PTFU have moved to Arbitration. There have been two arbitration meetings held to date and a 3rd meeting is to be scheduled for later this month.

BTW, the public phase of our campaign continues to be a huge success - we have received press coverage in the national *AAUP Newsletter* and in state-wide newspapers, including: *Westerly Sun*, *Narragansett Times*, *The Good 5c Cigar* (URI student newspaper), *South County Independent*, as well as several substantial articles in the *Providence Journal*. We also received a great response to our on-line petition posted on *Change.org* and addressed to President Dooley. The petition received a total of 570+ signatures. URI/PTFU was given front page coverage in the *Providence Journal* when the on-line petition was delivered to President Dooley and when it was presented at a full meeting of the RI CPE.

The URI/PTFU Negotiation Committee, and the URI/PTFU Executive Committee, remain committed to achieving a fair and equitable successor contract for the outstanding contributions made by URI's adjunct faculty to the University of Rhode Island and, especially, to their students--semester after semester, year after year.

A statement on the rationale and justification for a Pro-Rata approach to paying URI's adjunct faculty was presented to the RI CPE negotiation committee and will be presented to the Arbitrator. Excerpts from the URI/AAUP/PTFU statement include:

PRO-RATA SALARY COMPENSATION FOR URI ADJUNCT FACULTY

Following the acknowledged leadership of the American Association of University Professors (AAUP), many professional organizations have become strong advocates for fair standards in the working conditions of part-time/adjunct faculty who are employed in increasing numbers by institutions of higher education throughout the country. “From 1975 to 2011, the number of tenure-track and tenured professors increased by only 35.6 percent nationwide, while the number of part-time professors increased by 305.3 percent.” (*Equality for Contingent Faculty: The Two-Tier System*, ed. by Keith Hoeller. Vanderbilt U Press, 2014)

Almost all of the advocacy groups speaking on behalf of part-time/adjunct faculty have long argued that the only fair compensation for part-time faculty appointments is a pro-rated compensation based upon the salary of full-time faculty. As the AAUP has long recommended, “compensation for part-time appointments should be the applicable fraction of the compensation (including benefits) for a comparable full-time position.” (*Background Facts on Contingent Faculty*, American Association of University Professors, 2012.)

In support of our pro-rata salary increase proposal we further reference the recent report, *An Update Analysis of the Financial Statements of the University of Rhode Island: Academic Years 2004-2010*, which concludes: “While it may be the case that the State of Rhode Island is in a fiscal crisis, there is no financial crisis at the University of Rhode Island. . . . Although a great deal of uncertainty surrounding the state budgets and the economy in general remains, as long as there is no substantial decline in enrollment, the University of Rhode Island remains in good financial condition and is certainly in a position to offer competitive salaries and benefits to its faculty.” (Rudy Fichtenbaum, Wright State University, Dayton: OH, p. 41.)

It is the goal of the URI PTFU Negotiation Committee, as well as the URI PTFU Executive Committee, to improve the conditions of employment of URI’s part-time faculty and to become the model upon which other comparable research institutions of higher education should support their part-time faculty--the largest group of teaching faculty currently employed in public higher education research institutions and whose employment is integral to the successful achievement of the goals and purposes of the University of Rhode Island.

NATIONAL NEWS

1. SEATTLE U SAYS IT WILL CHALLENGE ADJUNCT UNION VOTE

--Colleen Flaherty

Seattle University is challenging the recently announced results in an election in favor of a part-time faculty union. “The issue is a jurisdictional one,” Father Stephen V. Sundborg, president, said in a statement Friday. “It involves a higher principle, the constitutionally protected right of Seattle University, as a faith-based institution to carry out our core Jesuit Catholic educational mission free from government intrusion by the [National Labor Relations Board]. It is a right that we believe is important to the university and our Jesuit Catholic character to uphold.”

The union election took place in 2014, but ballots were impounded as the university challenged the rights of its adjuncts to bargain collectively. It argued that its Roman Catholic affiliation put it outside the jurisdiction of the National Labor Relations Board. (Source: *Inside Higher Education*, October 3, 2016)

2. LAW: CALIFORNIA CCs MUST NEGOTIATE WITH ADJUNCTS

--Colleen Flaherty

In a win for part-time faculty members at California community colleges, Governor Jerry Brown on Friday signed into law legislation mandating that college districts negotiate with adjuncts over re-employment and termination rule, *The Sacramento Bee* reported. The legislation is a pared-down version of an earlier bill that would have guaranteed a workload for long-serving adjuncts. It nevertheless has significant support from part-time faculty members who seek consideration of seniority in reappointments and increased job security. (Source: *Inside Higher Education*, October 3, 2016)

3. ADJUNCT FACULTY CALLS FOR ALLIES

--SEIU Organizing Committee

As another academic year begins, we at DePaul are faced with inevitable challenges surrounding equitable treatment of non-tenure track, contingent and adjunct faculty. Tenure track positions -- the classical backbone of any robust university - have been significantly reduced and DePaul, like other universities across the country, is increasingly reliant on contingent and adjunct faculty, who make up close to 70 percent of the teaching positions here.

Adjunct faculty often struggle to make a living wage, working with minimal pay, little to no benefits, no contract or job security, and no voice in governance, often on the very policies that affect them the most.

To address this crisis, a national movement has emerged and adjuncts, contingents, and most recently, graduate students, have voted to collectively bargain and protect their rights through a union. Faculty Forward of SEIU, the organization that we support, has successfully organized 70 schools across the nation and in Chicago, especially private institutions such as Loyola University, university of Chicago, and Northwestern University. As many are aware, DePaul has been the center of a unionizing campaign for the last two years and many of us welcome the formation of a union to support and protect adjunct and contingent faculty. . . .

We urge our adjunct and contingent colleagues to consider that the best way to preserve the gains we are striving to achieve is through collective bargaining supported by a legally binding contract. We ask our tenure-line colleagues, department chairs and students to be allies and help us to achieve our goal to be fairly compensated and supported by the university that benefits from our hard work and devotion to student education. (Source: *The DePaulia*, October 3, 2016)

MISSION STATEMENT

The PTFU continuously works toward our mission and commitment of addressing matters that directly impact both individual and collective areas of concern to URI/Part-Time Faculty. The PTFU goals include giving a voice to URI's Part-Time Faculty, empowering them as equal members of URI's teaching community, ensuring that members' rights and entitlements gained from collective bargaining negotiations are respected and enforced. We will continuously work towards enhancing the work experience and environment for the Part-Time Faculty and continue to seek employment necessities, salary, equity and time in service rights. We strive to achieve these goals by leading and growing a sustainable and unified union group with a view towards advancing the status of URI's Part-Time Faculty.

CONTACT INFORMATION

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**THE URI/PTFU NEEDS YOUR SUPPORT SHOW
YOUR SUPPORT THROUGH CHAPTER MEMBERSHIP**