

"I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and also, generally speaking, to secure their influence in the political field."

—Albert Einstein
AFT Charter member, 1939
Princeton University

The United Academics of Philadelphia, AFT Local 9608, is a union dedicated to making higher education sustainable for the 15,000 adjunct professors teaching in Philadelphia-area colleges. We are organizing to build collective bargaining power, community and resources for a vital yet underrepresented majority of university faculties. Education is a public good, so we need to provide our students with a secure, respected faculty. Together, we can achieve what we cannot as individuals. Join us!

WHY I'M A UAP MEMBER



Anna Neighbor,

Photography Adjunct Professor
University of Pennsylvania and
Moore College of Art and Design

My story, at its core, is not a unique one. It is a story shared by so many of us, in Philadelphia and nationwide. In fact, it is the *majority's* story—the story lived by 70 percent of professors working in higher education classrooms today.

Adjunct and contingent faculty are, undeniably, the instructional backbone of higher education. We are highly dedicated to our students and the profession of teaching, well respected in our fields and repeatedly hired. We sculpt the majority of the contemporary collegiate experience for our students. Yet, like so much of America's workforce today, adjunct faculty do not have a consistent voice in our workplace, do not receive wages reflective of our level of service, struggle to access basic benefits and have little opportunity for professional advancement. And often, we feel too vulnerable to advocate for better conditions for ourselves.

That's why I joined with adjunct faculty from across Philadelphia to organize and form the United Academics of Philadelphia, AFT Local 9608.

While my personal story is not unique, it does matter. All of our stories matter. By sharing our stories, we can put an end to our isolation and help stabilize the learning environments of our students. So, I'd like to introduce myself. My name is Anna Neighbor.

I am an artist, a mother, an adjunct professor, a Fishtown resident and a founding member of UAP. As an artist, I maintain a dedicated studio practice and am incredibly active in my professional field. I am a mother to an 8-year-old girl who loves Michael

Jackson, cheeseburgers, anything leopard print and spotting the moon in the daytime. I am an adjunct with consistent, long-standing relationships with the universities where I work (the University of Pennsylvania and Moore College of Art and Design), and I teach because every semester I witness students transform through the making of art. I became a union member because at the time, in my seventh year as a dedicated and well-regarded professor, I had no more security or stability than the day I began teaching.

I highly value my work as an adjunct, and appreciate the flexibility it affords me to spend time with my daughter and remain active in the arts. Yet, while I cumulatively teach a full-time course load each semester, I continually struggle to support my daughter on my income. Year after year, the lack of security, stability and compensation commensurate with my experience increasingly devalues my work as a dedicated educator and professional.

We are a highly vulnerable workforce consisting of at-will employees, and it is only through standing up together that we can stand up for ourselves. It is time for the institutions of higher education to reciprocate the level of dedication and professionalism displayed by their faculty, be they full-time or part-time employees. Through unionization, we will make this a long-overdue reality. Together, we can achieve what we cannot as individuals.

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PHILADELPHIA: A UNIVERSITY TOWN

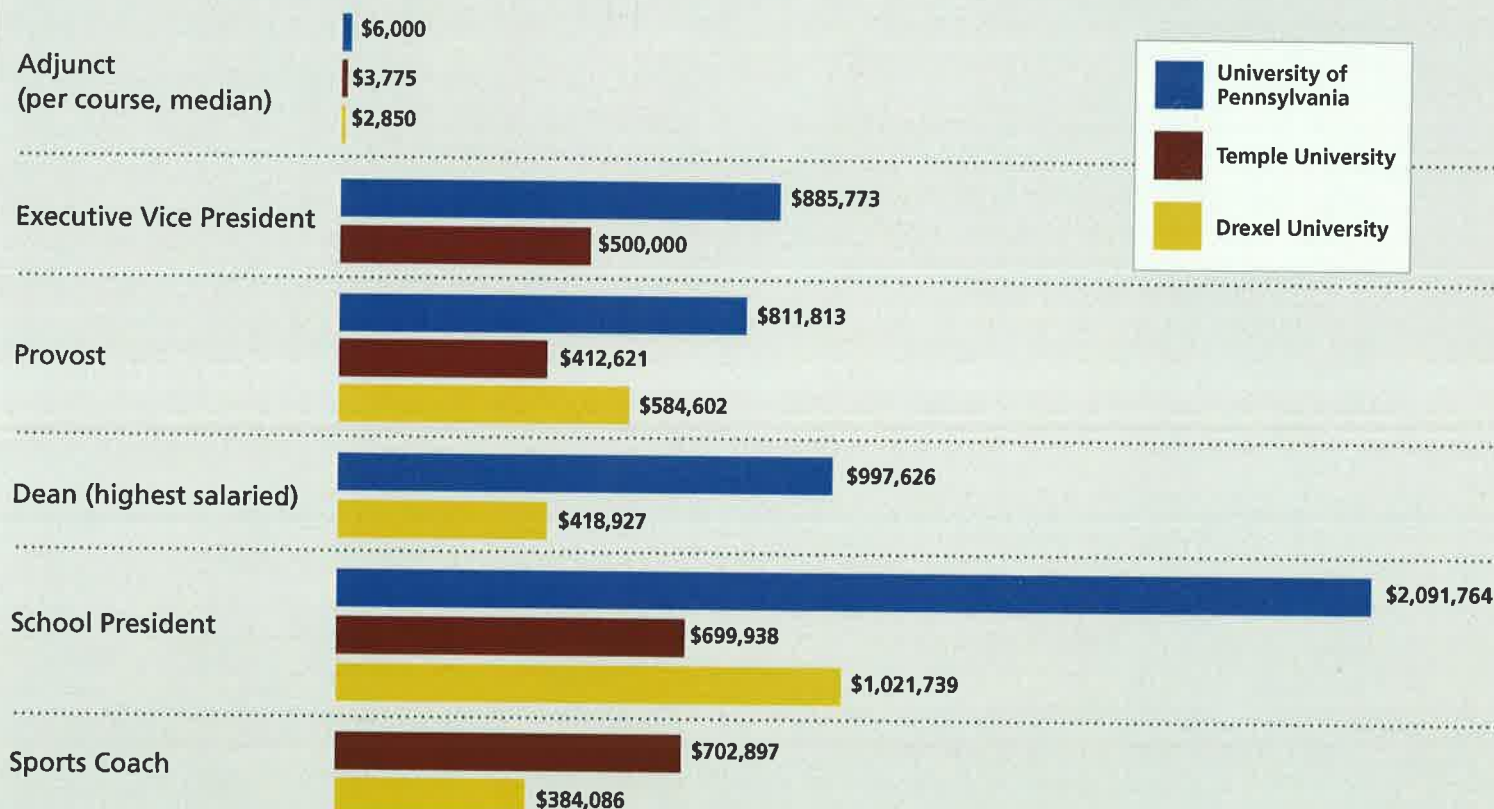
With more than 1.5 million citizens, Philadelphia is a major U.S. metropolis. Nestled in the metro region are 53 higher education institutions, attracting students from across the globe to study and live in Philadelphia, and often stay for years after, making Philadelphia their home. Among these Philadelphians are approximately 15,000 college-level professors and researchers who work on a contingent basis, often being hired on a per-course basis. Teaching at a variety of institutions across the area, these academics often take on other full-time, part-time or freelance work to make a living.

The inequitable distribution of wealth in Philadelphia runs deep. Over a quarter of the city's population lives

in poverty—one of the highest rates among major U.S. cities.¹ More than 50 percent of Philadelphia households earn less than \$35,000 annually.² In January 2014, nearly one out of three residents was using SNAP (food stamps) to buy groceries.³ Medicaid and Medicare covered almost three-fourths of the Philadelphians seeking hospital treatment in the first half of 2012.⁴ And one of the city's dirty little secrets is that highly educated Ph.D. candidates and recipients are among those residents who need government assistance because of low and unequal wages and benefits.

The city's cost of living is more than 20 percent higher than the national average,⁵ with one of the highest

Salary Comparison of Adjunct Faculty and Other University Employees



Source: Adjunct salaries from the Adjunct Project, www.adjunct.chronicle.com. Administrative salaries from 2012 Form 990s.

tax burdens in the nation.⁶ Affordable housing and jobs are hard to find as the population continues to grow. In 2013, there were 5,000 fewer jobs than in 2003, even though Philadelphia's population grew by nearly 60,000 over that time.⁷ Yet the number of jobs in education and health services has increased, making it the largest growing sector in Philadelphia. Universities account for four of the top 15 employers in the city, with the University of Pennsylvania being the largest.⁸ However, nearly 70 percent of faculty positions are contingent.

The contrast between the poverty facing so many Philadelphians and the rising fortunes of the city's colleges and universities is stark. In 2013, the four top employing universities (the University of Pennsylvania, Temple University, Drexel University and Thomas

Jefferson University) held endowments collectively worth around \$9,000,000,000,⁹ and in 2011, the presidents of these four institutions collectively received more than \$5 million in compensation.¹⁰

While university executives enjoy million-dollar salaries, students are footing the bill, often by going deeply in debt to afford tuition. For example, the average University of Pennsylvania student graduates with more than \$20,000 in debt. For students at Drexel University, the average debt load is \$33,500.¹¹

Philadelphia's colleges and universities continue to profit and expand, but not all higher education employees are reaping the benefits (see the table below). Adjunct faculty working in Philadelphia can earn as little as \$1,200 per course.¹²



1. www.pewtrusts.org/uploadedFiles/Philadelphia-State-of-City-report.pdf

2. www.pewtrusts.org/uploadedFiles/wwwpewtrustsorg/Reports/Philadelphia_Research_Initiative/Philadelphia-City-Statistics.pdf

3. www.hungercoalition.org/food-stamp-statistics

4. www.pewtrusts.org/uploadedFiles/wwwpewtrustsorg/Reports/Philadelphia_Research_Initiative/Philadelphia-City-Statistics.pdf

5. www.pewtrusts.org/uploadedFiles/www.pewtrusts.org/Reports/Philadelphia_Research_Initiative/Philadelphia-City-Statistics.pdf

6. www.cfo.dc.gov/sites/default/files/dc/sites/ocfo/publication/attachments/2012%20Tax%20Rates%20and%20Tax%20Burdens_NATIONWIDE.pdf

7. www.pewtrusts.org/uploadedFiles/Philadelphia-State-of-City-report.pdf

8. www.pewtrusts.org/uploadedFiles/wwwpewtrustsorg/Reports/Philadelphia_Research_Initiative/Philadelphia-City-Statistics.pdf

9. 2012-2013 Audited Financial Statements

10. 2011 Form 990s

11. www.projectonstudentdebt.org/state_by_state-data.php

12. www.adjunct.chronicle.com

UAP IS OUR SOLUTION

Across Philadelphia, contingent faculty are joining UAP and organizing their schools to improve employment conditions—and student learning conditions—through strong collective bargaining contracts. We are organizing to seek solutions to issues such as job security, fair pay, class sizes, class cancellations, benefits and professional advancement. The only way to make contingent work sustainable is to raise the standards and demand a voice—and the only way to achieve that is through collective bargaining.

Recently, adjunct faculty at Temple University launched a collective bargaining campaign. Here are some of the faculty who are standing up for a union:

Why We Want A Union



Adam Zolkover,
Intellectual Heritage,
College of Liberal Arts

"I want to be there year in and year out as a professor and mentor for my students. But right now the businesslike atmosphere at Temple makes employment unpredictable. My students and I would both benefit from having a union of adjunct professors so that when students need a recommendation two years down the line, I know I'll still be around to write it."



Wende Marshall,
Anthropology, College
of Liberal Arts

"After devoting hours to syllabus development and carefully budgeting my income for the Fall, I was notified three weeks before classes began that I would no longer be teaching my scheduled course at Temple due to low enrollment. I know that I'm not alone in this situation. It is unfair for Temple to rely so heavily on adjunct labor and then drop us whenever it is convenient for them. By standing together in a union, adjuncts can fight for just working conditions like job security and benefits."



Kelli Jones,
Mathematics,
College of Science
and Technology

"I am an adjunct professor who loves to teach and work with my students. My goal is to continue to do this in a sustainable way. I support forming an adjunct union at Temple because the salary is not commensurate with the work that we do."



Naomi Levine,
MFA in Film & Media
Arts, 2014

"Temple began as a school for working Philadelphians and I'd like to see it return to its founding values of equity and justice. With tuition rates at record highs, adjunct pay and job security have reached record lows. An adjunct union is necessary for ensuring equitable and just conditions for teaching and learning."



Sally Eckhoff,
Foundations, Tyler
School of Art

"I love being an adjunct professor. I want a union because

I want my students to come first. Our union will bring stability to all classrooms. I want my position at Temple to be stable and durable for the betterment of my students."



Jennie Shanker,
Tyler School of Art

"Even with 18 years of teaching experience, I can't count on the employment promised to me from one semester to the next. There have been times when promised classes did not come through after significant work had been done to prepare for them. With an adjunct union at Temple, our teaching expertise and prep work would be honored. The only way to achieve this is by engaging in collective bargaining for binding appointment contracts."



Arthur Jones, Classics,
College of Liberal Arts

"I support establishing a union of adjunct professors at Temple to ensure that our concerns are recognized and to create a platform for adjuncts' voices. This would create greater equality and belonging at the university and put an end to at-will employment for

professors. Furthermore, our union will bring greater benefits, job security and fair pay to adjunct faculty."



Paul Dannenfeler,
Social Work, College of
Health Professionals

"We are stronger when we stand together. That is why I believe in unions. Unions fight to give workers a voice in the workplace and bargain for fair wages and benefits. Respect and decent working conditions are essential to providing a quality education to students."



Don Deeley, English,
College of Liberal Arts,
MA in English, 2010

"I support a union of adjunct professors at Temple because I need job security to develop new classes for my students, to serve as their advocate before the administration, and to create a stronger labor environment in the world they'll be graduating into."



Ryan Eckes, English,
College of Liberal
Arts, MA in English, 2007

"Adjunct professors at Temple have no voice in departmental decisions and no say in the university's direction, and we are paid only a fraction of what our full-time colleagues are paid per course, yet we make up half of the entire faculty. We also work without access to affordable healthcare and without guarantee that we'll have classes to teach the following semester. On top of that, the university provides no rewards for teaching well and no pathways to full-time work for those who seek it. As a Temple alum who believes deeply in the value of higher education,

I want all of our faculty to have the opportunity to thrive. That's why I support a union of adjunct professors. It will make the Temple community stronger."



Marla Burkholder,
Theater, Center for the
Arts, Temple Alum, MFA
in Acting 2003

"I love contributing to the theater community through my practice as an artist and adjunct. Unfortunately, the adjunct work is increasingly unsustainable due to unpredictable course scheduling, large class sizes, and a pay scale that does not adequately reflect the quality, effort, and hours I put into teaching. I want to see a union at Temple so that I can continue to give back to theater students as an adjunct instructor in a sustainable way."



Linda Lee, Intellectual
Heritage, College of
Liberal Arts

"A union will help improve the working conditions of all adjuncts at Temple University, which in turn will help improve learning conditions for students. Today, adjuncts have no guarantee of employment from one semester to the next, few opportunities for professional development or advancement, and often little input on curriculum or departmental matters. Given these challenges, it can be difficult for adjuncts to feel like we have a long-term stake in what happens at the university."



Melissa DeGezelle,
Intellectual Heritage,
College of Liberal Arts

"Like many of my colleagues, the 'adjunct hustle' is part of my daily routine. Despite my level of education and dedication to Temple University, I find myself working multiple jobs in various industries to make ends meet for me and my daughter. As a single mom I need security, benefits, and a living wage to make the day to day less of a struggle. I can't ask for these things alone with much hope for results, but by standing together with my colleagues in a union I know we can see conditions improve for everyone."



Will DiBello,
Tyler School of Art

"As an invested member of the Temple community I want a union for adjunct faculty at Temple in order to give us the same opportunity as full time faculty to design, collaborate and give input to course development and programmatic decisions. I think the result will be a better learning environment for students and a stronger bond between all faculty."



Matthew Kowalski,
English, College of
Liberal Arts

"A union of adjunct professors at Temple University will ensure that all students are being taught by faculty members who are respected, empowered and available in each area of study. Moving forward, our union will be in the interest of the entire Temple community."

THE AFT'S COMMITMENT TO CONTINGENT FACULTY

The AFT is committed to organizing both full-time and part-time contingent faculty. Since 2000, the AFT has helped our state and local affiliates build 93 new local unions for part-time faculty. We are working to build a system of education—from preschool to graduate school—that is accessible, affordable and sustainable for students, families, faculty and staff alike.

What we are achieving in Philadelphia is part of a national effort by the AFT and its locals. Here are some highlights from AFT part-time faculty nationwide.

- **Faculty and Staff Federation of Community College of Philadelphia, AFT Local 2026**

10.5 percent pay increase over five years; 50 percent subsidy of health insurance; 1-to-1 matching of retirement contributions; seniority-based pool system for course assignments and procedure for conversion to full-time Visiting Lecturer status; sick leave and two semesters of pregnancy leave.

- **Rutgers AAUP-AFT, AFT Local 6324**

Salary minimums and annual increases; appointment preference to those with 10 semesters of service; written explanation of nonappointment to those with four semesters of service; professional development fund; office space; parking fees capped at \$25 per year.

- **United University Professions, AFT Local 2190**

Annual salary increases, with extra pay for reaching

career milestones; health insurance eligibility for those teaching two or more courses per semester; vacation and sick leave.

- **Professional Staff Congress of the City University of New York, AFT Local 2334**

10.5 percent pay increase over three years; health insurance eligibility after two semesters of teaching; 100 new lecturer positions to be filled by longtime adjuncts; pay for office hours.

- **Henry Ford Community College Adjunct Faculty Organization, AFT Local 337**

5 percent salary increase over three years; seniority-based preference for reappointment; compensation for service on committees; contractual mandate for consideration of internal adjunct applicants for full-time vacancies; ownership of intellectual property.



- **Lecturers' Employee Organization at the University of Michigan, AFT Local 6244**

Salary minimums, promotional increases and annual increases; appointments of increasing length (up to seven years) with increasing service and favorable performance review, for which the process is contractually negotiated; health, dental, vision and life insurance for those at 50 percent appointment or over; retirement plan.

- **Eastern Michigan University Federation of Teachers, AFT Local 9102**

Minimum pay per credit hour increased from \$600 to \$1,125; longevity pay; sick leave; one-year appointments for adjuncts with at least two semesters of service of 12-plus credit hours.

- **AFT Seattle Community Colleges, AFT Local 1789**

Minimum salaries with step increases for service, cost-of-living adjustments and nonteaching institutional activities, and a share of turnover savings; priority hiring list for part-time faculty with multiple semesters of service; 8 percent course cancellation pay; release time for professional development activity; prorated illness, injury, bereavement and emergency leave.

- **City College of San Francisco Faculty Union, AFT Local 2121**

Part-time pay is 86 percent pro rata of full-time pay; health benefits for those working 50 percent FTE or more; contractual rights to reappointment preference for the part-timer's modal course-load assignment; four months of paid pregnancy disability leave.

Other typical AFT adjunct contract provisions include access to office space, library access, nondiscrimination provisions (including protection of sexual orientation and gender identity and expression), and grievance procedures ending in binding third-party arbitration.

Of course, other pieces of the fight to replace contingency with a sustainable system of academic employment must occur in state legislatures, in courthouses and at the ballot box. For example, the AFT and its affiliates have led the way to unemployment insurance for contingent faculty in Washington state and California. And the AFT, together with partner organizations like Jobs with Justice and Higher Ed, Not Debt, is taking on the problems of student debt and college accessibility on a variety of fronts.

DEVELOPING PEERS ACROSS THE CITY

Too often, working as an adjunct faculty member feels like a peerless job, in which you arrive on campus to teach a class, and then meet with students after class or in the hallway because of a lack of office space without any interactions with colleagues. That is why, several times a semester, UAP hosts informal gatherings for members to meet and network with adjunct faculty from across the city. These events have included happy hours, cookouts and University-based meetings.

To find out about upcoming events, check out UAP's Facebook and Twitter pages, and sign up for our mailing list. See you at the next event!



CREATING THE RESOURCES NEEDED TO BE SUCCESSFUL

UAP has a brick-and-mortar office in the heart of Philly's Brewerytown neighborhood, where members can come to make photocopies, use computers and printers, and meet with colleagues. The office is also the heart of the local's organizing efforts. If you haven't had a chance yet, come visit us! Our address is 1215 N. 29th St., Philadelphia, PA 19121.

Additionally, UAP hosts one-day conferences that tackle a variety of subjects related to working in academia. At a meeting earlier this year, for example, adjuncts and full-time faculty members from dozens of Philadelphia-area colleges came together for a lively discussion on the crisis in higher education and on the ways that we can make conditions sustainable for contingent professors and for students. We shared each other's stories, pointing out the range of effects that the corporatization of higher education has had

on our lives, especially the constant stress that comes with a lack of security, healthcare and opportunity for career advancement. It was easy to find common ground, and for many of us, that common ground was empowering.

Members Jennie Shanker, Don Deeley, Anna Neighbor and Stan Mir addressed the need for a strong community of contingent professors to build power across the region. Andi Perez of Youth United for Change spoke about community engagement and coalition building, while AFT organizers talked about strategies for organizing adjuncts. And we made plans for further meetings and actions. All in all, it was an inspiring day.



WHERE WE ARE AND WHERE WE ARE HEADED

Every day, more and more adjuncts from across the Philadelphia area are joining UAP. Here is a list of some of the schools with UAP and AFT members, and where we'd like to grow. If your school isn't listed, please contact us!

Temple University

Community College of Philadelphia

Moore College of Art and Design

Rutgers University

Rowan University

Montgomery County Community College

Camden County College

Bucks County Community College

Burlington County College

Delaware Valley College

Art Institute of Philadelphia

Chestnut Hill College

Curtis Institute of Music

DeVry

Drexel University

La Salle University

Pennsylvania Academy of the Fine Arts

Peirce College

Philadelphia University

Restaurant School at Walnut Hill College

Saint Joseph's University

Strayer University Center City Campus

Thomas Jefferson University

University of the Arts

University of Pennsylvania

University of the Sciences

Arcadia University

Bryn Mawr College

Cabrini College

Cheyney University of Pennsylvania

Eastern University

Gwynedd Mercy University

Haverford College

Immaculata University

Lincoln University

Neumann University

Cairn University

Rosemont College

Swarthmore College

Ursinus College

University of Valley Forge

Villanova University

Penn State Abington

Widener University

Hussian School of Art

Lincoln Technical Institute

Orleans Technical Institute

Pennsylvania Institute of Technology

SCA-Philadelphia

Thompson Institute

Antonelli Medical and Professional Institute

Harcum College



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A Union of Professionals

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