

November , 2004

Dear Colleagues,

This purpose of this letter is to request respectfully that the Budget Committee of Marymount Manhattan College consider recommending a raise in adjunct pay for the budget of 2005. Last year, as you may or may not know, we did not receive a raise. In previous years we were given modest increases of one hundred dollars.

While few institutions realize how crucial part time workers are to the modern university, this is not the case at Marymount Manhattan College. Many of our full time faculty started as adjuncts and the college recognizes our importance. In fact, in many ways, unlike many institutions to which the *Chronicle for Higher Education* refers in its critique, adjuncts at Marymount Manhattan are not treated badly. We receive, in some respects, the same treatment as do MMC full time faculty. However, our financial remuneration is not consistent with this positive view of our roles in the College. We must question the tacit expectation that no matter how much our jobs change and our work increases, we will continue to do all that is asked, regardless of what we are paid.

Many of us at Marymount have watched the changes to our college through the years as they have filtered down to us through adjunct faculty meetings, publications of manuals, and now email and the Internet. While the numbers of students we have in a classroom has not increased, the amount of work for faculty at Marymount Manhattan has grown. Each week there are emails to respond to or new systems to learn in order to implement new ways of doing things. While we are offered training to learn these systems, we are not paid to learn these new methods and to acquire additional skills. Nor are we paid for the amount of time that it takes to actually do the additional work this has engendered. While it is true that full time faculty are also not reimbursed for their time, they have many benefits that adjuncts do not have.

At faculty meetings and in email from the administration, the question has been raised as to which other colleges are like Marymount Manhattan. From a pedagogical standpoint, most of us who are adjuncts would say that few colleges are like us, and we are proud to be at Marymount. Sadly, our feelings are not similar regarding working conditions, pay, and benefits at MMC. What we can say for certain is that our pay is inadequate compensation for our work. Although we are dedicated to teaching, many of us depend on our income to pay for the basic needs of ourselves and our families.

Further, it is difficult to determine how much we make per hour as we are paid a flat rate for each class. This flat rate is neither per hour nor really per credit hour. And we realize that different courses last different time periods. A poll of colleges and universities in our area produced the following information:

Colleges paying on an hourly basis:

- *NYU* pays a minimum of **\$71/hour** and a 3 credit class of one hour and twenty minutes twice a week pays **\$91/hour**.
- *CUNY* pays adjuncts **\$60.79/hour**.
- *SUNY Suffolk* on Long Island pays \$58.93/hour

Colleges paying on a per course basis:

- **New Jersey City Union** pays **\$2400 per 3 credit course**.
- **Molloy College** (Rockville Center, Long Island) **\$2403** for a 3 credit course.
- **Fordham** pays **\$4,000** per 3 credit class.
- **CW Post** pays **\$5250** for a 10 hour class that meets for 14 weeks. (Other rates are at \$38/hour.)

As you can see, the average rate for adjunct teaching at these colleges/universities is significantly higher than at Marymount. While it may be relevant that many of these institutions have unions which can bargain for them, adjuncts at Marymount cannot negotiate a pay raise through collective bargaining; nor do we have representation on any committee or council. Instead; we ask you, the budget committee, to consider our issues and help us in our quest for fair wages.

We believe that if it chose to do so, MMC could raise our salaries and help the college at the same time. We request that the College give high priority to this issue. We are counting on you.

With appreciation for your consideration,

Sincerely