

# Fact Sheet on Part-Time UVM Faculty

## Prepared by United Academics

### 12/10/04

1. The part time bargaining unit is composed of faculty who have appointments or contracts equivalent to more than 25%, but less than 75% FTE. Those with 75% FTE or more are in the full time bargaining unit. Those with less than 25% FTE appointments (teaching less than two three credit classes per year) were excluded from the part time bargaining unit by the Labor Board stipulation defining the bargaining unit.

2. Most part time faculty members are lecturers, a professor whose primary or only duty at the university is teaching. Some full time faculty members are also lecturers, but most (the tenure-track faculty) combine teaching with research and university service. Other full time and part time faculty jobs are extension, library, clinical, and research faculty. Whether part time or full time, these are not tenure track positions, and thus lack the degree of job security obtained by the tenured. When part time faculty are included, only about half of the faculty at UVM are in traditional tenure-track jobs.

3. Some part time faculty have yearly or multiyear contracts. Some of these have access to health insurance with some University premium sharing. Most do not have these kinds of appointments, and are hired semester by semester.

4. Current per course rates for part time faculty range from about \$3000 to \$4000 dollars. If one taught a typical full time lecturer load (8 courses per year) at \$3,500 per course, one would earn \$28,000. If one taught 6 courses per year, it would be \$21,000. Some of our bargaining unit members have relied on state benefits in order to provide for their families.

5. The average full time faculty salary within the full time bargaining unit is \$59,632. While this is well below comparable university levels elsewhere even for full time faculty, the per course rate (adjusting for differences in work assignments) is \$7,454. Full time lecturers are paid less on average than other faculty: they average \$44,445 if they teach at 100% FTE. This comes to \$5,556 per course. Full time faculty are eligible for health, retirement, and other benefits.

6. Some part-timers do teach the equivalent of 8 courses per year, but if some of their assignment is in the Division of Continuing Education, it is considered a separate appointment, and thus the person is treated as two part time faculty members. He or she would thus be denied access to benefits.

7. Part-timers often have irregular assignments, but most work for years for the University. Relatively few of those who teach enough for the University to be in our bargaining unit have other full time jobs. Many teach at several colleges around the state, frequently commuting long distances in order to patch together a living.

8. Students often do not know that their teachers are part timers. They pay the same tuition regardless of how poorly their teachers are paid. Within a hectic life trying to make a living under these conditions, part time professors often have difficulty finding appropriate space in which to

meet with students, and often lack dependable access to computers and email. Their low pay rates do not really compensate such faculty for preparation of course work, communicating with students, office hours, or any committee or service work they may take on.

**9.** The concerns facing part time faculty are not unique to Vermont. Reliance on part time and other nontenure-track faculty has grown greatly in recent years all over the country. Given the impediments to professional development and working conditions in such careers, these practices seriously threaten the integrity and quality of higher education in this country.

**10.** For more information on this “academic staffing crisis,” see <http://www.aft.org/topics/academic-staffing/index.htm>.