

the Campus Workers **FAIR RAISE PLAN**

Our Challenge

The workforce of higher education in Tennessee has evolved. As revenue has fluctuated at the state level, and policies around funding formulas changed, higher education institutions have changed how they compensate their employees. Some institutions have outsourced labor, and many have moved teaching to adjuncts, part-time temporary faculty. This change has meant that severely underpaid faculty provide an ever-increasing amount of classroom guidance and teaching in many of our higher education institutions. Some adjuncts are paid as little as \$1500 dollars per class per semester, forcing them to work at several institutions or hold other jobs. In the former Tennessee Board of Regents schools, adjunct pay hasn't changed in twenty years. While the state has made some appropriations for urgently needed raises, those raises have come to be structured as percentages of pay rather than guaranteed amounts, and even then many employees are left out. **Percentage raises disproportionately allocate more money to the people already making the most.**

Our Principles

We believe that **a full-time job is meant to keep you out of poverty, not in it**, and that the state has a duty to not be a poverty employer. We believe that our colleges and universities can best function, and students best learn, when they are well-maintained and staffed by fairly paid workers and taught by a fairly paid faculty. As institutions fundamental to the success of our state's economy, our higher education campuses must be good employers themselves. We believe that **percentage raises don't do enough for the people who need them the most.**

Our Plan

By creating a system that continues allocations for raises for state and higher education employees but with a guarantee that our lowest paid employees will receive meaningful raises, we can ensure a fair raise for all of our employees—including and especially the people who need it most. A fair raise plan would:

- **Guarantee a flat dollar minimum floor that no employee would receive less than**
- **Guarantee raises of all higher education employees with provisions that specifically target adjunct faculty**
- **Guarantee state backing for raises rather than rely on campus "revenue streams" that pit employee raises against rising tuition costs**
- **Continue to allocate funds for all employees**
- **Commit higher education leaders to a fair raise policy**

We ask you to join us by signing on to our plan to lead on legislative policy that will help create a fair raise for all our higher education employees.

YES, I support the Campus Worker Fair Raise Plan —



UCW members at the University of Memphis speak out about working conditions of adjunct faculty during an Adjuncts United! Week of Action event. From left: Rebekkah Mulholland, Amanda Lee Savage, John Gilmore, and Giovanni Dorsch.

Let's keep this momentum to improve working conditions for contingent faculty going!

Show your support and sign the Adjunct Faculty Bill of Rights by visiting the Adjuncts United Facebook:

fb.com/UCWadjuncts

Join the Adjuncts United Discussion group on Facebook!

Adjuncts United! Week of Action puts spotlight on need for better pay, stability for adjunct faculty

From Memphis to Johnson City, UCW Members organized multiple events for our state-wide Adjuncts United Week of Action April 9-13.

At the University of Memphis, members hosted an Adjunct Appreciation Party, and UCW Chapter Vice President Margaret Cook published an op-ed in the student newspaper calling out universities' increasing reliance on adjunct labor.

Adjuncts in Memphis also hosted a panel discussion on Adjunct Pay and Poverty in Higher Education. They spoke about the need for living wages for campus workers and the urgency for students and legislators to get involved.

At Austin Peay State University, members hosted an Adjunct Appreciation Lunch and built relationships between full and part-time faculty. At Pellissippi State Community College, UCW members tabled on campus to raise awareness of adjunct working conditions.

And at East Tennessee State University, members "celebrated" 20 years without a pay raise.

We also revealed the Adjunct Faculty Bill of Rights.

Adjunct Faculty Bill of Rights

- 1. Fair Compensation** - Minimum pay of \$1000 per credit hour, and a transparent pay scale.
- 2. Regular and Prompt Pay Periods** - Often, adjuncts are not getting a paycheck until after teaching for 6 to 10 weeks. We should not have to wait this long to be paid for the work we are doing.
- 3. Course Prep Fee** - If a course that an adjunct has signed a contract for is cancelled within a week of its start date, the adjunct should be compensated for the work they've done to prepare the course.
- 4. Job Security** - Longer term contracts