

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 though in previous years we were given modest raises of one hundred dollars.

While few institutions realize how important 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. Unlike many institutions to which the *Chronicle for Higher Education* refers, adjuncts at Marymount Manhattan are not treated badly. We receive, in some respects, the same treatment as do MMC full time faculty. The problem addressed here arises not out of the treatment of us as people, but with the 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 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 activity. 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.

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

- 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.
- New Jersey City Union pays \$800/credit hour.
- Molloy College in Long Island pays \$2200/course. (And \$90/student extra in the summer if the class is over 15 students).
- CW Post pays \$5250 for a 10 hour class that meets for 14 weeks. (Other rates are at \$38/hour.
- SUNY Suffolk on Long Island pays \$58.93/hour

All of these are significantly more than we are paid at Marymount for the same position.

Many of these institutions have unions who bargain for them. Adjuncts cannot at Marymount negotiate a pay raise; we can ask you, however, on the budget committee, to help raise our issues.

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 the issue of adjunct salaries.

With appreciation for your consideration,

Sincerely