

# AAUP Chapter Meeting: Contingency at Miami

October 6, 2017, 3:30pm

*Slides on contingency start at p. 9*

# Agenda

- I. News & report from last year, bylaws, election
- II. Background info on contingency
- III. Panel of contingents
- IV. Decide on campaign for year & propose actions

# Welcome & introductions

# Why join AAUP?

- Workers—their numbers, workloads, salaries, and benefits—consistently get squeezed first and foremost. Separately, we're easy to squeeze. Together, we have the information and voice to advocate for contingent and full-time faculty.
- AAUP works at the state level to advocate for faculty and for the public educational mission. The state's contribution to higher ed has gone up in the last couple of years and likely would not have without AAUP.
- AAUP national provides us expertise, data and contacts with knowledgeable people around the nation to contextualize our issues and change the conversation. AAUP is building a national movement in support of higher education as a public good.

# How to become a member and how to renew

Write Deborah Lyons or [miamiaaup@gmail.com](mailto:miamiaaup@gmail.com)

Visit [miamiaaup.org](http://miamiaaup.org)

# News/reports

- Last year (see [minutes](#))
- Summer institute 2017

# Elections

**President:** continuing (Cathy Wagner)

**Vice-president:** to be elected (Don Ucci?)

**Secretary:** to be elected/re-elected (Deborah Lyons?)

**Treasurer:** continuing (Amber Franklin)

**Research director:** continuing (David Walsh)

**Membership director:** to be elected (Gaile Pohlhaus?)

Ballot by email

# Bylaws

**Change “Executive Committee” to “Steering Committee” to better reflect the open and democratic relationship the committee seeks with chapter members**

Ballot by email



# Contingency at Miami

*AAUP Advocacy Chapter*

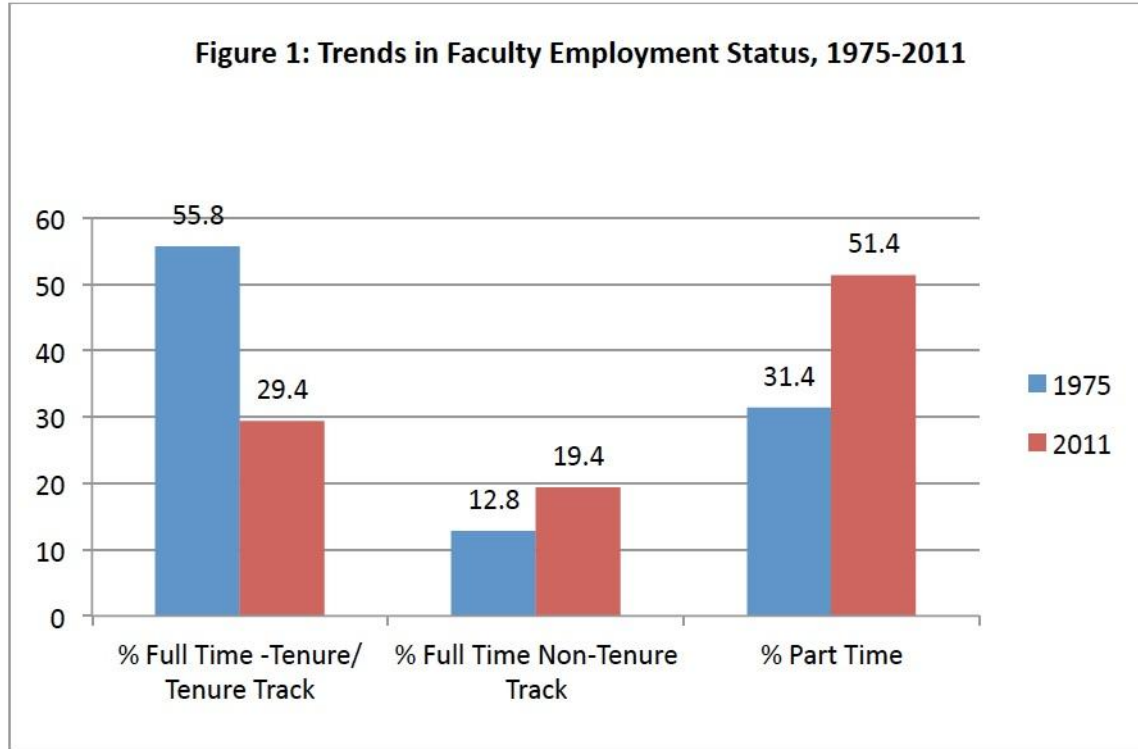
**What is contingency?**

# What is contingency?

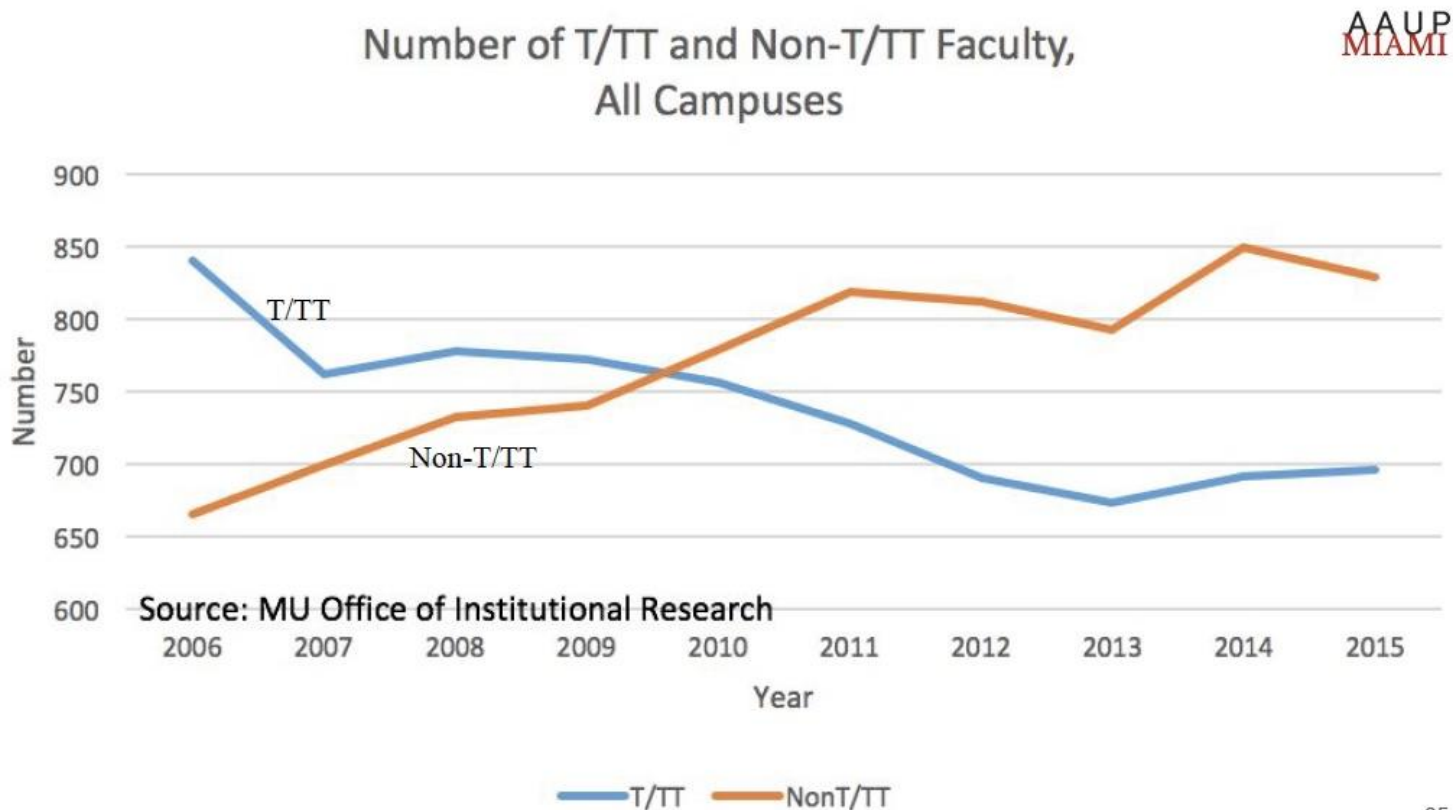
**“Contingent faculty”**: umbrella term encompassing all non-tenure-system faculty (faculty who, to different degrees, experience precarity)

**Contingents at Miami**: Visiting Assistant Professors (VAPs), Visiting Instructors (VIs), and Per Credit Hour Faculty (PCH/”adjunct”), and—depending on your point of view—Lecturers/Clinical Faculty (LCPL)

# Contingency nationwide: snapshot



# Contingency at Miami: snapshot



**Why does contingency  
matter?**

# Why does contingency matter?

## Matters to

- Contingents
- Students & Educational Mission
- Tenure-line Faculty

# Why does contingency matter?

## Matters to contingents because of...

- **Precarity.** VAPs may wait till March or April to know about renewal; PCH may lose classes up to the start of school
- **Income & benefits.** Depending on rank, they may not earn a living wage or receive benefits.



# Why does contingency matter?

Matters to contingents because of...

- **Disproportionate levels of precarity** for women and faculty of color
- **Lack of opportunity** to move up career ladder

# Why does contingency matter?

## Matters to contingents because of...

- **Invisibility and lack of inclusion:** contingents have less or no access to the information chain and social life of their dept/institution, and aren't "seen"
- **Teaching:** desire to teach effectively is constrained by time (moving between campuses, applying for other jobs) and lack of info about curricular goals

# Why does contingency matter?

## Matters to students and educational mission because of...

- **Discontinuity, lack of access:** instructors may not be around to mentor, provide recommendation letters
- **Academic freedom:** Educational mission depends on academic freedom, which rests on economic security and due process protections for all faculty
- **Access to faculty** participating in active research may be reduced

# Why does contingency matter?

## Matters to tenure-line faculty because...

- Market/efficiency oriented thinking provides ready argument for using the cheapest labor available, & availability of cheap labor means TT numbers will decrease whenever there is a “crisis”

# Why does contingency matter?

## Matters to tenure-line faculty because...

- Reduction in TT numbers leads to increased service loads & reduced time for research

# Why does contingency matter?

## Matters to tenure-line faculty because...

- Shared governance (faculty's ability to affect decisions) is threatened when fewer & fewer faculty are enfranchised
- Academic freedom is diminished and threatened

# End results of contingency

Faculty situation (insecure labor force, lack of opportunities for research, lack of academic freedom) harms students and citizens, because...

# End results of contingency

Faculty situation (insecure labor force, lack of opportunities for research, lack of academic freedom) harms students and citizens, because...

***the educational mission is reduced to job training, resulting in less informed citizens who are less capable of critical thought and creative solutions to the problems the world faces***



## End results of contingency

*Tenure-line faculty can try to improve their conditions without seeking solidarity with contingents...but budget pressures and reduced faculty power mean that TT numbers will likely continue to erode until almost all faculty (if not all faculty) are contingent.*

# What to do?

## AAUP's **One Faculty** movement

<https://www.aaup.org/get-involved/issue-campaigns/one-faculty>

“The best way to halt the erosion of tenure and to extend economic security and other rights to contingent faculty is by organizing and using our collective strength—working together in solidarity across faculty ranks.”

“The participation of all faculty in shared governance strengthens the faculty’s voice.”

## **Purpose for today:**

**Decide on whether we want to build campaign around contingency or something else**

## **Outcome:**

**Decision about campaign, ideas for actions**

## **Process:**

**Panel & discussion**

**Contingent  
Concerns at  
Miami:  
Panel &  
Discussion**

# Notes on concerns related to contingency (PCH, VAP, LCPL)

- Energy it takes to give “realistic” grades; danger of giving bad grades: course evaluations (don’t want to leave with a bad record); threats, antagonism from students left instructor feeling alone, without resources; feeling unsure about repercussions (not true across disciplines); Less motivated to give time to assessment; many VAPs teach core lower-level classes that students do not choose and evals can suffer
- Lack of information about curricular goals; afraid to ask because “shouting out that you don’t know what you’re doing.” Credit hours delivered by contingents are significant portion (38.5% TT).
- Status of research: only nominally not a requirement, but doesn’t count
- VAPs on Regionals doing a great deal of committee work (few TT faculty) (VAPs have put a lot of energy in, want to stay): demoralizing when putting in service work without investment from the administration
- 50/50 appointments: VAP was told this would avoid 5-year limit; but salary determined by VAP status.
- Gap in pay between VAPs and TT faculty with similar qualifications (also adjuncts); “designed to leave people fighting over scraps.” Miami has larger gap than many institutions..
- LCPL: have some job security, have voting rights in dept/LCPL on senate; 3rd promotion point; but fall between cracks—here for long-haul so unwanted advising/service tasks are dropped on lecturers; many do research but aren’t rewarded; disparity in pay unjustified.
- LCPL: generate huge amount for dept (note case of those who lead Study Abroad/off-term teaching especially) but they earn very little
- LCPL: few mechanisms to reward professional improvement
- When participate in research grant apps, VAP couldn’t be listed as partner on app
- LCPL: Advising and service creep up and lecturer doesn’t feel in a position to say no (same true for VAP)
- Training for advising
- Little leverage for requesting salary increases

# Concerns related to contingency (PCH, VAP, LCPL): notes on potential solutions

- Teaching evals issue: develop consistency, standards for grading culture so as not to leave contingents vulnerable
- Develop website/reference area for addressing VAP issues such as lack of institutional/curricular knowledge: classroom tips, where to go for info (depts could put together Canvas site?)
- If 5-year limit didn't exist there would be more continuous institutional knowledge; cohorts could be established for helping one another
- Some VAPs may be approved for 6th year
- Also discussed solutions/principles/actions on next pages

# AAUP National's recommendations on contingent faculty

- Curricular and other academic decisions benefit from the participation of all faculty, including those who teach core courses.
- If the voices of faculty on contingent appointments are left out of the governance process, then so are the needs of the students they serve.
- Academic freedom is key to quality higher education, and it rests on economic security and due process protections for all faculty. In their strongest form, we call these tenure.
- Where provisions for tenure don't exist, our goal is to move the terms of faculty appointments closer to it by establishing longer terms of appointment, opportunities for advancement through ranks, due-process protections, recognition of seniority, and conscientious peer evaluation.

# AAUP National's recommendations on contingent faculty, cont.

- All faculty on part-time appointments, after a number of appropriate successive reviews for reappointments, should have assurance of continuing employment.
- Compensation should be equitable, and all faculty should be paid a living wage.
- Positions that involve comparable responsibilities and qualifications should be comparably compensated.
- Compensation for part-time appointments, including those in which faculty are currently paid on a per-course or per-hour basis, should be the applicable fraction of the compensation (including benefits) for a comparable full-time position.



# American Studies Association's recommendations on contingent faculty

1. Departments and universities should include contingent faculty in governance;
2. Departments and universities should include contingent faculty in intellectual and social events;
3. The ASA should create new awards designed to recognize the work of contingent faculty;
4. The ASA should include contingent faculty in governance, possibly including designated seats on Council and committees.
5. The ASA should address contingent employment in *Footnotes* [journal].

# Decision about campaign

- **Other ideas for campaign?**
- **Next moves: Exec/Steering Committee will propose campaign & actions**
- **Exec/Steering will continue to develop membership campaign**

# Miami University

## AAUP Advocacy Chapter

### ***Continuing leadership***

President: Cathy Wagner

Secretary: Deborah Lyons

Treasurer: Amber Franklin

Director of Research: David Walsh

### ***New leadership (if elected)***

Vice-president: Don Ucci

Membership Director: Gaile Pohlhaus

Contact us at [miamiaaup@gmail.com](mailto:miamiaaup@gmail.com) or at [www.miamiaaup.org](http://www.miamiaaup.org)