

E-NEWS: URI/AAUP PART-TIME FACULTY UNITED!

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ISSUE #3

UNIONIZATION OF PART-TIME FACULTY AT URI

ANTICIPATED BENEFITS AT A GLANCE

- equitable salary
- health care benefits
- seniority rights for assignment of courses
- formal grievance procedure
- recognition and acceptance as a vital and indispensable component in working to achieve URI's national, regional, and state-wide goals
- respect for our on-going contributions to the University's various programs of study.

Stated differently, the list of benefits detailed above are benefits URI Part-Time faculty currently do not have because they do not have union representation.

INVEST IN YOURSELF!!

Make 2007 the Year that Part-Time Faculty at URI

Establish a Collective Bargaining Union

Send in the Attached Authorization

Form Today!!

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To My Colleagues,

Why do we teach? It is hard and complex work but we do what we do because we love doing what we do. Why unionize? This is not complicated. The issue is solidarity and affirmation, that it is our charge to advocate for ourselves and support colleagues in order for all of us to maintain our intellectual and professional and personal well-being.

Robert Leuci (Kingston campus)

Dear Colleagues,

Back in 1987, when I entered graduate school at URI, I had no idea what my future would hold. I had tons of energy and drive back then, and I wanted to teach. After 20 years, I still have some of that drive, but as I look back, I know that I have not been treated very well. This is not a letter of discouragement to you; instead, I am willing to share my experiences so that you will seek greater security and stability than I did. At age 60, I should be looking forward to retirement, but that is not possible. I cannot afford to retire. Currently, I am teaching 5 classes online for 2 different universities (5 different preps). The online classes allow me to engage my students without my burning out. The income I receive is modest, as you know, and of course, I have no health or retirement benefits through these schools

Let me give you a synopsis of the past 20 years. In 1987, teaching a course at CCE provided \$2,930 and it's not much better today. Back then, just as it is now, an instructor wouldn't know he or she would be teaching until a few days before the semester began. When my classes ran, I would be so excited that I was getting the necessary experience to get a full-time job. It didn't matter what I taught; each class gave me the opportunity to research and design the class. I was innovative, creative, and the students loved me. I once took a course one half hour before that class began. I was great at dancing in the minefield, and everyone knew it. In fact, I guess this started earlier, when I was offered a TA 3 weeks into the semester when an unexpected opening came up (I had to grade 2 sets of papers before my 8:00am class the next day).

In 1990, I took on an instructor position at URI 5 days before the semester started. I had to order books and come up with 4 syllabi in a hurry, and I did, but the following semester I was back as a part-timer. When I was in the middle of my Ph.D. comps, I was offered a one-year position in Connecticut. For an instructor back in 1991, I was paid well--\$28,000. Of course, I was kept hanging about the possibility of being rehired until August of the following year while I was taking care of my terminally ill father who lived with me. Following this one year appointment in CT I was back on the part-time payroll and earned a total \$4,200.

In 1995, I graduated and did the adjunct circuit. I taught at Kingston (2), CCE (2), Roger Williams (2) and then I traveled to Northeastern to teach a Grad course. I soon realized that I had to do a national search if I was going to survive. I was hired by a State College in Colorado in 1997 and finally became an Associate Professor. Then, I had to come back to live in RI in 2001 to care for my terminally ill mother. As I indicated earlier, as a member of the part-time community, I am currently teaching 5 classes online for 2 different universities (5 different preps).

As a former administrator and full-time teacher, I am once again a per course faculty instructor. And I continue to be appalled by the treatment of adjunct faculty in general, and at URI in particular. It seems to me that there's no respect for the work that we do. But we know that if all of us walked tomorrow, there would not be a University. It's time for an about face. We need to make our presence known. The University has done little over the years to increase our wages, provide benefits, or find a way to recognize us. For any of this to come about, we need to unionize. If you want to receive an equitable pay, health benefits, and seniority rights you must join us in our efforts to unionize part-time faculty at URI.

Best,

Jane Berard, Ph.D.
English and Women's Studies
University of Rhode Island
(Providence campus)

NEWSLETTER COMMITTEE

**Jane Berard (Providence Campus)
Noel-Anne Brennan (Kingston Campus)
Robert Leuci (Kingston Campus)
Deborah Perlman (Providence Campus)**

**URI PART-TIME FACULTY
(KINGSTON & PROVIDENCE)**

INVEST IN YOURSELF!!

As a part-time member of the University of Rhode Island Faculty, I declare my intention to join the American Association of University Professors. I further stipulate that I wish to establish a separate bargaining unit of the American Association of University Professors for part-time faculty at the University of Rhode Island.

NAME (print) _____

UNIVERSITY DEPARTMENT _____

TELEPHONE NUMBER _____

EMAIL ADDRESS _____

HOME ADDRESS:

STREET _____

CITY _____ STATE _____ ZIP _____

SIGNATURE _____

DATE _____

PLEASE REMEMBER TO SIGN AND DATE THIS FORM!

RETURN TO: Nancy A. Murphy, Administrative Associate
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Kingston, RI 02881
Phone: 401/874-2532 E-mail: namurphy@uri.edu



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