

# MAFA NEWSLETTER

**Mount Allison Faculty Association**  
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**Fair Employment Week, October 23-27, 2017**

## **PRESIDENT'S REPORT**

This week is Fair Employment Week, and faculty associations across the country are organizing events to celebrate the accomplishments of contract academic staff. As you will read in more detail below, MAFA is once again hosting a Contract Academic Staff Research Fair on October 27. We have also circulated a statement (reproduced below) that all faculty may read in class this week to help raise awareness of the disparities in working conditions between tenured/tenure-stream academic staff and contract academic staff members.

The report on full- and part-time academic staff complement provided below makes clear that the ongoing casualization of academic labour at universities across this country continues to be a concern on this campus as well. In many cases, our colleagues who engage in precarious part-time work do so not by choice but because university administrations increasingly rely on lower-cost stipendiary positions to meet the teaching needs of their institutions. At Mount Allison, these per-course appointments do not compensate academic staff for their research and creative activities and do not include access to the same level of research and travel funds available to tenured and tenure-stream faculty. Contract academic staff are also typically denied traditional academic rank as well as opportunities to participate fully in university governance.

MAFA is committed to improving the working conditions of our part-time members, and this week we invite all members to come together at the CAS

Research Fair as we recognize and celebrate the contributions of our librarian and faculty colleagues working on limited-term and stipendiary appointments.

All members are also invited to read the following statement in classes this week:

### **Fair Employment Week Statement**

The week of October 23<sup>rd</sup> to 27<sup>th</sup> has been designated as Fair Employment Week. Its purpose is to highlight that not all professors and librarians here at Mount Allison or elsewhere in Canada are treated equally. A number of your professors and librarians are employed on short-term contracts and are not sure where they will be working next year. Increasingly, both here and across the country, part-time professors are working on a per-course basis and do not have the same level of compensation, benefits, pension, job security or access to the opportunity to do research and creative activity compared to professors appointed to full-time or tenure-track positions. At \$6740 per three-credit course, they would earn only \$33,700 per year for teaching the equivalent of full-time in Arts or Social Sciences, for example, and only \$40,440 per year teaching four courses with a lab component in Science. Please support the Mount Allison Faculty Association and other academic staff associations as we work to improve the terms and conditions of work of these important members of our community.

Jeff Lilburn  
President

## FOUR MEMBERS RECEIVE RESEARCH AND CREATIVE ACTIVITY STIPENDS

MAFA is pleased to advise members of the four part-time members who have won Research and Creative Activity Stipends for the 2017-18 year.

Rob Cupido (History) received a stipend for his project entitled “Education or Indoctrination? The First World War in English-Canadian Schools.” Elizabeth Jewett (Canadian Studies) has received a stipend for “A Sweet and Sticky Situation: Exploring the History and Contemporary Realities of the Maple Syrup Industry in New Brunswick and Nova Scotia.” First-time applicant Serdar Kaya (Politics and International Relations) was successful for his proposal entitled “Multiculturalist Policies in Rhetoric and Practice: The Case of Muslims in the West.” Finally, Karen Spracklin (Modern Languages and Literatures) received a research stipend for her project entitled “A New Model and Materials for Vocabulary Teaching and Learning.”

The stipend, currently valued at \$6740, is salary support for research and creative activity. Under Article 29.02 of the part-time collective agreement, applications submitted by part-time members are considered by the Senate Research and Creative Activity Committee. Applications are due August 31st during each annual competition. This was the first year in which four stipends have been awarded.

“We are very pleased that we have negotiated these research and creative activity stipends, and it is fitting that we can announce them to members in conjunction with Fair Employment Week” says MAFA President Jeff Lilburn. “These stipends help these members undertake and be compensated for the full range of activities that we expect in academia, and they also highlight the important roles they play both within and outside the class room, lab and studio.” At the same time, the “awarding” of these stipends highlights an important difference in the conditions of employment for part-time members: full-time members do not need to apply and have their scholarly projects approved in order to be compensated for their work. “While MAFA has been successful in negotiating some support for the

research and creative activities of part-time members,” Jeff Lilburn says that “it is clear that further improvements are needed to create working conditions that are fair and equitable for all members of our academic staff.”



## PRECARIOUS AND POOR

### Precarious and Poor: Adjunct and Part Time Professors

By Toni Roberts

Precarity in employment shapes one’s life. Without secure employment and without adequate remuneration, people are unable to meet their basic needs and that of their family members. It is often assumed by the general public, even by many students, that faculty are well paid, are upper middle class, and rather privileged. In fact, university faculty often have a salary nearly 3 times the average Canadian according to Stats Can (2011) and Canadian faculty are the best paid in the developed world according to Inside Higher Education (2012, based on buying power rather than pure salary).

Additionally, university faculty are generally a well-organized and unionized group. Such unionization generally affords full time faculty good benefits, including health and pensions. This is the

view of faculty: well paid, good benefits and good fortune. What is lost in this picture of faculty are the adjunct, temporary and stipendiary faculty who struggle to get by. The percentage of sessional part timers at universities is significant. At the University of Toronto, there were 1301 sessionals and 2173 full time professors in 2015, approximately 38%. In the US, non-tenure track, part time and graduate assistants make up 76.4% of instructors (2014, US Dept of Education). Data from Ontario puts this number at 67.5% (Colleges Ontario).\*

This move to sessional and adjunct faculty is known as the adjunctification of campuses. It leaves many without benefits, without adequate pay and stressed and anxious worrying if they are going to get enough courses to teach so they can live. At five to six thousand a course or less than three thousand at some universities in the US, it takes many courses to eek out a liveable salary. Many such workers almost certainly work other jobs to make enough to get by.

The film “Professors in Poverty” outlines the struggles: 31% of adjuncts living below the poverty line, working at multiple campuses, not given campus offices, a salary that has gone down 49% in the last 30 years, using food stamps and food banks, collecting welfare, unable to get health benefits. One adjunct tells of bagging groceries in the local grocery store where his student shop to make enough money. Another adjunct professor for PBS’s New Hour states, “I’m a precarious worker. It is depressing. It makes me feel like a failure.” The corporatization of the campus is held to blame by many – get cheap labour, get students to pay as much as possible and distribute the money at the top. University administration is ballooning according to many reports and top administrator’s salaries have increased dramatically while adjunct salaries have dropped severely in recent years. As many of us continue to call for fair salaries for everyone, for fair treatment, for benefits, let us not forget the many part time faculty on our very own campus who struggle to piece together a working salary.

\* There is no national data available.

## References

Professor pay ranked from highest to lowest (2011) <http://www.macleans.ca/education/uniandcollege/professor-pay-ranked-from-highest-to-lowest/>

Faculty Pay, Around the World (2012) <https://www.insidehighered.com/news/2012/03/22/new-study-analyzes-how-faculty-pay-compares-worldwide>

Comprehensive Faculty Count (2015) <https://www.utoronto.ca/about-u-of-t/reports-and-accountability/comprehensive-faculty-count>

Part-time Faculty: What We Know, and What We Don't (2015) <http://www.academica.ca/blog/part-time-faculty-what-we-know-and-what-we-dont>

Students in Debt, Professors in Poverty — What’s Going Wrong? (2016) <https://www.huffingtonpost.com/laurie-jones/students-in-debt-professor-8402560.html>

PBS News Hour: Why Adjunct Professors are Struggling to Make Ends Meet (2014) <https://www.youtube.com/watch?v=Bz4pK8UP4PM>

## THE CURRENT STATE OF MOUNT ALLISON’S FULL- AND PART-TIME COMPLEMENTS

Year (in Sept.)	Full-time complement	Part-time complement
2017	149	47
2016	151	46
2015	142	43
2014	146	46
2013	156	49
2012	160	48
2011	162	39
2010	155	32
2009	154	35
2008	157	34
2007	160	28
2006	152	35
2005	152	36

Full-time numbers include all academic staff except for those on maternity, child care, administrative leave or disability.

Part-time numbers count only individuals and excludes the small number of full-time members who also teach on a part-time basis, usually in the correspondence program. No information is provided on their work volume.

Numbers only go back to 2005 because that was the first year after the full-time bargaining unit was expanded to include full-time sessional contract staff, instructors and teaching post-docs. MASSIE teachers are also not included in the data, since they have only recently been added.

This year, for the third time in the last four years, full-time complement has dropped below 150. By comparison, for the nine years from 2005 – 2013 full-time complement was never lower than 152 and was 160 or higher for three of these years.

Although the part-time numbers in either term have not exceeded the high of 49 in 2013, the composition of the part-time work force has changed. With the decline in the correspondence and other former Continuous Learning programs, more and more of the part-time work is teaching on campus during fall and winter.

For example, administrative decisions to rely on part-time labour are particularly evident in the Music Department. This year there are five Full-Time Equivalent (FTE) tenure track faculty in the classroom (which is a lower number than normal), with three FTE sabbaticals and the current Dean of Arts, which adds up to the current tenure-track complement of nine. To meet the teaching needs of the department, the Employer authorized two full-time limited term positions and a large number of part-time stipends, filled by 14 individuals. In some cases, “part-time” members who are teaching on stipends have been assigned teaching duties just under the normal full-time teaching duties.

Geoff Martin

**RESEARCH AND CREATIVE ACTIVITY  
FAIR COMING UP ON FRIDAY, OCTOBER  
27TH**

This is your reminder of MAFA’s **Research and Creative Activity Fair**, on Friday, October 27th, from 4:00- 6pm, at the University Club.

Part-time and full-time contract members will be displaying posters, exhibiting creative work, and allowing MAFA to showcase conference papers, articles, book chapters, consultant reports, and other results of research, creative activity and librarianship.

There will be complimentary food and beverages available and all are welcome!

**MAFA 2017-2018 EXECUTIVE**

- Jeff Lilburn, President (Library)**
- Leah Garnett, Vice-President (Fine Arts)**
- Andrew Irwin, Past President (Mathematics and Computer Science)**
- Stephen Law, Treasurer (Economics)**
- Diana Hamilton, Collective Bargaining (Biology)**
- Mario Levesque, Grievance Officer (Politics and International Relations)**
- Lori Ann Roness, Membership (Sociology/MASSIE)**
- Toni Roberts, Part-time Officer (Sociology)**

