

RAFO Salary Schedule - Rationale

Our salary schedule is based on the overriding goals of academic excellence, social justice and equity. The adjunct cadre forms the core of Roosevelt's faculty. At least 57 percent of all Roosevelt faculty members are adjunctsⁱ, and we teach between 52 and 54 percent of all coursesⁱⁱ. As Roosevelt improves its position among higher education institutions in the Chicago area in the next few years, we adjuncts will continue to play a large role as major contributors to the classroom learning environment. Roosevelt students are attracted by the learning experiences they enjoy in the classroom and the contribution made by adjuncts is clearly comparable to the classroom learning experience provided by full-time and tenured professors. Yet, the monetary compensation for adjuncts is unreasonably low compared to their contributions. This conflicts with Roosevelt's commitment to social justice, a key element of its origins and of its identity now.

Equitable salaries are a fair and reasonable price to pay for academic excellence and are essential in living up to the University's commitment to social justice. Unfortunately, adjuncts are currently paid a fraction of the salary of full-time faculty. Overall, salary expenses for full-time faculty for 2007-08 were projected to be \$15,285,000.ⁱⁱⁱ In calendar year 2007, adjunct faculty in the bargaining unit (who taught over 50% of the classes) were paid \$4,764,846.^{iv} Because adjunct faculty teach the same classes to the same students for the same tuition rates, they should be paid comparable salaries.

According to our calculations, an equitable salary (not counting benefits) would be \$5614 per course. This is one-tenth the average annual starting salary for assistant professors in 2006-07^v and assumes that adjuncts' teaching contributions are best compared to those of brand-new faculty at Roosevelt. Of course, many adjuncts have taught at Roosevelt for many years and have a better sense of how to effectively teach Roosevelt's students. As of now, adjuncts at the top of the salary scale (in 2007-08) receive \$4225 per course (\$4375 if they have a terminal degree in their teaching field). At best, therefore, they receive 78% of equity.^{vi}

Obviously, an increase to bring adjuncts up to equity now would represent a major investment by Roosevelt. Despite the substantial cost, RAFO believes

that equity is what we deserve and what a university committed to academic excellence and social justice should provide us.

In an effort to bring this ideal closer to more typical considerations in salary negotiations, we considered a variety of other factors:

1. The history of compensation increases achieved by RAFO and the University through the collective bargaining process.
2. Basic cost of living increases.
3. Competitive parity especially when compared to other private colleges and universities with sizeable adjunct population and collective bargaining agreements.
4. Comparable salary increases for non-tenured full-time faculty at Roosevelt.

We believe that this salary schedule is both justified and, considering relevant constraints, also just.

ⁱ According to the 2007-08 RU budget, there are 243 full-time faculty. According to figures provided by RU in response to a RAFO information request (2/20/08), there are 327 adjuncts in the bargaining unit.

ⁱⁱ RU 2007-8 budget, pp. 13-14.

ⁱⁱⁱ RU 2007-8 budget, p. 13.

^{iv} RU response to RAFO Information Request, 2/20/08

^v RU response to RAFO Information Request, 2/20/08: Full-time faculty are evaluated for tenure on the basis of ten "units," six of which represent the six courses they are expected to teach, and the remainder of which are assigned to research, community service, and university service. Thus, each course is one-tenth of the responsibilities of a full-time faculty.

^{vi} i.e. \$4375 is 78% of \$5614. \$4225 would be 75.3%