



*NYSUT fights for fair pay, proper benefits and good working conditions for all adjunct faculty. At some New York campuses, more than 75 percent of the instruction is delivered by adjunct faculty, as colleges replace full-time staff with underpaid contingent labor. Colleges and universities exploit adjuncts with low wages and inadequate benefits.*

**THAT'S WHY ADJUNCTS  
NEED STRONG UNIONS →**



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# Why adjuncts need strong unions

## COMPENSATION

- Adjunct faculty deserve a fair, equitable living wage with access to health insurance, retirement plans and other benefits.
- Adjunct faculty are professionals with advanced degrees, years of experience, published research and creative work. A union helps them to be treated like the professionals they are.
- **An adjunct's pay can start as low as \$2,000 per course. That's shameful.** Low pay devalues all academic labor and the education of students. Unions press for pay equity across the board.

## JOB SECURITY

- Contingent faculty live with great uncertainty about their prospects for being rehired.
- Through collective bargaining, adjuncts can win job security, long-term contracts and the continuing employment they deserve.
- A union can provide opportunities for career advancement and advocate for conversion to full-time tenure track positions.
- The union ensures protections for academic freedom, regardless of tenure status.

## PROFESSIONAL DEVELOPMENT

- Adjunct faculty deserve access to professional development activities that enhance instructional practices.
- Union activism provides opportunities for personal growth, increasing leadership skills and building networks.
- Through their statewide union, adjuncts can participate in specialized training and professional development provided by the Education & Learning Trust. For more on ELT, go to [elt@nysut.org](mailto:elt@nysut.org)