

# COUNCIL of NEW JERSEY STATE COLLEGE LOCALS AFT/AFL-CIO



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## COUNCIL OF NEW JERSEY STATE COLLEGE LOCALS, AFT, AFL-CIO TESTIMONY BEFORE THE ASSEMBLY HIGHER EDUCATION COMMITTEE

**October 6, 2016**

*To the Honorable Mila Jasey, Chairperson, the Honorable Thomas Giblin, Vice-Chair and the Honorable Assemblypersons Barclay, Clifton, Gove, Holley, Mosquera, Rible and Schaer.*

Good morning. I am Steve Young, Executive Director of the Council of New Jersey State College Locals. We represent over 10,000 faculty, librarians, professional staff and adjunct faculty at New Jersey's nine senior State colleges and universities. We believe that public higher education in New Jersey is an investment in our economic future. We also believe that the employees of our institutions are the backbone of a vital, successful college or university.

We are here today to present you with facts about the adjunct faculty who are employed by eight of our State four year institutions. The numbers presented in the supporting spreadsheets come from information the institutions provide to us each semester, as required by our negotiated agreement with the State, and from student enrollment data provided by the institutions to the US Department of Education.

The current per credit hour rate is between \$1,300 and \$1,350. A three credit hour course pays an adjunct faculty member from \$3,900 to \$4,050 depending on the number of previous semesters they have worked at the institution.

Chart 1 and Chart 2 compares the number of credit hours taught by adjunct faculty and full-time/part-time faculty in 2005 and 2015 respectively. They also show the ratios of full-time/part-time faculty to adjunct faculty at each institution.

The number of adjunct faculty increased from 3,558 in 2005 to 5,226 in 2015, an increase of 45.65%

The number of full-time/part-time faculty increased from 2,859 to 3,054, an increase of only 6.82%. See Chart 1 and Chart 2 for comparisons.

Chart 3 also compares the student enrollments in 2004-05 and 2014-15 against adjunct faculty numbers and full-time/part-time faculty numbers. Student full-time equivalent (FTE) enrollments at the institutions in this report have increased 25% during this period (<http://nces.ed.gov/ipeds/datacenter/>).

The aforementioned data comparisons indicate that the state colleges/universities have fallen significantly behind in the employment of full-time/part-time faculty. This has led to a very large increase in the employment of adjunct faculty. The disparity is serious and has been steadily growing.

Our last two contact negotiation surveys indicated that over 2/3 of the adjuncts teaching at the State Colleges/Universities are retirees or have other full-time careers. This leaves a large number of adjuncts who rely exclusively on adjunct employment for their livelihoods.

Adjunct faculty are paid only for the courses they teach. They have absolutely no job security and do not receive State health benefits unless they buy into the State plan - a considerable expense for career adjuncts.

The chart below indicates the number of adjunct faculty who have taught five or more years at the state colleges/universities.

**Total number of adjunct faculty Fall 2015 = 5,226**

<b>Fall 2015</b>	<b>5 years +</b>	<b>10 years +</b>	<b>15 years +</b>	<b>20 years +</b>
Kean	427	192	93	40
MSU	520	221	82	44
NJCU	248	129	49	27
Ramapo	112	60	28	11
Rowan	288	106	57	30
Stockton	92	44	28	19
TCNJ	179	112	39	17
WPUNJ	372	216	103	51
<b>Total 5 years or more</b>	<b>2,238</b>	<b>1,080</b>	<b>479</b>	<b>239</b>

As you can see, there are a considerable number of adjunct faculty who have been employed by our State Colleges/Universities on a consistent basis, with absolutely no guarantees of employment from year to year.

The Affordable Care Act had no appreciable adverse effect on adjunct faculty hiring or course assignment at the eight State Colleges/Universities.

Thank you for the opportunity to share important data about the State's Four Year Public higher education Institutions.

CHART 1

FALL 2005 Ratios of Full Time/Part Time Faculty & Adjunct Faculty			Per Full Time Faculty Member *			
			av 10 CrHRS	av 11 CrHRS	av 12 CrHRS	
<b>Kean University</b>			<b>Ratio</b>			
# Full Time/PT Faculty	391	33.65%	FT Credit Hrs taught	3910	4301	4692
# Adjunct Faculty	771	66.35%	Adj Credit Hrs taught	3524	3524	3524
			<b>% Taught by Full Time</b>	<b>52.60%</b>	<b>54.96%</b>	<b>57.11%</b>
<b>William Paterson University</b>			<b>Ratio</b>			
# Full Time/PT Faculty	425	39.50%	FT Credit Hrs taught	4250	4675	5100
# Adjunct Faculty	651	60.50%	Adj Credit Hrs taught	2983	2983	2983
			<b>% Taught by Full Time</b>	<b>58.76%</b>	<b>61.05%</b>	<b>63.10%</b>
<b>Montclair State University</b>			<b>Ratio</b>			
# Full Time/PT Faculty	506	44.04%	FT Credit Hrs taught	5060	5566	6072
# Adjunct Faculty	643	55.96%	Adj Credit Hrs taught	2705	2705	2705
			<b>% Taught by Full Time</b>	<b>65.16%</b>	<b>67.30%</b>	<b>69.18%</b>
<b>Rowan University</b>			<b>Ratio</b>			
# Full Time/PT Faculty	441	48.09%	FT Credit Hrs taught	4410	4851	5292
# Adjunct Faculty	476	51.91%	Adj Credit Hrs taught	2094	2094	2094
			<b>% Taught by Full Time</b>	<b>67.80%</b>	<b>69.85%</b>	<b>71.65%</b>
<b>NJCU</b>			<b>Ratio</b>			
# Full Time/PT Faculty	288	47.76%	FT Credit Hrs taught	2880	3168	3456
# Adjunct Faculty	315	52.24%	Adj Credit Hrs taught	1420	1420	1420
			<b>% Taught by Full Time</b>	<b>66.98%</b>	<b>69.05%</b>	<b>70.88%</b>
<b>The College of NJ</b>			<b>Ratio</b>			
# Full Time/PT Faculty	355	55.91%	FT Credit Hrs taught	3550	3905	4260
# Adjunct Faculty	280	44.09%	Adj Credit Hrs taught	1099	1099	1099
			<b>% Taught by Full Time</b>	<b>76.36%</b>	<b>78.04%</b>	<b>79.49%</b>
<b>Stockton College</b>			<b>Ratio</b>			
# Full Time/PT Faculty	259	60.23%	FT Credit Hrs taught	2590	2849	3108
# Adjunct Faculty	171	39.77%	Adj Credit Hrs taught	809	809	809
			<b>% Taught by Full Time</b>	<b>76.20%</b>	<b>77.88%</b>	<b>79.35%</b>
<b>Ramapo College</b>			<b>Ratio</b>			
# Full Time/PT Faculty	189	41.81%	FT Credit Hrs taught	1890	2079	2268
# Adjunct Faculty	263	58.19%	Adj Credit Hrs taught	1228	1228	1228
			<b>% Taught by Full Time</b>	<b>60.62%</b>	<b>62.87%</b>	<b>64.87%</b>

\* Assumes an average 12 credit hour load for Full Time/PT faculty based on an average of alternate assignment in load applied to entire FT/PT Unit

CHART 2

FALL 2015 Ratios of Full Time/Part Time Faculty & Adjunct Faculty				Per Full Time Faculty Member *			
				av 10 CrHRS	av 11 CrHRS	av 12 CrHRS	
<b>Kean University</b>				<b>Ratio</b>			
# Full Time/PT Faculty*	402	28.35%	FT Credit Hrs taught	4020	4422	4824	
# Adjunct Faculty	1016	71.65%	Adj Credit Hrs taught	4517	4517	4517	
* 122 of the full-time faculty are lecturers - no tenure				<b>% Taught by Full Time</b>	<b>47.09%</b>	<b>49.47%</b>	<b>51.64%</b>
<b>William Paterson University</b>				<b>Ratio</b>			
# Full Time/PT Faculty	425	36.86%	FT Credit Hrs taught	4250	4675	5100	
# Adjunct Faculty	728	63.14%	Adj Credit Hrs taught	3195	3195	3195	
				<b>% Taught by Full Time</b>	<b>57.09%</b>	<b>59.40%</b>	<b>61.48%</b>
<b>Montclair State University</b>				<b>Ratio</b>			
# Full Time/PT Faculty	627	34.56%	FT Credit Hrs taught	6270	6897	7524	
# Adjunct Faculty	1187	65.44%	Adj Credit Hrs taught	5367	5367	5367	
				<b>% Taught by Full Time</b>	<b>53.88%</b>	<b>56.24%</b>	<b>58.36%</b>
<b>Rowan University</b>				<b>Ratio</b>			
# Full Time/PT Faculty	585	41.94%	FT Credit Hrs taught	5850	6435	7020	
# Adjunct Faculty	810	58.06%	Adj Credit Hrs taught	3649	3649	3649	
				<b>% Taught by Full Time</b>	<b>61.58%</b>	<b>63.81%</b>	<b>65.80%</b>
<b>NJCU</b>				<b>Ratio</b>			
# Full Time/PT Faculty	300	35.71%	FT Credit Hrs taught	3000	3300	3600	
# Adjunct Faculty	540	64.29%	Adj Credit Hrs taught	2630	2630	2630	
				<b>% Taught by Full Time</b>	<b>53.28%</b>	<b>55.64%</b>	<b>57.78%</b>
<b>The College of NJ</b>				<b>Ratio</b>			
# Full Time/PT Faculty	369	<b>Ratio</b>	FT Credit Hrs taught	3690	4059	4428	
# Adjunct Faculty	453	55.11%	Adj Credit Hrs taught	1880	1880	1880	
				<b>% Taught by Full Time</b>	<b>66.25%</b>	<b>68.35%</b>	<b>70.20%</b>
<b>Stockton University</b>				<b>Ratio</b>			
# Full Time/PT Faculty	339	56.22%	FT Credit Hrs taught	3390	3729	4068	
# Adjunct Faculty	264	43.78%	Adj Credit Hrs taught	1290	1290	1290	
				<b>% Taught by Full Time</b>	<b>72.44%</b>	<b>74.30%</b>	<b>75.92%</b>
<b>Ramapo College</b>				<b>Ratio</b>			
# Full Time/PT Faculty	216	48.65%	FT Credit Hrs taught	2160	2376	2592	
# Adjunct Faculty	228	51.35%	Adj Credit Hrs taught	1253	1253	1253	
				<b>% Taught by Full Time</b>	<b>63.29%</b>	<b>65.47%</b>	<b>67.41%</b>

**CHART 3**

**2005**

Kean University		Ratio
# Full Time/PT Faculty	391	33.30%
# Adjunct Faculty	783	66.70%

William Paterson University		Ratio
# Full Time/PT Faculty	426	39.55%
# Adjunct Faculty	651	60.45%

Montclair State University		Ratio
# Full Time/PT Faculty	506	43.92%
# Adjunct Faculty	646	56.08%

Rowan University		Ratio
# Full Time/PT Faculty	441	48.09%
# Adjunct Faculty	476	51.91%

NJCU		Ratio
# Full Time/PT Faculty	288	47.45%
# Adjunct Faculty	319	52.55%

The College of NJ		Ratio
# Full Time/PT Faculty	355	55.91%
# Adjunct Faculty	280	44.09%

Stockton College		Ratio
# Full Time/PT Faculty	259	60.23%
# Adjunct Faculty	171	39.77%

Ramapo College		Ratio
# Full Time/PT Faculty	189	41.81%
# Adjunct Faculty	263	58.19%

**2015**

Kean University		Ratio
# Full Time/PT Faculty *	402	28.35%
# Adjunct Faculty	1016	71.65%

\* 122 of the full-time faculty are lecturers - no tenure

William Paterson University		Ratio
# Full Time/PT Faculty	425	36.86%
# Adjunct Faculty	728	63.14%

Montclair State University		Ratio
# Full Time/PT Faculty	627	34.56%
# Adjunct Faculty	1187	65.44%

Rowan University		Ratio
# Full Time/PT Faculty	585	41.94%
# Adjunct Faculty	810	58.06%

NJCU		Ratio
# Full Time/PT Faculty	300	35.71%
# Adjunct Faculty	540	64.29%

The College of NJ		Ratio
# Full Time/PT Faculty	369	44.89%
# Adjunct Faculty	453	55.11%

Stockton University		Ratio
# Full Time/PT Faculty	339	56.22%
# Adjunct Faculty	264	43.78%

Ramapo College		Ratio
# Full Time/PT Faculty	216	48.65%
# Adjunct Faculty	228	51.35%

**2005 vs. 2015**

Kean University	Ratio	Difference (+/-)	2004-05 Enrollment	2014-15 Enrollment	Difference (+/-)
# Full Time/PT Faculty *	28.35%	2.81%	10,492	12,076	15.10%
# Adjunct Faculty	71.65%	29.76%			

**2005 vs. 2015**

William Paterson University	Ratio	Difference (+/-)	2004-05 Enrollment	2014-15 Enrollment	Difference (+/-)
# Full Time/PT Faculty	36.86%	-0.23%	9,624	9,511	-1.17%
# Adjunct Faculty	63.14%	11.83%			

**2005 vs. 2015**

Montclair State University	Ratio	Difference (+/-)	2004-05 Enrollment	2014-15 Enrollment	Difference (+/-)
# Full Time/PT Faculty	34.56%	23.91%	13,367	17,909	33.98%
# Adjunct Faculty	65.44%	83.75%			

**2005 vs. 2015**

Rowan University	Ratio	Difference (+/-)	2004-05 Enrollment	2014-15 Enrollment	Difference (+/-)
# Full Time/PT Faculty	41.94%	32.65%	7,921	13,257	67.37%
# Adjunct Faculty	58.06%	70.17%			

**2005 vs. 2015**

NJCU	Ratio	Difference (+/-)	2004-05 Enrollment	2014-15 Enrollment	Difference (+/-)
# Full Time/PT Faculty	35.71%	4.17%	6,984	6,561	-6.06%
# Adjunct Faculty	64.29%	69.28%			

**2005 vs. 2015**

The College of NJ	Ratio	Difference (+/-)	2004-05 Enrollment	2014-15 Enrollment	Difference (+/-)
# Full Time/PT Faculty	44.89%	3.94%	6,080	7,722	27.01%
# Adjunct Faculty	55.11%	61.79%			

**2005 vs. 2015**

Stockton University	Ratio	Difference (+/-)	2004-05 Enrollment	2014-15 Enrollment	Difference (+/-)
# Full Time/PT Faculty	56.22%	30.89%	6,339	8,955	41.27%
# Adjunct Faculty	43.78%	54.39%			

**2005 vs. 2015**

Ramapo College	Ratio	Difference (+/-)	2004-05 Enrollment	2014-15 Enrollment	Difference (+/-)
# Full Time/PT Faculty	48.65%	14.29%	4,915	5,877	19.57%
# Adjunct Faculty	51.35%	-13.31%			