



## The Adjunct's Moment of Truth

by Maria Maisto

Like most of us who work in higher education, I really don't have the time, or the courage, to be an activist for adjunct faculty rights. But I'm making the time and I'm summoning the courage because I'm not only an adjunct; I'm a parent and a citizen who is concerned — indeed, afraid — for the future of higher education.

I'm not interested in wasting time demonizing administrators, ridiculing tenure, scapegoating adjuncts, or quarreling with other advocates for adjunct and contingent equity. I am interested, as we are together, in fixing a system that is broken.

Excerpted from an essay published in *Inside Higher Ed* Sept 10, 2009. Read the entire piece at our website:  
[www.newfacultymajority.org](http://www.newfacultymajority.org).

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Individuals represent only themselves, not their institutions



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**New Faculty Majority** is an independent, national non-profit 501(c) 6 organization supporting adjunct and contingent faculty in all disciplines and at any public or private university, college or community college in the U.S. Its affiliated 501(c) 3 is the New Faculty Majority Foundation.

## NFM's Mission

**NFM is dedicated to improving the quality of higher education by advancing professional equity and securing academic freedom for all adjunct and contingent faculty. For this purpose, NFM engages in education and advocacy to provide economic justice and academic equity for all college faculty. NFM is committed to creating stable, equitable, sustainable, non-exploitative academic environments that promote more effective teaching, learning, and research.**

NFM is a 501(c)6 nonprofit organization. Consult a tax professional to find out whether dues paid will be deductible. Tax deductible donations may be made to the NFM Foundation. See [www.nfmfoundation.org](http://www.nfmfoundation.org)

# NFM Core Issues

*Because faculty working conditions are student learning conditions, NFM works for:*

## # 1 Equity in Compensation

Equal Pay for Equal Work

## # 2 Equity in Job Security

Equal Access to Contract Renewals after Probationary Period

## # 3 Equity in Academic Freedom

Freedom from Retaliation in all Teaching and Research

## # 4 Equity in Faculty Governance

Right to Participate Equally for All Faculty Members

## # 5 Equity in Professional Advancement

Progressive Salary Steps and Equal Access to Professional Development Opportunities for All Faculty

## # 6 Equity in Benefits

Access to the Same Health Insurance and Retirement Benefits for All

## # 7 Equity in Unemployment Insurance for All Faculty Not on Continuing Contracts

See our interactive Unemployment Compensation Initiative website at [www.nfmuci.org](http://www.nfmuci.org)

*“Adjunct faculty are being particularly hard-hit by the financial crisis at the state level. These committed professionals do not get the level of compensation or professional support that full-time faculty receive to advise students academically, follow students through their academic careers, and develop the college’s curriculum. Too many adjuncts wind up needing to move from college to college each week just to put together a small living.”*

— Hilda L. Solis, Former U.S. Secretary of Labor

# NFM

## Frequently Asked Questions

### Q – Is NFM a union?

A – No. NFM is not a labor union. We are a national movement advocating for better working conditions for adjunct faculty.

### Q – Is there a cost to join NFM?

A – NFM Membership dues are on a sliding scale based on income. Please pay what you can afford.

#### Income/Suggested Annual Dues

Level 1: below \$15K income: \$15  
Level 2: \$16K-35K income: \$25  
Level 3: \$36K-\$50K income: \$40  
Level 4: \$51K-\$70K income: \$60  
Level 5: \$71K-\$90K income: \$80  
Level 6: More than \$90K income: \$100

### Q – Can NFM really make a difference?

A – We already are! NFM has raised awareness about issues affecting adjunct faculty by conducting research, building coalitions, testifying before a congressional committee, holding a congressional briefing, and getting the message out through the media.

### Q – How can I get involved?

A – Join us! Your dues will support organizing efforts, outreach, research, and coalition-building. To find out more, visit our website at [www.newfacultymajority.org](http://www.newfacultymajority.org)

# NFM

## Please Join Us Today!

All means of personal identification and communication are kept entirely confidential.

Name: \_\_\_\_\_

Street: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

About You (Check all that apply):

- Part-Time Faculty (one institution)
- Part-Time Faculty (multiple institutions)
- Full-Time Faculty, Non-Tenure-Track
- Faculty Seeking Part-Time Position
- Faculty Seeking Full-Time Position
- Currently Unemployed
- Retired Faculty
- Tenure-Track Faculty
- Tenured Faculty
- Graduate Student
- Undergraduate Student
- Parent
- Non-Teaching Higher Education Staff
- College Administrator (Dean or above)
- Other \_\_\_\_\_

Union Member \_\_\_\_\_

Discipline or Field \_\_\_\_\_

E-Mail: \_\_\_\_\_

Phone: ( ) \_\_\_\_\_ - \_\_\_\_\_

Enclosed is my check for \$ \_\_\_\_\_.

Please mail this form to:  
**New Faculty Majority**  
1700 West Market Street, #159  
Akron, OH 44313

Or join online at our website:  
[www.newfacultymajority.info](http://www.newfacultymajority.info)