Adjunct Faculty are Uniting and Winning Like Never Before

Tufts and Lesley University part-time faculty were the first in the Boston area to form a union with the Service Employees International Union. Only 2 years later, more than 3,000 faculty in Boston are united in SEIU – including Northeastern University, Boston University and Bentley University. Tufts and Lesley part-time faculty have made dramatic progress in job stability, significant increases in per-course pay and new pathways for professional development.

The Union Difference: Improvements in Pay, Benefits and Inclusion in the University Community

The Tufts and Lesley contracts push back against trends in higher education that have marginalized a majority of America’s college and university instructors.

Job Security
- Everyone will have at least one-year appointments at Tufts.
- By the end of the contract period, Tufts part-time lecturers with more than four years of service will be eligible for two-year appointments and those with more than eight years will be eligible for three-year contracts.
- Part-time lecturers will get first notice and fair consideration for full-time positions including a guaranteed interview. If the part-time faculty member isn’t offered the position, the instructor can find out why in a meeting with the dean or head of the department at Tufts.
- Adjunct faculty at Lesley who teach three courses per year over a four-year period will now receive two-year appointments.

Fair Pay that Values Teaching
- At Tufts University, pay per course for adjuncts will be raised 22-40% over the next three years, with a floor of $7,300 per course by September 2016.
- At Lesley University most adjuncts will receive a 33% increase in pay over the next three years.
- For the first time, Lesley adjuncts will receive a contribution to their retirement plan and tuition remission for courses taught at Lesley.
Tufts and Lesley Part-Time Faculty in Boston Have Won Improvements in Pay, Benefits and Inclusion in the University Community

“Our contract really is a demonstration of what we can achieve, what can be done to provide the kinds of benefits, job security, compensation, as well as what we think a person in a professional field should be able to expect.”

-Andy Klatt, Tufts University

Inclusion in the University Community

- Lesley adjunct faculty will now have an elevated voice in decisions that impact educators and their students – including formal representation in both the University Council and Faculty Assembly.
- A revamped evaluation process at Tufts will be used to improve performance, not punish.
- Lesley and Tufts part-time faculty will have access to funding to support research, scholarship, civic engagement, and professional and artistic practice that contribute to the learning experience on campus.