

A Resolution of the Central Connecticut State University Faculty Senate
in Support of Campus Equity Week
October 26 – October 30, 2015

- Whereas part-time faculty are being used in ever greater numbers, to the point that they are now the majority of the faculty in higher education; and
 - Whereas the inadequate compensation and support of part-time faculty exploits them; and
 - Whereas part-time faculty cannot fully participate in shared governance, such as questioning those in superior positions, when their employment can be terminated without cause; and
 - Whereas part-time faculty cannot fully express their academic freedom, for example taking controversial positions, and holding students to high standards, when their employment can be terminated without cause; and
 - Whereas the trend toward undercompensated, temporary, part-time academic labor is largely a matter of choice rather than economic necessity; and
 - Whereas the heavy reliance on part-time faculty places an undue burden on tenured and tenure-track faculty as regards academic advising, committee work, and other service activities;
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- Therefore, be it resolved that part-time faculty should be treated like colleagues and not like “temps.” Our part-time faculty are excellent teachers and scholars, and they represent a vast, mostly underutilized resource. Our part-time colleagues could help solve a number of the issues facing our colleges and universities today.
 - We should work toward the goal of equitable compensation and benefits for all faculty, including the option of continuing and fuller-time employment. We believe that part-time faculty should have the opportunity to advance their careers, and that they should be afforded the full range of faculty responsibilities and benefits.
 - We should also work toward the goal of increasing the number of full-time, tenure-track faculty appointments. This should include the hiring of more tenure-track faculty, and the conversion of non-tenure track positions to tenure-track positions. The increased security of all faculty in higher education should be a priority.
 - We support Campus Equity Week as a time for the entire CCSU community to inform themselves about the issues surrounding faculty contingency, to participate in a robust discussion about the future of the professoriate, and to show our support and thanks to the part-time faculty.
 - In sum, we acknowledge that part-time faculty are a most valuable asset. By helping improve their security, we help increase the security of all faculty. We also benefit our students, and strengthen our entire higher education system.