**Greater Job Security for Contingent Faculty at SUNY Old Westbury**

UUP Old Westbury Chapter, 4/19/2022

*PREAMBLE*: The following resolution pertains to contingent faculty members employed at SUNY Old Westbury. *Contingent faculty* are defined as all instructional staff employed on non-tenured and non-tenure-track appointments. This includes *adjunct faculty* (typically employed part-time) as well as *lecturers* and *visiting faculty* (typically employed full-time). As of fall 2021, the College employed 184 of the former and 35 of the latter.

*WHEREAS* contingent faculty teach approximately half the classes at SUNY Old Westbury and are vital to our educational mission; and

*WHEREAS* one third (33.3 percent) of current contingent faculty members have served the College for more than six years and nearly one quarter (22.8 percent) have served the College for more than a decade; and

*WHEREAS* adjunct contingents are employed at SUNY Old Westbury only semester-to-semester and most full-time contingents only year-to-year, creating significant precarity in their income, benefits and professional planning; and

*WHEREAS* many area colleges, including the entire CUNY and Rutgers systems, either pay their adjunct faculty more (over $5000/per course at Rutgers) or offer them longer-term contracts (3 years after 10 semesters’ service at CUNY) than Old Westbury does; and

*WHEREAS* several SUNY campuses, including Farmingdale, Cortland, Fredonia, Oneonta and Albany, have developed campus-level policies that enhance job security for their contingent faculty; and

*WHEREAS* the Old Westbury Full-Time Faculty Task Force, in its recommendations approved by the Senate on April 8, 2022, called for the “creat[ion of] a new type of renewable position (e.g. longer term adjunct contracts)” as well as the creation of “Adjunct Ranks” and “a pipeline for conversion of visiting line to tenure-track line”; and

*WHEREAS* longer-term contracts for our contingent colleagues would advance the College’s social justice mission through greater equity and improved working conditions; and

*WHEREAS* enhanced security for our contingent colleagues would foster greater stability, access and improved learning conditions for our students; and

*WHEREAS* such longer-term contracts would enable longer-term planning for academic departments in their course offerings and staffing; and

*WHEREAS* such longer-term contracts would also reduce routine paperwork and data entry for our HR colleagues; therefore

*BE IT RESOLVED* that the Faculty Senate urges SUNY Old Westbury to develop campus-level guidelines for offering longer-term contracts to contingent faculty members based on their years of service to the College; and

*BE IT FURTHER RESOLVED* that the Faculty Senate recommends the following proposal of the UUP Old Westbury chapter—broadly in line with CUNY’s system-wide provisions—serve as a useful starting point (counting service from their beginning service date):

For part-time contingent faculty (adjuncts):

* 1-year contracts after 4 semesters’ service
* 2-year contracts after 8 semesters’ service
* 3-year contracts after 12 semesters’ service

For full-time contingent faculty (non-tenure-track):

* 2-year contracts after 3 years’ full-time service
* 3-year contracts after 6 years’ full-time service; and

*BE IT FURTHER RESOLVED* that such campus-level guidelines, including length of contracts, time of offer and review processes for renewal be developed in consultation with the Old Westbury UUP chapter and the Faculty Senate.

* Endorsed by the Sociology and History and Philosophy departments