

Changing Workplaces– LYNNE HANSON, QUEEN’S UNIVERSITY

- Have taught in Faculty of Law at Queen’s since 1993 as a continuing adjunct
- Current Vice-President of Queen’s University Faculty Association (QUFA)

Basic Queen’s info – Three kinds of faculty appointments:

TENURE/TENURE STREAM:

755 full-time faculty: 40% of salary for teaching, 40% for research and 20% for admin

CONTINUING ADJUNCT:

126 continuing adjuncts - 80% teaching, 20% admin, NOT PAID FOR RESEARCH security, benefits, pension – mine is pro-rated, 50% of full pension

TERM ADJUNCT:

363 term adjuncts, hired on contract basis (100% for teaching, NOT PAID FOR RESEARCH OR ADMIN) no job security, fewer or no benefits

UNEQUAL TREATMENT OF ADJUNCTS

- **Almost all adjuncts at Queen’s do research; a necessary part of job, yet unpaid**
- I have three publications in the past two years – in-depth sophisticated analysis of case law developments is a necessary corollary to effective teaching in the field of law
- stigma in community, not viewed as competitive, less participation in administration
- These inequities magnified for socioeconomically disadvantaged – (single parent families, visible minorities, women) must work twice as much to make the same amount of \$, then keep up on research for no remuneration at all, no sabbatical
- Term Adjuncts MUST maintain high research output in order to have any hope of escaping contract ghetto and obtaining tenure-stream position

ROUGH COMPARISON OF SALARIES (FACULTY OF LAW)

Tenured/Tenure stream Prof (similar age, experience and education)

Paid \$155,000 to teach 4 half courses per year, 1-2 committees, research

Continuing Adjunct

Paid \$80,000 to teach 4 half courses per year, 1-2 committees

Term Adjunct

Flat rate, \$10,000 per half-course, would be paid \$40,000 to teach 4 half-courses per year