

# February 25 is **A**djunct Dignity Day in Ohio: A day to recognize what Adjunct Faculty **ADD (+)** to colleges and universities, to learn how they and their students are exploited, and to band together to **demand change.**

ad·junct [ˈɑːjəŋkt/] noun: a **thing** added to something else as a supplementary, **non-essential** part. Ex. "computer technology is an **adjunct to** learning"  
*synonyms:* subordinate, supplement, addition, extra, add-on, accessory

**More than 50%** of all college faculty in the US are considered so-called part-time "adjunct " faculty. **As the majority of the faculty, they are not "non-essential."** Their working conditions **deprive students** of the support they need in order to succeed. For example:

- compensation that **disregards** and **disrespects** the experience, expertise, and labor involved in teaching (national average: \$2700 per course, the full-time equivalent of which is \$27,000 per year or less -- and **no** benefits)
- **no access** to private offices in which to prepare lessons, grade, or meet with students individually and confidentially, as is students' right under FERPA law and according to professional standards;
- significant **obstacles** to participation in decision making about curriculum or in professional development to stay current in their fields;
- temporary (usually semester-long) contracts that
  - \***block** access to due process protections
  - \***hinder** adjunct faculty members' ability to focus on teaching, since they may have other jobs that compete for their attention or they may have to start planning immediately for the possibility that they will not be hired the next semester;
  - \***prevent** adjunct faculty from being able to mentor and advise students beyond a single term or be available at a later date to write school or job recommendations

**On Adjunct Dignity Day, join with students, faculty, administrators, legislators, and others demanding recognition of and support for the **value** which the majority of the faculty **ADD** to higher education.**

- **Show Adjunct Faculty that you support them by wearing red or displaying a Scarlet **A+** (Adjuncts add)**
- **Learn about the issue at [optfa.com](http://optfa.com), [newfacultymajority.org](http://newfacultymajority.org) & [facebook/ohiohighereducationcoalition](https://facebook.com/ohiohighereducationcoalition)**
- **Contact college administrations, Boards of Trustees, Legislators, and Media Outlets to express your support for providing Adjunct Faculty with a living wage and professional working conditions**

Sponsored by the Ohio Part-time Faculty Association, New Faculty Majority, and the Ohio Higher Education Coalition

