

Would you rather work at Walmart?

Let's consider the working conditions of adjunct or contingent faculty. Sure, they've got our respect for teaching the majority of college students in the U.S. But apart from that, it seems their working conditions aren't so different than, say, the woman who wields the cash register scanner. "The rights of contingent faculty compare with the rights of employees at Walmart," said Tom Auxter, president of the United Faculty of Florida.

You might earn more if you wore a blue vest!

Retail cashiers in America – **\$20,410 or \$9.13 an hour**

Contingent faculty – **\$16,200 or \$7.78 an hour***

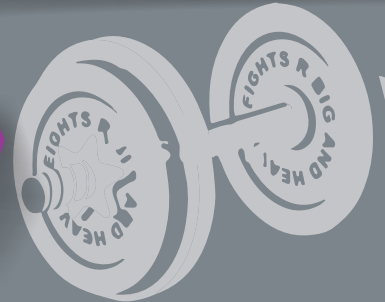


Less competition!

When Walmart opened a store in Pennsylvania in 2011, they received **3** applications for every available job.

That same year, history faculty reported an average **87** applicants for each teaching job in their departments.

To work at your least favorite big-box store:
Must be able to lift 50 pounds.
High school degree, optional.



Common job requirements for contingent faculty:
A Ph.D. or other terminal degree, preferred.

Go Union

Not a single Walmart store in this country has a union—in 2000, when meat-cutters at a Texas store unionized, the chain cut out the cutters. Meanwhile, state taxpayers feed and house their underpaid employees. Using data from Wisconsin, Mother Jones found more Walmart employees and family members in that state cost taxpayers about \$9.5 million a year in Medicaid costs alone. (Not to mention subsidized public housing, food stamps, school lunches, heating assistance, and other tax credits...) But unionization is increasing among adjunct faculty—with clear benefits. About **35 percent** of unionized adjunct faculty have employer-provided health benefits, compared to **14 percent** of non-unionized. Also, about 60 percent of unionized adjunct faculty have retirement benefits, compared to **27.5 percent**.

*Based on a full-time course load of three courses, two semesters, assuming about 40 hours of work per week. The average pay per course is \$2,700, according to the recent CAW report. Sources: U.S. Bureau of Labor Statistics (March 2013), the Coalition on the Academic Workforce (CAW), the American Historical Association.

