

December 12, 2007

Dear Pace Alumni,

I am writing you tonight in three roles – as an adjunct professor at Pace for 35 years (some of you may have taken a biology class with me), as the President of the Union of Adjunct Faculty at Pace (UAFP), the union that adjunct faculty formed over three years ago, and as a fellow alumnus.

As an adjunct faculty member, I'm going to assume that at least some of you do not know exactly what the term "adjunct faculty" means – I know a lot of my current students are unaware of the distinction. In some ways that confusion is entirely understandable since adjunct faculty ARE faculty, in fact we teach over half the courses offered by the University. Course by course, our work is entirely the same as tenured professors – preparation time, lecturing, grading, and all the other responsibilities that go along with teaching – there is no difference between fulltime and part-time faculty. The difference comes behind-the-scenes as, course by course, adjunct faculty make a fraction of the money our fulltime counterparts are paid. Although most Pace adjunct faculty have access to health insurance through other sources (spouse, other fulltime work, retirement), for those of us who are not in such situations, Pace does not provide any level of health insurance to us. Similarly, adjunct faculty do not receive most other benefits available to fulltime faculty. We have no job security either – it is not unusual for adjunct faculty to have a course cancelled shortly before a semester begins with no compensation for the preparation work already completed.

As the President of the Union of Adjunct Faculty (UAFP), I'm going to assume that some of you are not aware of the current labor situation at Pace University. In November, 2004, UAFP, an affiliate of New York State United Teachers and the American Federation of Teachers, began bargaining with the Pace Administration. Now more than three years have past and the Administration has yet to make a serious wage offer. Rather than come to a fair agreement with us, the Pace Administration has chosen instead to spend hundreds of thousands of dollars a year on lawsuits and delaying tactics in the hope that the union and the adjunct faculty will just quietly give up and go away. I want to make it clear that no one is questioning Pace's legal right to engage in such delays, we are however questioning their moral right to engage in such behavior. Which brings me to the third role in which I write you tonight, that of a Pace Alumnus (Executive MBA, 1982).

I couldn't agree more with the Centennial Campaign overview which reads in part, "*Centennial Campaign is aimed at directing this remarkable university toward new heights of excellence in terms of student financial aid, faculty support, student learning opportunities, and facilities and grounds. This monumental endeavor will require a renewed commitment from all who hold Pace dear. It will allow the University to reaffirm and further its position as a renowned and distinctive private institution of higher education.*" But as a proud alumnus (and Pace parent) I am appalled that, particularly at this time in history, Pace Administration has spent over a million dollars fighting over the last few years, fighting its own employees.

I am asking you to join me in calling on President Friedman to stop this monumental waste of alumni donations, tuition monies, and public monies on legal delays. Please go to www.organizePace.org to add your name to the online petition to President Friedman. Please join me tomorrow (Thursday, December 13) at 5pm in front of 1 Pace Plaza. It's "Employee Recognition Day" and we want to send a loud and clear message to President Friedman that REAL employee recognition is not certificates, or rocking chairs, or even the nice pin with three diamond studs I received at Tuesday's ceremony in Pleasantville. REAL employee recognition is settling a fair agreement with your adjunct faculty.

On behalf of the Union of Adjunct Faculty at Pace, I want to thank you for your support and invite you to contact me if you have any questions or concerns or want to find out how you can become more involved in our efforts to reach a fair contract. You can reach me at 917-653-5563 or jpawlowski@optonline.net. You can also call the Union office at 212-989-3470.

Sincerely,

John S. Pawlowski, PhD '82

