



WHO NEEDS FACULTY?

CAMPAIGN FOR THE FUTURE OF HIGHER EDUCATION
FINDINGS FROM THE SEPTEMBER 2015 WORKING PAPER

FACULTY WORKING CONDITIONS **ARE** STUDENT LEARNING CONDITIONS

STUDENTS PAY THE PRICE



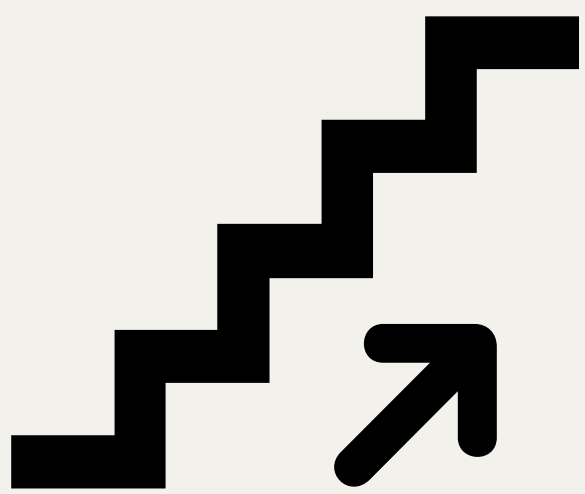
Although 50 years of research has shown that faculty/student interaction is crucial to student success, the over-reliance on part-time, contingent faculty actually **decreases** the possibilities for faculty to interact with students in the amounts and ways that matter most.

AN INVESTMENT IN **ALL FACULTY** IS AN INVESTMENT IN **ALL STUDENTS**

If research was driving higher education policy, investing in faculty would be a top priority. Instead, there has been a growing **disinvestment** in faculty. Current policies and practices on faculty hiring and salary hurts students and their success.



ONWARD BUT NOT NECESSARILY UPWARD



Challenges in recruiting and retaining faculty along with reduced opportunities for interaction caused by low salaries and over-reliance on part-time faculty are especially hard on students of color, low-income students, and first generation students.

SUPPORT FOR FACULTY = SUPPORT FOR STUDENTS
ONE FACULTY
END THE TWO TIER SYSTEM



Cabrillo College
Federation of Teachers
AFT Local 4400