## Dear St. Charles Community College Administration:



St. Charles Community College adjunct faculty is vital to the college's success. We are essential to SCC's excellent standing with the community. Every semester adjuncts teach most of the college's classes. Some of us have taught here for several years. Others of us have taught here for several decades. However, our tenure with SCC is irrelevant because we have no professional standing with the college. Despite our numbers and cumulative experience, we have no job security, health insurance, or retirement benefits. As adjuncts, our pay is a fraction of the pay full-time teachers and administrators receive, forcing us into the fastest growing economic group in the county – the working poor.

As college administrators, you know the part timer's plight. Many of you were adjuncts before you were full time faculty. Some of you have children that are following in your footsteps, but they are stuck in an adjunct position. Maybe they, like your employees, work at several colleges or universities to piece together an income. Maybe your children believe they are on the track for a full-time position. Unfortunately the odds are not in their favor. Since adjuncts outnumber the full-timers nationally, it would be statistically impossible for more than a hand full of adjuncts to join full-time faculties.

When asked, administrators and board members say they value adjuncts. As adjuncts, we do not dispute that we are valued. We do not believe the board would intentionally reduce any part of SCC's faculty to the working poor. It is time to reevaluate the adjunct's professional plight. The part time faculty at SCC is asking the administration to remain neutral as adjuncts organize to address our professional and personal challenges. Our college is one of the top 100 places to work in St. Louis because the administration, full-time faculty and adjuncts, have created a successful institution. Help us shift an educational paradigm that has gone awry.

e St. Charles Community College Organizing Committee		
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