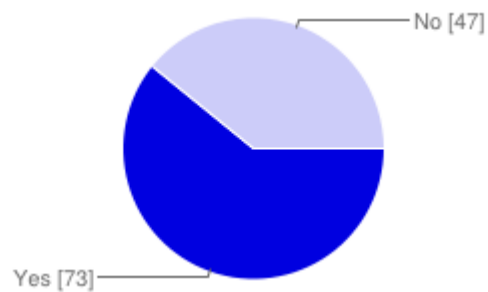


120 responses

Summary

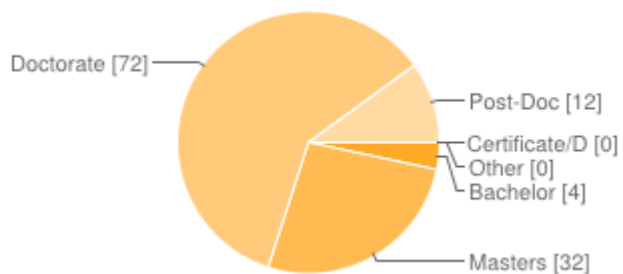
Part 1: Background information

Are you currently a student?



Yes	73	60.8%
No	47	39.2%

What is your current (or highest obtained) level of study?



Certificate/Diploma	0	0%
Bachelor	4	3.3%
Masters	32	26.7%
Doctorate	72	60%
Post-Doc	12	10%
Other	0	0%

What is your country of origin?

Portugal

France

US

Turkey

UK

Czech Republic

Canada

Romania

Iceland

United States

Ireland

france

us

Austria

USA

Bulgaria

Germany

Slovakia

spain

Italy

India

United States of America

USa

canada

Scotland

Brazil

Sweden

Spain

Germany

Australia

Australia

Finland

Jamaica

United Kingdom

Singapore

In which Country / State are you currently located?

Portugal

Hong Kong

France

California

Australia/Victoria

Louisiana

US

Kansas, USA

California, USA

Turkey

UK

USA - New York

Czech Republic

Canada

USA/Ohio

United States

Ontario, Canada

uk

WI

us

Connecticut

USA

Québec

PA

NSW

spain

canada

Ontario

Scotland

New York

USA

Brazil
australia
Spain
NY, US
Germany
Canada, Montreal
Australia
USA/ NY
Australia
United Kingdom
Singapore
North Carolina

Department

social sciences
History of Art
Media Research
KCL Film Studies
Psychology
Communication
Media and Communications (though I teach Film)
Department of Humanities, Sheffield Hallam University
elearning
Screen and cultural studies
Cinema
UCSB Film and Media
modern languages
Philosophy
Sustainability Studies
cultural studies
Film Studies
Media Arts
Film and Media Studies
Language and Communication

Film studies
Sociology
Film and Moving Image Studies
Communication and Film Studies
department of film and television
unaffiliated
Germanic Languages and Literatures
Art and Design
Social Sciences
Film and Digital Media
?
Chemistry
Environmental and Life Sciences
Philosophy and Religious Studies
Department of Film Studies and Audiovisual Culture
Environmental & Life Sciences
London
Department of Media, Music, Communications and Cultural studies, Macquarie
University; School of Communications, University of Technology Sydney
Art History and Film Studies
Royal Holloway University of London
ART HISTORY
Communication and Culture
None
Cinema and Media Studies
School of Media and Communication
Etudes Cinématographiques
Media and Cultural Studies
São Paulo
Communications
Theatre (also, Film and Media Studies)
Biology
Canadian Studies
Film & Media
cinema and media

Journalism/Media
Film and Media Studies
Media and Communication
Film and Media Studies and History of Art
Digital Media
Film/Media Studies
Music and Film
none
Communication Arts
Media
FILM
Art History
Film, Television and Media Studies
Arts and social sciences
Creative Arts
School of communication
Arts & Social Sciences
Film and Screen Studies
Culture, Film and Media - University of Nottingham
film st
Film
Culture and Communication
Materials Science
Arts Media and American Studies
Film Production and Business
Culture and Communications
Media & Communications
Canadian studies
Canadian & Indigenous Studies
English
Spanish
cinema
Cultural Studies
Humanities
School of Communication

If applicable, where else has your academic trajectory taken you in-between your country of origin and your current location?

France

Philosophy

US

N/A

UK

England (undergraduate study abroad); international conferences

Germany, Netherlands

NA

United States

NY

Sweden, USA, Germany, Taiwan

usa

None

Austria

n/a

USA

na

Argentina

Germany

elsewhere in the UK

Japan

Mozambique, United Kingdom

Italy

none

USA, Australia, Malaysia

UK for MA and PhD

British Columbia and England

belgium

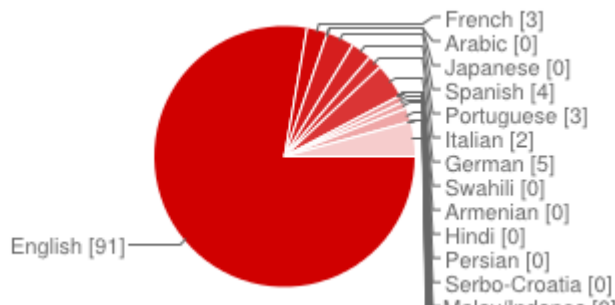
Cuba, Israel, the United Kingdom, Argentina

Croatia

India, Maldives

Milwaukee
 Western Europe, US
 Various cities around England and Wales
 California, Paris, Barcelona
 Berlin, Germany
 United Kingdom
 Georgia to North Carolina and soon New York
 Italy=UK

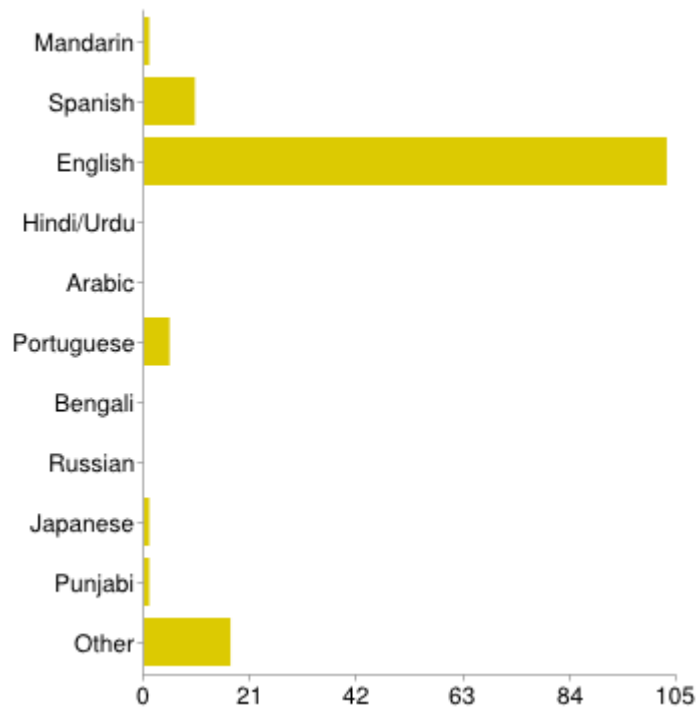
First Language



English	91	75.8%
French	3	2.5%
Arabic	0	0%
Japanese	0	0%
Spanish	4	3.3%
Portuguese	3	2.5%
Italian	2	1.7%
German	5	4.2%
Tamil	0	0%
Russian	0	0%
Mandarin	0	0%
Cantonese	0	0%
Dutch	0	0%
Malay/Indonesian	0	0%
Swahili	0	0%
Serbo-Croatian	0	0%
Persian	0	0%
Hindi	0	0%

Armenian	0	0%
Turkish	1	0.8%
Bengali	0	0%
Romanian	1	0.8%
Swedish	2	1.7%
Greek	0	0%
Korean	0	0%
Albanian	0	0%
Urdu	0	0%
Other	5	4.2%

Work Language

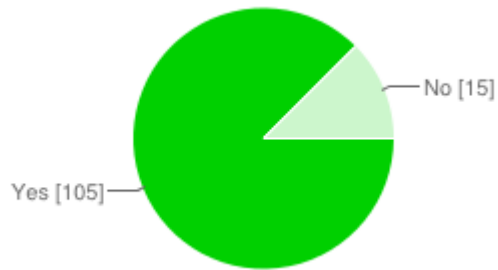


Mandarin	1	0.8%
Spanish	10	8.3%
English	103	85.8%
Hindi/Urdu	0	0%
Arabic	0	0%
Portuguese	5	4.2%
Bengali	0	0%

Russian	0	0%
Japanese	1	0.8%
Punjabi	1	0.8%
Other	17	14.2%

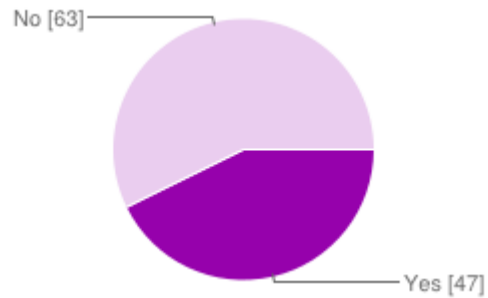
Part 2: Academic Labour

Did you receive funding to support your education?



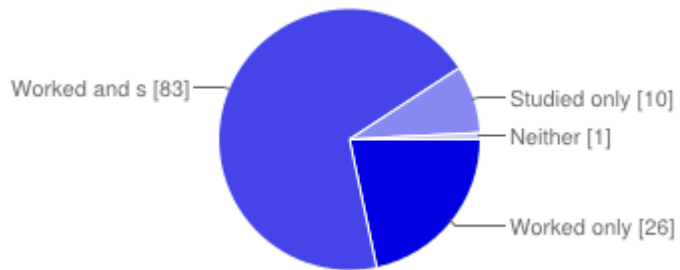
Yes	105	87.5%
No	15	12.5%

If so, was it enough to cover living expenses?



Yes	47	39.2%
No	63	52.5%

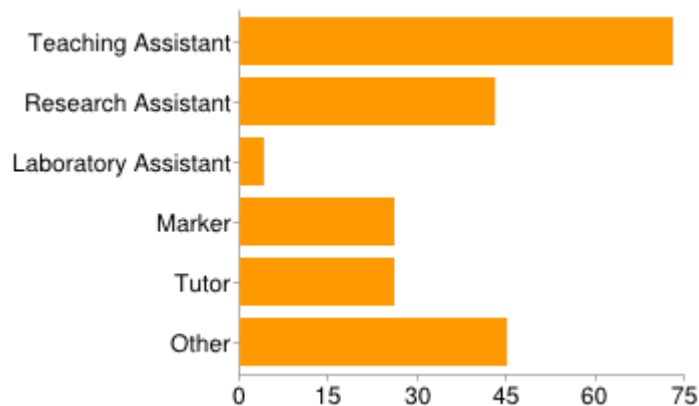
Since 2013, did you work and/or study?



Worked only	26	21.7%
Worked and studied	83	69.2%
Studied only	10	8.3%
Neither	1	0.8%

Academic Labour (cont.)

What positions did you fulfill?



Teaching Assistant	73	60.8%
Research Assistant	43	35.8%
Laboratory Assistant	4	3.3%
Marker	26	21.7%
Tutor	26	21.7%
Other	45	37.5%

What department(s) did you work for? What was your hourly pay rate?

Media and Communications, I don't know the hourly rate

Communication/Media Studies: Not sure about my hourly average, but my yearly stipend was \$15,000 (\$13,000 after deducting mandatory university fees).

Film Studies: \$13/hour Film Studies: \$24/hour Theatre Studies: \$20/hour Film Studies: \$20/hour

Cinema Department - \$17 Cinema Department - \$10.5

Anthropology - \$20 Canadian studies-\$25

Media studies - £19

Film Department \$70 Research \$30

Department of Film - 33.25

English - \$17.2 Fellowship Advising - 6.5k per semester

Media Studies (lecturer) - 20 EUR Media Studies (lecturer) - 40 EUR Media Studies (lecturer) - 27 EUR

Media Studies - \$45/hr

Psychology. We were given 17,500 a year as TA's.

English - \$8.17 (\$17,000/year fellowship) Language and Communication - \$19.23 (\$40,000/year salary)

At CUNY: around 3,000 per 45-hour class At Parsons: around 5,000 per 45-hour class

At hourly student employee job: \$16/hour I usually teach 3-4 courses per semester and work 15-20 hours at other jobs.

KCL Film Studies £18.61 Oxford Brookes Film Studies £40.61 Royal Holloway Media Arts £45 LSE Gender Institute £16

United States Studies Centre - \$44/hour for marking (4000 words/hour) and lectures, \$125/hour for the first tutorial, \$88 for any subsequent tutorials POPCAANZ - unpaid work

Film studies 2013-2014: 12.76 2015: 28.24

Creative Arts \$30-40

Film and Media Studies--\$20.31

Film and Moving Image Studies

Film Studies £12

Media Studies (Associate Lecturer = Teaching & Assessment) - GBP24.00

Screen and cultural studies - \$150 hourly for the first tutorial, 100 for each subsequent class.

Department of Cinema and Art History, University of Rome 'La Sapienza' - \$ 9.0 per hour

Germanic Languages and Literatures - c. \$42 per hour for TA/Course instructor work, \$21-24 per hour for RA work Art History - \$25 per hour for RA Work

Education/Media £32 000 p.a. History/Film £35 000 p.a.

Media Studies £33 per teaching contact hour - this rate is considered to cover student contact outwith the classroom, preparation, marking and administration duties.

ART HISTORY 22.00 hourly

Film Studies: £33/hr (TA) Film Studies: \$20,000 for one semester (visiting full-time maternity cover) And, upcoming: \$2,300 for one semester (adjunct)

Since 2013?: Cinema dept - TA around \$16 p/h (I believe) Cinema dept - RA average pay has been \$24 p/h. Cinema dept - Pay for instructor position=roughly \$8500 per semester. Beforehand 2013?: Communication Studies - TA/RA \$22.50 p/h
125 AUD, 82 AUD for repeat classes.

Media Studies Film Studies Theatre English ~\$70/hour

Film Studies: \$19.23 - \$24.19 for TA and RA work ~\$8,680/semester to teach a class

Digital Media - \$41.78 Film - \$41.78

Cultural Studies TA- \$9228 (month contract) Philosophy, Marker \$17 (30 hour contract)
\$25/ hour

Art History Department- \$19.23 Cultural Studies Department- aprox. \$19

Poor pay

Chemistry

Communications - \$25US Communications - \$Free part of scholarship

Media and Cultural Studies Department, teaching & marking 14GBP per hour

Biology - \$42.00

Media, Music, Communications. Depends on type of work Original tute - \$100 Repeat tute - \$70 Lecture - \$150 RA and marking - \$36 (all Australian dollars)

English - \$17.5 (20h/week/4-7 credit hours) Women's Studies - \$17.5 (20h/week/3 credit hours plus admin) Women's Studies - \$15 (30h/week/6 credit hours plus admin)

Film and Media Studies \$10.00 /hr for research assistant work \$13,000/academic year for TA work

School of Modern Languages GBP 45 per hour

30 British Pounds Sterling per hour -- History of Art and Architecture

Media and Communication £41.94 Media and Culture £33.81

Philosophy and Religious Studies - 6500 CAD per course (3 half courses taught)

Faculty of Social Sciences and Humanities (teaching Film, Television and Media Studies): Rate of pay between £28.37 and £43.24 per hour depending on type of session taught,

As a grad student, I worked as a graduate assistant at an art museum. Once I received my PhD, I have been an adjunct and a Visiting Assistant Professor. As a grad student, my stipend was approx. \$17,000 a year with tuition and health insurance covered, as well. As an adjunct, I earned approx. \$5,000 per course per semester, with no benefits (with a restriction of no more than 4 courses/academic year). As a Visiting Assistant Prof. I make approx. \$43,000 with benefits, and minor job security (I am currently lucky enough to be on a 3-year contract). After that who knows....

n/a

Worked in the film department as a research assistant for a professor. -\$15

Communication and Film Studies IT

School of Culture and Communication – \$100 School of Film, Media and Journalism – \$120 Media and Communication – \$37.67

Environmental and Resource Studies - \$30

Communication Studies Cinema Studies

Film Studies - \$38/hour

Film & Media - \$22 (approx.) for TA German - \$21 (approx., before recent pay raise to \$22) for TA German - \$16 for RA

Research Assistant, Art and Design: £11p/h Visiting Lecturer, Art and Design between £19-40 per hr depending on duty (ie. different rates for lecture/seminar/marketing/other etc) Research Assistant, Design (different institution from above) £3500 for 6-8weeks work Research Fellow, Art and Design, £33k per annum pro rata (1 day a week for 3 years)

Not hourly -- \$15,000/academic year for five years, supposed to work 20 hours per week on teaching, in English dept

I work at the department of modern languages as a research assistant in film studies but I have no pay rate per hour just for completed activity, each activity around 200 Euros and two or three activities per month

Film & Television. I am on a permanent contract with annualised salary. Technically, that should be \$60/hr, if annual wage divided by 1660 hours (the UK working year).

However, as most of us work double the working week and rarely take our annual leave allocation, that brings us down to around \$30/hr.

The nominal rate is \$50 an hour of face-to-face delivery. Divide that by marking and admin probably closer to \$12 an hour. Online-only class = nominally \$30 an hour (discussion forum, emails, marking).

Visual Communication Design - \$5.00

English- \$40/hour

£45 per hour plus expenses

Political, Social and International Studies - £ 36 Film, Television and Media - £36 School of Creative Arts - £36 School of Art - £40

Film Studies - approx. £20

Media - £26

Film studies - approx \$46AUD/hr Media studies - approx \$46AUD/hr

research assistant, Institute of Communication and Media Studies, University of Mannheim (Germany), 26 hours/week: € 19/hour (pre-tax), € 12,92 (after tax) teaching assistant, Department of Humanities, Sheffield Hallam University (UK), 40 hours/week:

£ 6,66/hour (pre-tax)

Visual Arts - No hourly wage, funding was contingent on 5 hrs/week.

Political Studies -- \$42.23

English (Film Studies Program); Received a yearly teaching fellowship for ~20k

History R/A work \$38/hour Media R/A work \$38/hour Media lecturer 0.6 contract at \$82K pro rata Media sessional tutor at \$75/hour

Communication and Journalism / Communication Sciences - 20€

I worked as an hourly paid lecturer/TA at 4 UK universities between 2010-14. All were Film and/or Media Studies departments, and pay was pretty consistent. Around £45 per hour (roughly \$65 US)

Supervisor in Film at the University of Cambridge: £30 per hour (excluding preparation, marking, admin) Seminar leader in Film at Anglia Ruskin (Cambridge): £40 per hour (excluding as above, all unpaid)

Hard to say. Depended on contract (had 18 in 3 years).

Geography - \$42.00

English, \$15/hour average

Media and Cultural Studies £15.70/hour

\$ 12.00 was paid per hour

Teaching Assistant - \$40 Psychometrist - \$31

Film and Screen Studies - general \$49/hr Film and Screen Studies - Teaching \$98-\$146/hr Screen and Cultural Studies - fellowship av. \$20/hr

FILM MAKING - £30

Film and Media Studies (around \$18?) Film and Media Studies (\$12) Computer Science (around \$20)

I was contracted with the department of Academic Writing Education in a public university as a foreign professor(non-tenured), and taught 8 to 9 courses (around 1 and a half hours each class) per week for English communication, writing, reading, presentation and public speaking, for a semester which lasted around 15 weeks. The pay amounted to 4000 USD per month approximately. This equates 500 USD or so per course.

Journalism - unpaid/mandatory with stipend

Philosophy - 12,50 euros

Film and Digital Media - \$6000 per course Media Studies - \$30 per hour

Sociology 76.48 / hr (CUNY gets a raise every three years--we're union) classroom time only. I should have been a plumber...

School of media and film £36 Visual culture £42 Art design and media £42

University of Worcester. £40.61 per hour. Averaged 6 hours per week per academic semester since 2013. I have also been studying for a teaching qualification at Worcester.

School of Journalism and School of Communication Have a stipend of 11 000 HKD per month The work load for the above positions is 12 hours per week

English, annual contract stipend \$10,000-\$15,000 (increases as you advance through the master's/PhD program). We are contracted based on a 20 hour work week, so that equates to \$13.88-\$20.83 per hour. However, pay is never given on an hourly basis (no time cards, etc., just the guaranteed contracted amount).

Gender and Women's Studies; \$\$40.30 - TA; \$21.00 - marker

Communication Arts - \$15

Communications ~ CAD 35 Literary Studies ~ CAD 35 Media Studies ~ CAD 30

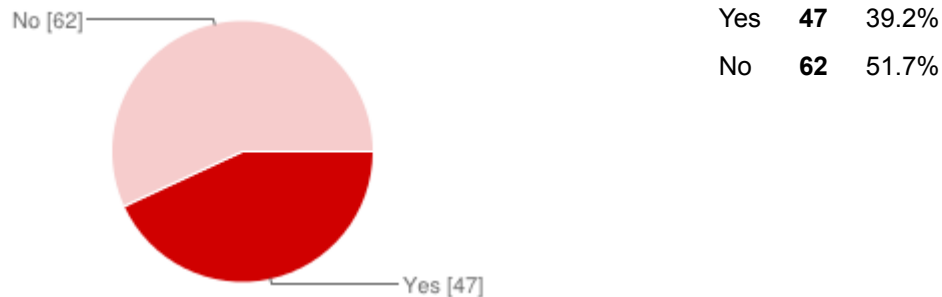
At public university as my 5 years of graduate funding: English, Teaching Assistant - \$13,000 2.5 years, \$14,000 1.5 years, \$16,000 1 year English, Project Assistant (PA) - \$8,000 for one semester During 6th/final year of doctoral work (unfunded): Visiting Assistant Professor, English Department at private technical school, \$50,000 annual salary

Sustainability Studies, unknown Indigenous Environmental Studies, 11.95/hr Indigenous Studies, 17/hr

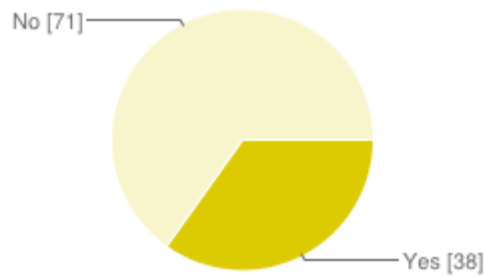
Film studies TA Grade 1: \$24.18/h RA: \$23.93/h marker: \$13.08/h

Academic Labour: Compensation

Overall, did you feel that you were fairly compensated?

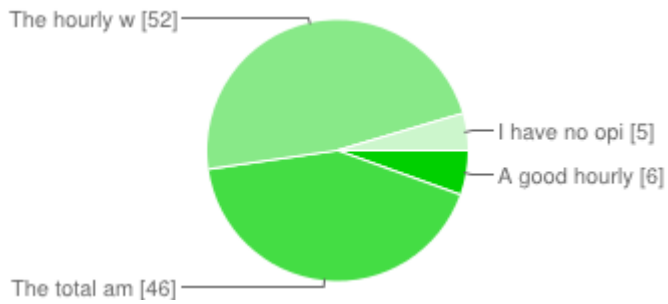


Have you ever turned down academic work due to insufficient compensation?



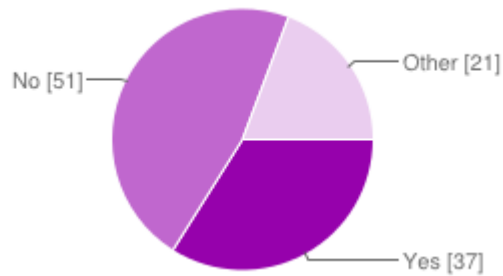
Yes	38	31.7%
No	71	59.2%

Which is more important for you – hourly rate or total contract amount?



A good hourly wage is more important than the total amount of the contract.	6	5%
The total amount of the contract is more important than the hourly wage.	46	38.3%
The hourly wage and total amount are equally important.	52	43.3%
I have no opinion.	5	4.2%

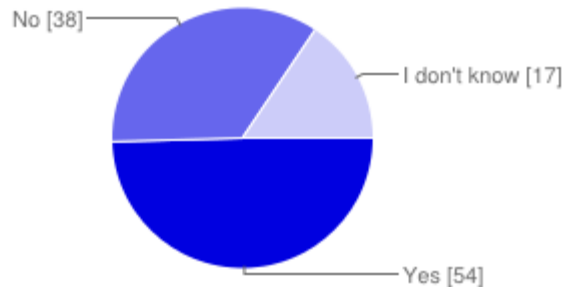
Would you consider working for less in exchange for experience?



Yes	37	30.8%
No	51	42.5%
Other	21	17.5%

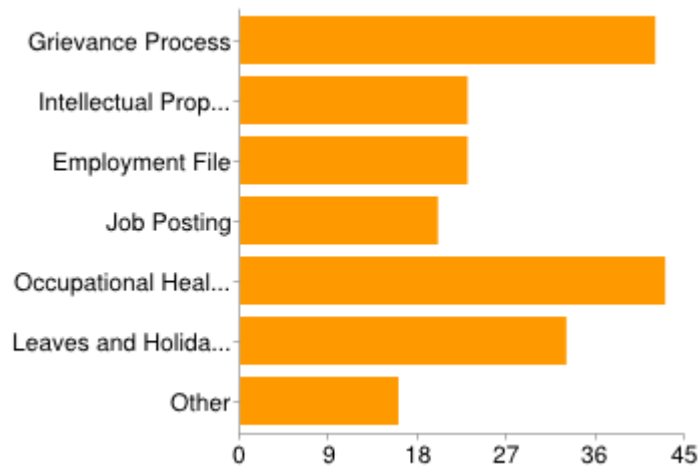
Union Labour

Are graduate students at your current academic institution unionized?



Yes	54	45%
No	38	31.7%
I don't know	17	14.2%

Does your Collective Agreement cover the following topics?



Grievance Process	42	35%
Intellectual Property	23	19.2%
Employment File	23	19.2%
Job Posting	20	16.7%
Occupational Health and Safety	43	35.8%
Leaves and Holidays (paid or unpaid)	33	27.5%
Other	16	13.3%

If you are an active member of your union, what position do you hold?

Regular member NTEU

no

Member

there is no union at our university

Negotiating Team for contracts

n/a

na

I was an active member, did marketing/communications work

Steward

regular member

regular

regulat

Regular member

What are other current issues on your union's agenda?

A new contract--higher wages, back pay, extended contracts, etc.

Getting TAs a fair compensation for the amount of work they do. Making sure TAs work within their established hours per week instead of working over these hours without compensation.

Tuition, wage increase, professional development funds, health and benefits

Annual salary increase Payment for online courses created by instructor Benefits

I have tuition remission, but as a student, I pay over \$500 in fees each semester, a significant portion of my paycheck after taxes. Reducing the fees that grad students pay is on the agenda. State budget cuts to the university.

Pensions and the move in the UK from a final salary scheme to averaged earnings; raising of pension age; increase in employee contributions

I am not in/involved with the union.

Ontario's 10 hour rule via COU

Graduate students don't have their own union but are able to join UCU, the national union for academic staff. Unfortunately UCU spends most of its time mounting minimally successful campaigns about the pensions of securely employed staff, expecting me to strike (and therefore lose some of tiny income) to support such issues but doing next to nothing to contest the low pay and insecurity I'm trapped in.

Healthcare, and pegging tuition to salary

Electing a new executive committee to replace those removed by the parent union.

Tuition indexation, major tuition increases for int'l students, lack of job security

In Aus, higher ed deregulation

Attempting to unionize across ranks including part-time

the Canadian government's austerity measures

Health care benefits

gender neutral bathrooms, parental leave and health care benefits, class size

No idea

The union is still working on bargaining for a new collective agreement. I believe the focus is primarily set on negotiating the abolition of different pay grades.

Graduate Funding Post-residency tuition fees

Tuition Indexation Fair and Equal Pay above the poverty line

Reimbursement for professional development courses

Don't know

Fair wages for adjuncts.

Hourly rate

Job Security Pay Health benefits Seniority Prioritization

I have no idea. Things totally fell apart after Walker took away collective bargaining. The union has tried to do some work to advocate for a cost-of-living increase, but it hasn't gone anywhere.

Our union has lost collective bargaining rights due to state laws, so although we are unionized, we are limited in what we can accomplish (essentially nothing). Our current priority is to overturn laws prohibiting collective bargaining.

rising tuition, 10-hour rule, course caps, bargaining unit scope clauses

n/a Union membership is done on an individual basis - nothing to do with the academic institution. We also don't have any grad students at all.

When I adjuncted, I was a member of the college's adjunct union. As a Visiting Assistant Prof. at a different institution, there is no union.

None -under trusteeship

Casualization. Unpaid work time (e.g. admin, responding to students, marking, etc)

tuition indexation, overall funding for TA, GA and RA work, LGBTQ equity

Getting a new contract - we are YEARS overdue (in both unions I'm in)

Job Security Tuition Indexation

Solidarity with striking undergrad unions, replacing corrupt executive with less-corrupt executive

Full time staff pay and conditions We are just part of the standard lecturers unions

Non-Union Labour

What was the nature of your contract with your academic employer?

Written with institution

written offer of a studentship (it isn't a real contract)

Appointment

written contract between foundation and institute

Verbal with department

written contract with department / institution

Written, with a department; it was a PhD research scholarship but it also included teaching and administrative duties, for an amount of 50 hours per year - although in fact the real amount of hours worked exceeded at least by 4-5 times this figure

Written

Written contract with institution

WRITTEN WITH INSTITUTION

casual

written

written contract with department

Written contract at an institution

Written contract with the Faculty

Written contract with the school/research institute.

Written; cluster of three departments

Written contract with University

At the moment, verbal contract with head of department. I hope a written contract will follow.

Written contract with the institution

Hourly signed contract

written with the department

Written with dept/institution

Written contract with a department

part of university requirements

Written, with institution

per semester or per year, written

Written contract

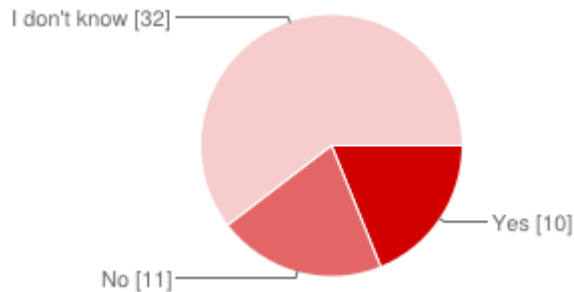
written w/ department

Written contract with department

written contract with dept

written contract

Have there been attempts at unionization prior to 2013?



Yes	10	8.3%
No	11	9.2%
I don't know	32	26.7%

If yes, what were the issues preventing that from happening?

Unsure.

There is no union for academics in Turkey.

small department, few PT faculty

Public universities are headed by the centralized ministry of education which determines various policies such as entrance and funding budget etcetera.

The school is in a very conservative, anti-union state; university administrators actively discouraged formation of graduate student unions

Students that were part of the movement were stripped of funding and eventually asked to leave the university.

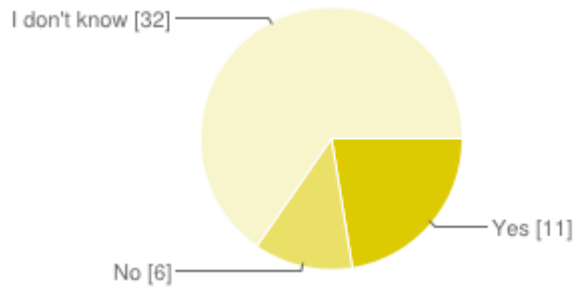
Many hourly-paid lecturers at the institution where I teach do belong to UCU (University and College Union) and perhaps others. UCU are actively campaigning against zero-hour contracts in Higher Education.

faculty = union grad students = no union

Large institution that is siloed so it is difficult to unionize across disciplinary lines

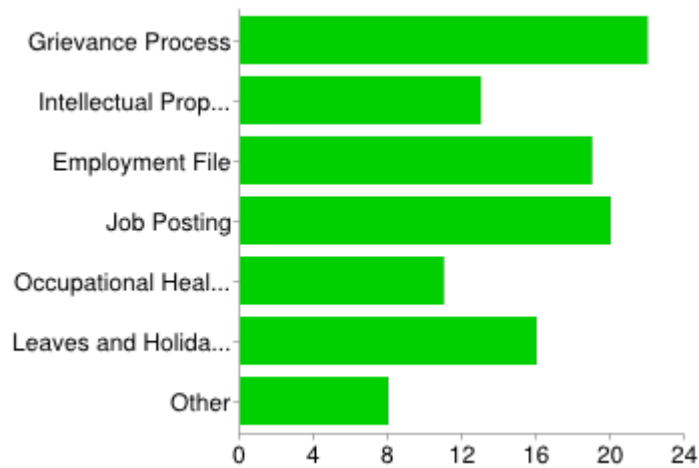
Private university, university literally doesn't allow unions

Is there a current interest in unionizing?



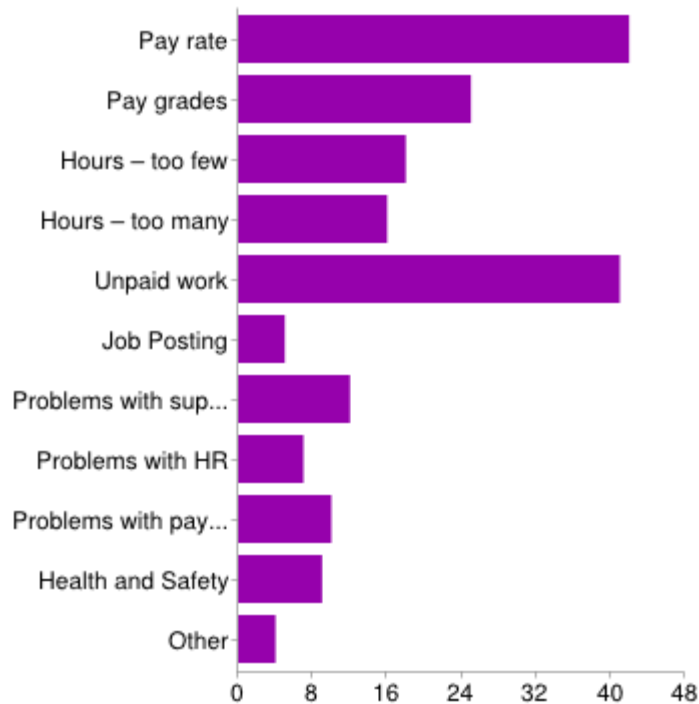
Yes	11	9.2%
No	6	5%
I don't know	32	26.7%

Which points would be most important for a potential union?



Grievance Process	22	18.3%
Intellectual Property	13	10.8%
Employment File	19	15.8%
Job Posting	20	16.7%
Occupational Health and Safety	11	9.2%
Leaves and Holidays (paid or unpaid)	16	13.3%
Other	8	6.7%

What employment issues concern you most?



Pay rate	42	35%
Pay grades	25	20.8%
Hours – too few	18	15%
Hours – too many	16	13.3%
Unpaid work	41	34.2%
Job Posting	5	4.2%
Problems with supervisors	12	10%
Problems with HR	7	5.8%
Problems with payroll	10	8.3%
Health and Safety	9	7.5%
Other	4	3.3%

Comments

Please use this space to copy/paste any pertinent information.

Part A – To be Completed by Course Organiser Please note that this schedule should not be completed for full-time lecturing staff undertaking additional hours. Faculty: FSSH
 School: MCC Building: TB Campus: Holloway Aldgate Moorgate Title:

Forename: Surname: New Appointment (Y/N): If this is a new appointment please ensure a personal details form and the right to work documentation is attached with this teaching schedule in order to avoid any delay in placing the employee on the payroll. All new Hourly Paid Lecturers will normally be issued with an indefinite contract of employment. A fixed-term contract can be provided instead if a fair reason for the fixed term is written into the contract. If you wish the contract to be of a fixed-term, please state the end date and the reason(s) for the fixed-term e.g. maternity cover; teach out; short courses: Teaching Details Course Code and Class Day Start and End Times Grade Or Rate Class Length in Hours Subject Date of First Class Date of Last Class No of Weeks SM4001 Wednesday 9.00-13.00 A 4 Media Genres 25 03 15 27 05 15 8 SM4001 Wednesday 9.00-13.00 A 4 Media Genres 15 07 15 18 03 15 1 SJ4030 Monday 14.00-18.00 A 4 Approaches Film TV 02 02 15 23 02 15 4 SJ4030 Monday 14.00-18.00 A 4 Approaches Film TV 16 03 15 16 03 15 1 SJ4030 Monday 14.00-18.00 A 4 Approaches Film TV 13 07 15 13 07 15 1 Total no of hours this contract: 60 X A Salary Budget Code/Cost Centre: Account Code (inc Project Code if applicable): Academic Cost Centre (HESA code eg: 13) Hourly Rates of Pay (including London Weighting) Grade Gross Hourly Rate A/1-3 £43.24 B/4 £37.42 C/5 £28.37 Signed by Course Organiser: Date: *(Please print name): Name of Line Manager & Contact number: Ext: Authorised by Associate Dean/ Dean of Faculty: Date: *(Please print name): Part B – To be Completed by the Hourly Paid Lecturer I hereby agree to work the hours as detailed overleaf at the hourly rate of pay as specified. Signed: Date: Please sign and return this signed schedule to the Faculty, who will then arrange for a copy to be sent on to Human Resources, (AB3-04) 3rd Floor Admin Block, 166-220 Holloway Road, London N7 8DB

CUPFA & TRAC--you know them.

DO NOT GO INTO ACADEMIA UNLESS YOU HAVE A TRUST FUND. There are no well paying jobs.

I did not receive an electronic copy of the contract and the hardcopy on file is not easy to get at this time.

Collective bargaining is essential for graduate students and professors.

Through filling out this survey I just realised how extremely low I'm paid in the UK compared to my previous job in Germany! I quit the job in Germany because I couldn't pursue my preferred PhD project, which was possible at the British university. But I was really surprised that I neither have a real contract nor am I insured in my current job.

This isn't something I have in electronic form. If you need me to scan my 12-13 contract (my last year of funding), email me: morriss9@uwm.edu. I'm happy to do it.

HR information on all staff grades: <http://www.bristol.ac.uk/hr/salaries/> University and College Union (the UK's national union for academic labourers): <http://www.bristol.ac.uk>

/groups/ucu/policies/ucu-policy-he.html

I don't have a copy

<http://carleton.ca/hr/collective-agreements/academic-staff-agreements/>

I receive £40.61 per hour for teaching at Worcester. This includes holiday pay, teaching time, preparation time, and time spent marking and communicating with students.

Though it is a generous rate, the number of hours given to me per semester do not equate to a living wage.

<http://trac-union.ca/trac-documents/>

Teaching Fellow - Permanent Position, 32,000GBP per year, Grade 7

Job description + pay grade

n/a

For the term of employment, pursuant to Article 2, Section 8, the candidate shall be the employee of Nagoya University and appointed to the position of Associate Professor in the Office for the Promotion of Culture in the Humanities Department with a yearly salary of ¥5,959,993. The term of employment shall end on September 30th, 2014.

October 1, 2011 Appointed by: Nagoya University President Term of contract • Fixed term (October 1, 2011 - September 30, 2014) • Possibility of contract renewal Work location Nagoya University, Humanities Department, Office for the Promotion of Culture Duties Educational research for the Humanities Department Work hours 1. Daily schedule, etc.: Flexible: Generally from 8:30 am till 5:15 pm, the same as general staff, but work hours and break times are not explicitly specified. They may be changed according to the employee's discretion as long as work hours amount to 7 hours and 45 minutes per day. ○ For details, see Articles 3 through 7 and 15 through 18 of the employment regulations 2. Lunch break: 60 minutes 3. Overtime: (yes) Days off Every Saturday, public holidays, New Year's Holidays (Dec. 29 - Jan 3) ○ For details, see Articles 11 through 14 of the employment regulations Holidays Annual paid vacation, sick days and leave of absence ○ For details, see Articles 21 through 26 of the employment regulations Remuneration 1. Base salary: ¥5,959,993 per annum ○ For details, see Article 4 of the salary payment regulations 2. Agreed upon various allowances ○ For details, see Articles 7 through 12 of the salary payment regulations 3. Overtime premiums i) regular overtime (25%) ii) national holidays (35%), other public holidays (35%) iii) late-night (25%) iv) more than 60 overtime hours a month (50%) 4. Payment period: base salary, allowances and overtime will be calculated from the 1st to the last day of each month 5. Payment day: base salary, allowances and overtime will be paid on the 17th of each month ○ For details, see Article 6 of the salary payment regulations 6. Tax withholding: yes 7. Base salary may be revised on the 1st of April each year, depending on the previous year's performance review 8. End-of-contract bonus: no 9. Retirement benefits: no Termination of employment 1. Mandatory

retirement: yes (the first March 31st after an employee's 65th birthday) 2. Voluntary resignation procedure: submit resignation 14 days (30 if possible) before last day of employment 3. Grounds for dismissal and procedure: For details, see Articles 19 to 21 and Article 46, Section 1, paragraph 5 of the employment regulations ○ For more information, see Articles 15 to 17, 22 and 23 of the employment regulations Other ● Public Health Insurance, pension: Public Service Mutual Aid Association ● Coverage for worker's compensation and unemployment insurance provided ● Other: In accordance with the employment regulations of Nagoya University

<http://cupe3902.org/wp-content/uploads/2011/05/Final-Draft-CUPE-3902-Unit-1-Agreement-2011-14.pdf> (We are currently bargaining for a new contract and on strike due to the university's reluctance to bargain on the guaranteed funding package and tuition fees).

It's Concordia U...I believe you guys have access to this.

Google: CUNY PSC

I don't have a link to this - paper copies only

Not digitised, in hard copy only so cannot copy/paste. Never provided with Collective Agreement. Rarely provided with Contract (usually after I began semester's work).

Redundancy letter reads - "Complete years of service: 4. Annual Salary based on your final year's pay claims: GBP6411.95. Redundancy payment (in compliance with GOV.UK guidance: GBP491.90"

<http://www.fct.pt/apoios/bolsas/estatutobolseiro.phtml.en> <http://www.fct.pt/apoios/bolsas/docs/FCTFellowshipRegulations2013.pdf> <http://www.fct.pt/apoios/bolsas/valores.phtml.en>

Compensation: Your appointment will be for 50% time, and your compensation will be approximately \$1,765.50 per month in Fall and \$1,765.50 per month in Spring (based on October 2012 salaries). GSIs, Readers, and Tutors: You are expected to advise your supervisor as soon as you perceive your assignment might exceed the assigned workload maximum and you must obtain express advance written permission from your supervisor before working beyond the number of hours defined for your appointment. In addition, at no time should you continue to work beyond eight hours in a day, or forty hours in a week. General Appointment Information: The position being offered is covered by a collective bargaining agreement between the University of California and the United Automobile Workers (UAW). A copy of the complete agreement can be found at the following website address: http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/collective_bargaining_units/academicstudentemployees_bx/agreement.html Please note that pursuant to Article 10 of the collective bargaining agreement, material may be added to your personnel file during the course of your employment. Contact the Department Office if you wish to

review the materials in your personnel file. Furthermore, the collective bargaining agreement terms require release of your name and department address to the UAW. An ASE who is a University student may not hold an academic (includes GSR appointments) or non-academic appointment or combination of appointments that totals more than 50% of full time during the academic year without express advance written approval of the Graduate Dean's Office. Students on F-1 or J-1 visas are not eligible for exceptions to hold an appointment beyond 50% of full-time. Benefits: ASEs who are graduate students with appointments in eligible titles that total 25% or more of full-time for the entire term are eligible to participate in the University's Partial Fee Remission and Student Health Insurance Programs in accordance with the policies and provisions established for those programs. An ASE who is not a registered student, and who is not eligible to participate in the Student Health Insurance Program, will be eligible to participate in the non-student University Health Insurance programs in the same manner as other similarly situated non-student, non-represented academic employees. A registered undergraduate student appointed in Title Code 2310 or 2311 with an appointment level of 25% or more of full-time for a given term is eligible to participate in the University's Partial Fee Remission program for Education and Registration Fees in accordance with the policies and provisions established for those programs. A. GSI (Graduate Student Instructor) Duties Departments must assign duties for a particular course at or below the level of a GSI's experience and qualifications, as classified by his or her step level. A GSI who is at the Step I level in experience (less than four semesters of teaching) cannot be assigned responsibilities beyond what is allowed for that step. Step I duties entail leading discussion sections or labs or instruction of prescribed course content, under the active direction and supervision of a faculty member who has final responsibility for the course's entire instruction and for the performance of GSIs. The appointee is not solely responsible for instructional content of the course, selection of assignments, planning of exams, or for determination of course grades, but may assist in these tasks in collaboration with the instructor of record who has final authority. Other course support duties may include, but are not limited to, holding office hours, grading, and participation in development of quizzes. Under the appropriate supervision of faculty, GSIs qualified for classification at higher steps may be assigned Step 1 duties or additional responsibilities.

<http://cupe3908.org/assets/files/CUPE2CA2011-2014.pdf>

<http://cupe3908.org/assets/files/CUPE%203908%20Unit%201%20Collective%20Agreement%202013-2016%20282%29.pdf>

<http://adm.monash.edu.au/enterprise-agreements/academic-professional-2014/>

Why does this survey not touch at all on the issue of job security and the precarity of the work situations in which so many of us find ourselves?

<http://cupe3908.org/rights.php>

<http://attiministeriali.miur.it/anno-2008/giugno/dm-18062008-%281%29.aspx>

I don't really have time to look these up, but for cuny they are all available via the PSC website

<http://cupe3908.org/assets/files/CA/CUPE2CA2011-2014.pdf>

I could attach as a file but not cut and paste.

The hourly teaching, tutorial, seasonal and lecturing must be increased to \$ 30.00 with out tax. Cost of living increased 9% and the raise in wages increased on 0.04 %.

Universities and collages must end contractual and hourly wages. It must follow tenure track appointments. The probation must be only for an year. Many Universities and colleges are not even reporting and advertising their vacancies. Research Assistants. graduate assistants, student workers are exploited and not even paid in time.

I am given a discretionary number of hours by any department; if two consecutive semesters pass without any hours being attributed to me, the contract is void.

I don't recall receiving anything like any of the above. I did receive a PhD study package at the beginning of my scholarship but to be honest I don't think any of us actually read it. I'm not even sure where it is now. Sorry.

<http://cupe3908.org/assets/files/CUPE2CA2011-2014.pdf>

I don't have my contract handy at the moment, since it was signed June 2014.

My school is pretty good about giving steady funding through the first 6 years of the PhD program. After that, the situation turns pretty dire rather quickly. As I am in my 5th year, I have no complaints at this moment.

One of the largest issues is that we are not paid enough to cover our own expenses. The government should step in an aid in covering tuition costs at the bare minimum for research-based masters/doctoral students. Alternatively, the universities should be offering more funding for graduate students. Without the assistance of my parents and OSAP, I would not have been able to be a graduate student due to financial constraints. Another concern I have is the lack of consistency across courses. For example, some TA's are responsible for seminars/labs, marking, teaching, etc., while other TA's simply run a midterm and final exam through the scantron. The hours don't match up, and yet the TA's get paid the same amount.

I attend graduate school in a U.S. "right to work" state, making any effort at unionization extremely difficult.

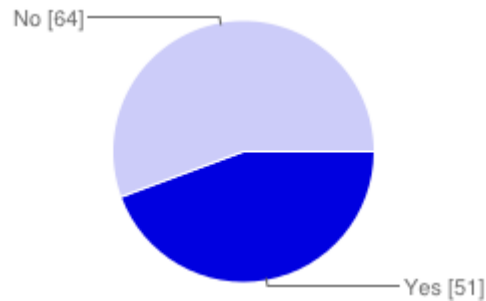
I don't have a copy of any of these at this time as I am not currently under contract.

Here is the link to the collective agreement: http://taa-madison.org/wp-content/pdf/TAA_07-09_CBA.pdf

Don't have t now

Part 3: Professional Organizations

Are you currently a member of the SCMS?



Yes 51 42.5%

No 64 53.3%

What other professional organizations are you a member of?

FSAC PCAC

Film Studies Association of Canada Association for the Study of Literature and the Environment

NECS

British Association for American Studies

European Women's Audiovisual Network

MeCCSA PGN. I would like to join SCMS - but costs are an issue. I have not had the funds to attend the SCMS conference - and I cannot claim these expenses as an hourly-paid lecturer at Worcester.

NECS (European Network for Cinema and Media Studies) AACTA (Australian Academy of Cinema and Television Arts) MSSG (Melbourne Screen Studies Group)

MELUS NWSA MLA PCA/ACA

Cultural Studies Association of Australasia.

MeCCSA

MeCCSA, ECREA, IAMCR

NECS American Association for Italian Studies

TESL Ontario

Scms Afeccav Acqs Fvac

ECREA MeCCSA

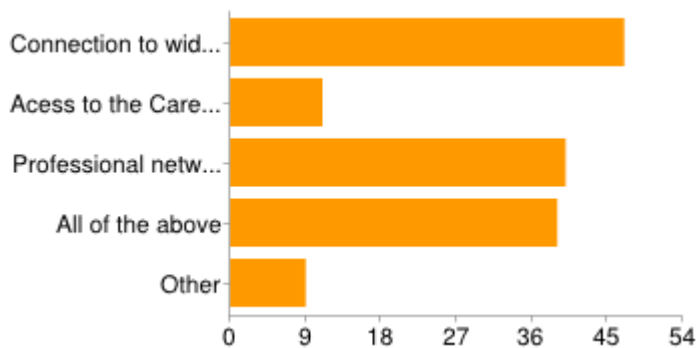
NECS (European Network of Cinema Scholars) FSAC (Film Studies Association of Canada) SCSMI (Society for Cognitive Studies of Moving Images)

NECS

AoIR, PCA/ACA, International Association for the Study of Popular Romance
Film Studies Association of Canada
None
Higher education Authority (UK)
Royal Musical Association American Musicological Association British Audio-Visual
Research Network
MeCCSA, SCUDD
MLA
n/a
IGDA, AES
LIFT (Toronto) TIFF
ACLA UAAC ASLCH CGSA
UFVA
AIM - The Association of Moving Image Researchers
MLA PCA
National Communication Association
AFL-CIO
None at this time
BAFTSS
Women in German Studies (UK) NEMLA
Canadian Historical Association Canadian Association for Work and Labour Studies
Canadian Committee on Labour History Canadian Committee on Women's and Gender
History
NCA AEJMC BEA
College Art Associatio Authors Guild
MeCCSA The Voice of the Listener and Viewer SMCA Bafta Scotland
Canadian Sex Research Forum American Psychological Association Canadian
Psychological Association Society for the Scientific Study of Sexuality International
Academy of Sex Research Ontario Psychological Association
ARTHEMIS FSAC
EASA
MLA Performance Studies Int. ATHE (theatre) ASTR (theatre) IFTR (theatre) American
Studies Assoc.
Music council of Australia
AHGBI ACIS WIPPS Asociación de cineastas

MLA LASA
 BAFTSS MECCSA
 Modern Language Association, Popular Culture Association, Literature/Film Association
 PCA/ACA MLA
 SSAAANZ, CSA
 PCA/ACA Popular Culture Association of Australia and New Zealand (POPCAANZ)
 BAFTSS NECS
 ICA AEJMC ECRA SAJA
 ICA
 MLA, NeMLA, ACLA
 UFVA MLA PCAS
 National Communication Association Popular Culture Association
 NECS Gesellschaft für Medienwissenschaft ECREA CSA
 Skate Canada Ontario Soccer Referee Association
 College Art Association
 WIFV/NE PCA CAA

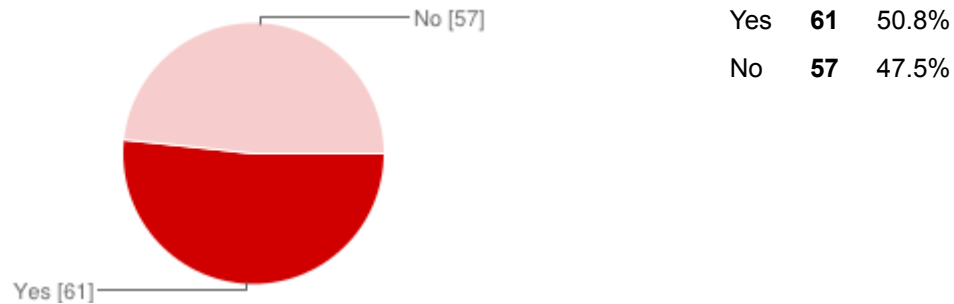
What is the principal reason for your interest in the SCMS?



Connection to wider scholarship	47	39.2%
Access to the Career Centre job search service	11	9.2%
Professional networking	40	33.3%
All of the above	39	32.5%
Other	9	7.5%

Future Employment

Are you exclusively interested in future academic employment?



What is your first or default source of information about job offers?

jobs.ac.uk; universityaffairs.ca

University job sites

The internet.

Mailing lists

Job Postings Online

various mailing lists and social media groups

jobs.ac.uk

Chronicle Vitae

The school where I study

CAUT website

HASTAC, home university

industry news/postings

Online mailing lists

HigherEd.com

Professional associations

Higher Ed jobs, Chronicle of Higher Ed, and Looking directly at university websites

German Studies listservs, jobs.ac.uk

SCMS

ECREA mailing list

indeed

Listserve. H-net.

Chronicle Vitae website

multiple mailing lists

Listserve (H-Net, FSAC, SCMS)

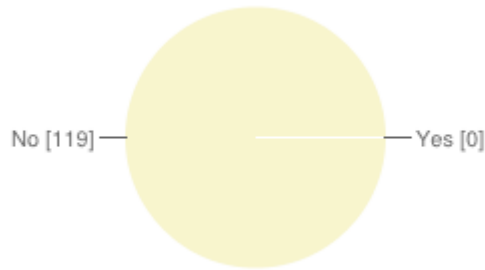
wiki

scms, jobs.ac.uk
mailing lists from prof organisations
scms
websites
MLA
University mailing list, other mailing lists eg. ECREA, H-Film
Trent Career Centre Newsletter
MLA JIL
CULTSTUD and SCREENL list serves
List servers such as MESCCA and ECREA
higheredjobs, vitae
mail lists
Academic Keys
mailing list
FSAC mailing list, hnet, oraweb, business websites
scms website
internet (academic mailing lists)
graduate school mailing list
scms, mailing lists
SCMS site
No idea!
Grad School mailing list
higheredjobs.com
workinculture.com, mediajobsearch, playback. individual websites
Various listservs
Chronicle of Higher Education
internet
word of mouth
grad school's mailing list
H-Net lists
Chronicle of higher Ed
ECREA list
H-Net
MeCCSA List
SCMS site, MLA job list

university home page
 mla job list
 SCMS and my department
 MECCSA Mailing list

Are you currently paying to promote your resume?

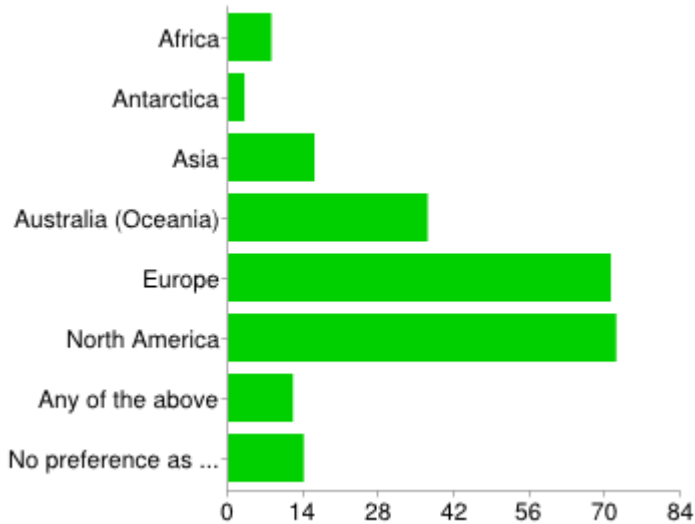
Yes **0** 0%
 No **119** 99.2%



If so, how much?

Cannot afford to
 This is absurd. Do people really do this?
 WTF? Who does that?

Are you comfortable relocating for work?



Africa **8** 6.7%
 Antarctica **3** 2.5%

Asia	16	13.3%
Australia (Oceania)	37	30.8%
Europe	71	59.2%
North America	72	60%
Any of the above	12	10%
No preference as long as the salary is adequate	14	11.7%

Where would be your ideal country / geographic location?

- Home country - Australia
- Germany or the UK
- USA, california
- Europe or Latin America
- Anywhere safe
- US
- Italy, USA, UK, France
- UK
- USA/ Florida
- Canada, Europe, Oceania
- West Midlands, UK
- USA, East Coast
- U.S.
- Canada
- UK or elsewhere for a temporary post
- France / Europe
- UK (a suitable department and institution are more important to me that salary)
- NY
- New York/Montreal
- Canada or US
- The Netherlands, California
- USA college town
- FRANCE
- Mid-Atlantic USA
- US, anywhere but south
- Northeast, United States

Europe / Germany / Netherlands / UK

canadal

Sydney

It used to be UK but can no longer afford move. So, US.

Canada or South America, which does not appear on the list.

British Columbia

Austria

USA

Edinburgh, Scotland

Boston, MA

Brazil, UK, USA, Portugal

Toronto, Canada

Europe

north east usa

Western Canada (where my family lives)

Denmark

New York

Canada central or east coast

UK, Canada, Germany

North America

It depends on the time frame. As long as my father [presently 84] is alive, I won't relocate. If he is not alive, Europe might be ideal.

within a one day's drive of my family in northern Virginia

Canada, USA, UK.

Europe/Africa

near a major city/airport

Scotland

Scandinavia

USA/Canada

australia

Australia; USA

NYC/Canada/Europe

Midwest/Texas

I don't know

Canada if possible

Spain
Northwest United States
Toronto, Rio de Janeiro, London, Mexico City
japan
Australia
Australia
United Kingdom
English-speaking
Montreal
Canada, Europe or the Arab World
USA or Central or Northern Europe
reasonably local
Midwest U.S.

We'd like to hear from you!

Adjunct contracts Terminal / fixed term contracts The decrease in TT positions
International incompatibility of labour conditions in academic sector

The biggest issue for me in terms of pay is the stupid expected rate of marking - it is impossible for me to adequately grade and give detailed enough feedback to help my usually first year students improve at the rate of 4000 words/hour, which means I either let my students down, resulting in poorer student evaluations and less chance of future employment, or work for free/a much lower rate than is fair. What is even more silly is the fact that we are expected to mark at half this rate for exams, that is 2000 words/hour, but because no feedback is required, it usually takes us half that time or less!

We've had a lot of confusion re. funding in our department. My group thought we had 6 years of funding, then we were told (at the end of year 4) that we only had 5. I don't think it was maliciousness on anyone's part, but it reflects the chaos going on in Wisconsin, as well as the kinds of disorganization that departments experience internally re. communication, contracts, etc. I'm happy to answer more questions or send you copies of materials if you need them. I was a student rep on a bunch of committees, and helped my cohort negotiate with the department re. our funding mix up, so I've kept pretty decent records of the paperwork. I'm at morriss9@uwm.edu.

Establish the age of the student. My needs as a student were vastly different now compared to when I was younger. For example, a pension is very important now. I also think that it's more important for the students than one might think - when a graduate student finishes his/her studies at 30 years old, they are perhaps 5-10 years behind in

pension contributions compared to their peers who didn't stay in school.

The lack of security, academic contracts by semester and consequent gap of several months and the conditions and pressures (financial as well as emotional) of this kind of employment - a life of 'Cruel Optimism' as Lauren Berlant has called it, needs more attention. Facing potential destitution and the possibility that I won't be able to pay the rent every three months, two years after completing my doctorate I am exhausted. After countless unsuccessful applications for full-time posts and continually running between several different institutions (spending hard earned money on transport) my confidence is all but gone. You asked!

I seriously doubt that the job market in academia will improve. The way things are currently going in the U.S., the system is unsustainable and will inevitably explode, the question is just when. When over 70% of classes at colleges and universities are taught by non-tenure-track faculty without any financial stability, things will break. I love to teach, and I have always envisioned myself as a college professor, but the current situation makes me believe that a future in this career is highly unlikely (which breaks my heart).

How much professionalization do other departments do? Meetings about how to prepare articles for publication or how to collaborate with other scholars?

We need to stand up as a group and demand fair wages. All adjunct teachers. Worldwide.

This survey is very generalized. I do not think it gets at the heart and nuanced complexities of what it means to be an academic labourer. For instance, it seems like it would be relevant to ask general questions about whether or not people feel as if their labour is secure or even appreciated. I can tell you, from experience, that most academic labourers are precariously employed. You may want to take that into consideration.

Many of these questions require more nuance than a yes or no response. I struggled on whether I believe I am fairly compensated. The issue for me is primarily that the maximum appointment of 20 hours a week is not realistic for the kind of responsibility we have, particularly teaching intro writing classes where we are the lead instructors. We are not paid by the hour but for our 20 hour appointment. This means we do more work than we are compensated for, or are required to cut short our working hours. I can live on that amount, but I am not sure it is fair.

I'm a sessional instructor with a PhD on yearly contracts. Certain parts of this questionnaire seem to be more directed at graduate students - I'm not sure it's the intention of this study to be aimed exclusively at grad students so you might want to think of amending these areas.

I think you should ask questions that make the survey more applicable to post-doctoral,

underemployed lecturers. E.g. make teaching actual courses an option on the question about what kind of position you have; ask whether we work full or part time; downplay the hourly rate thing (since we tend to be paid per course) and instead ask how many hours per week we tend to work on our courses; ask about how many hours we put in versus how many we are officially compensated for; ask about whether non-tenure-track teachers are unionized, not just graduate students. Graduate student labor is certainly an issue, but from where I sit it is actually pretty well compensated. I mean, if you count the tuition forgiveness that goes with grad student work, my TAs are probably paid more than I am. And they have an enforced cap on the number of hours per week they can be required to put in. I do not. Oh, and also, grad students get health benefits, which I do not. The way I see it, underemployed post-doctoral teaching work is a far worse problem - it is extremely low paid, tons of exhausting work, no benefits, little support, weak unions if any, and it's a dead end unless you are one of the lucky few who land a tenure track job out of it (which most don't).

It seems a little US oriented, though open to people from any country. Generally the questions are relevant and helpful. I finished my PhD 5 years ago and have been on casual/temporary contracts since then - so have done a lot of different kinds of jobs at different institutions, for different amounts of pay. But I was happy to get the work - so didn't think about the pay much. I think in the UK, the pay for visiting lecturers can be deceptive - eg. you get 2.5 x the 'base rate' of pay, but are expected to do all preparation in that time, as well as the lecture - but generally it takes longer to write a new lecture from scratch - and sometimes, depending on how long, the pay can work out at minimum wage - which is a bit depressing considering the qualification required to do it!! You also don't get paid for time when you are not teaching - so I can be in work from 9-5, but because of breaks for the students and between lectures, I only actually get paid for about 4.5hrs.. but I can't really do anything else in the breaks as they are short. Just some info - perhaps it will help you think of some other questions, or not. Thanks.

I must live/work in the USA to pay off student loans.

What is the average length of academic contracts? In my experience it is 13 weeks (equivalent to one semester)

The message promoting your questionnaire was sent out to an international list but it has a very US focus.

I graduated with my PhD in 2009 as the recession and government cuts depressed UK academia. I have only had temporary contracts since then, the longest a year. Although well paid per hour, the amount of hours are not enough to provide a living wage. I am desperate.

You forgot to mention Latin America under the "Are you comfortable relocating for work?" question.

I haven't heard about SCMS before getting the link to this survey, just trying to help :)

I would like SCMS to be held in the UK, or a more accessible location, in the near future.

It has been held for several years now on the North American continent. This is a very expensive location to get to for part-time teachers who are aiming to establish a full-time academic teaching and research career/profile.

I wonder if graduate students are being appropriately advised about the relationship between the working conditions of all non-tenure stream faculty and their own future employment possibilities.

Number of daily responses

