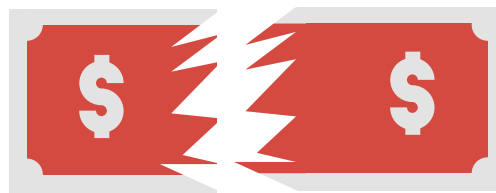


THE ADJUNCT ISSUE

COSTS HAVE RISEN, WAGES HAVEN'T

1991 / 2015



ADJUNCT PAY FOR A THREE CREDIT HOUR COURSE

\$2,400 / \$2,400

GRAPHIC BY RJ MIKOLAJ/THE JAMBAR.

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The majority of faculty teaching on Youngstown State University's campus haven't seen a pay raise in nearly 25 years.

This semester YSU employs 608 adjuncts — or part-time faculty — and 409 full-time faculty. In 1975, adjuncts made up less than 25 percent of instructional staff at colleges and universities nationwide. This number has grown to over 40 percent in 2011 according to the U.S. Department of Higher Education.

As of 2013 — the last year for which the Ohio Department of Higher Education has released data — only 49 percent of student credit hours at YSU were taught by full-time faculty. Adjuncts teach the majority of the rest, with the exception of those taught by retired faculty serving on extended teaching service and graduate assistants.

Kriss Schueller, chair of the department of computer science and information systems, has seen the rise of part-time faculty first hand. Over the last five years, the number of full-time faculty in his department declined from 14 to nine, and adjuncts now teach 60 percent of the department's classes.

Martin Abraham, provost of YSU, said adjuncts are incredibly important to the Univer-

sity. "We would not be able to deliver the education we do if it weren't for the part-timers — the adjuncts," Abraham said.

Stagnant Wages

Despite their increasingly important role at the University, adjunct faculty pay hasn't changed. The 24-year pay freeze amounts to a 75 percent decrease in wages when adjusted for the rise in the cost of living using the consumer price index.

"All across the University, and not just this University, but adjuncts at any university are paid garbage," Schueller said.

Each semester, adjuncts with a bachelor's degree earn \$650 per credit hour, those with a master's degree receive \$800 per credit hour and adjuncts possessing terminal degrees get \$1,050 per credit hour.

Schueller said this can make it difficult to attract faculty in a field like computer science, where consultants can make \$300 per hour.

"You're lucky to get a high quality adjunct," Schueller said. "The fact that we have them surprises me to no end. I don't think I'd do it for that kind of money."

Abraham said adjuncts are underpaid, but they aren't paid much better at

other universities, and the market hasn't required YSU to increase wages.

"We're able to fill our teaching needs with part-time faculty who are willing to teach at the crappy rates we pay them," Abraham said.

The Coalition on the Academic Workforce conducted a survey in 2012 and found that adjuncts who taught a three-credit-hour course in fall 2010 made \$2,700 on average. An adjunct with a master's degree teaching a three-credit-hour course at YSU earns \$2,400 per semester of employment.

Julia Gergits, chair of the English department, said an unintentional side-effect of the Affordable Care Act has compounded the low pay by limit-

ing the number of hours the University permits adjuncts to teach.

"We're not letting them teach that extra course or two that they taught before," Gergits said. "That's a lot of a loss for somebody who doesn't make very much money to begin with, and we had no choice about that as a department. It just got imposed."

YSU's Human Resources Department capped part-time faculty at six credit hours per semester, or 12 credit hours per academic year. Waivers can be granted allowing adjuncts to teach an extra class each semester, but total credit hours top out at 24.

"Now we're absolutely limited. They cannot go beyond that," Gergits said. "If they do go beyond that, they won't be hired next year."

State law also requires adjuncts to give 10 percent of their wages to the State Teachers Retirement System of Ohio. However, when they retire, they are forced to choose between collecting their pension or collecting Social Security.

What Adjuncts Do

Adjuncts serve multiple roles at the University. More than 100 of them teach the communication, English and math classes all students are required to take as part of the general education

model.

Outside of those departments, there is no correlation between the number of general education courses a department offers and the number of adjuncts it employs. This is because many of the departments relying heavily on adjunct labor are skill-intensive fields employing professionals to provide students with an inside view of the profession.

"One of the things that we talk about that our part-time typically bring is experience actually working in an area," Abraham said. "Many of our full-time faculty went to graduate school, got their Ph. D., maybe did a postdoc and took an academic job. So, there are going to be different types of experiences."

According to Joseph Mosca, dean of the Bitonte College of Health and Human Services, this is the case in his school, where adjuncts comprise 67.9 percent of the faculty.

"Obviously we have great full-time tenure track faculty," Mosca said. "But we supplement with people who have tremendous clinical expertise and a tremendous ability to really give students an experiential understanding of the profession that they're entering."

In some other areas, departments rely on adjuncts who view it as a part-time job and those who are pursuing full-time positions, but do adjunct work in the meantime.

THE ADJUNCT
PAGE 5

2: ADJUNCT TRAP

3: ORGANIZING

4: WAY FORWARD



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It's a Trap: Academic Adjuncts Face a Catch-22

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Those who can, do. Those who can't, teach. Those considered adjunct faculty both do and teach but are paid less than either.

While the veracity of the George Bernard Shaw quote disparaging teachers is up for debate, the unenviable position of adjunct professors at both Youngstown State University and colleges nationwide is a fact.

There are two distinct groups of non-teaching assistant part-time faculty at YSU. One consists of private sector professionals with industry experience who choose to teach part-time to share their experience with students hoping to enter their field. For that group, pay is less of an issue, as they often have full-time jobs outside the University to provide their needs.

The other group of part-time faculty consists of academics, many holding master's degrees and some with Ph.D.s, that teach a few classes a semester on 15-week contracts. Often times these academics teach courses at several different schools to make ends meet, while some work side gigs to increase their income.

Adjuncts often return year after year to the same schools, working the same 15-week contracts, yet rarely are chosen for full-time positions at the universities where they're employed.

While the details of their employment seem dismal — low pay with little hope of stability or benefits — many adjuncts continue to pursue it.

For Thomas Sabatini, an adjunct who has taught in the history department for 15 years, the work is more than a means to a paycheck.

"Something happens to somebody when you commit your life to a project ... The notion that one should just bail from a profession because it doesn't give to you in financial returns and in terms of respect exactly what you wanted on the other side seems to be quite frankly undermining the very idea of a profession," Sabatini said.

Low Pay Profession

The modern understanding of the word profession is synonymous with career, however the root of the word stems from religious orders, whose members professed their faith and dedication to a given order or cause. Sabatini speaks of his work as a professor in accordance with the word's origin.

"I think anyone who is doing this for the pay we get is doing this because they love it, and you love it not because of the esteem or the ability to further your career or rub shoulders with other professionals at conferences, you do it because you love students," Sabatini said.

While passion can drive individuals, passion alone doesn't provide food and shelter.

This is the trap in which many adjuncts find themselves ensnared. They possess a passion for education, and those with terminal degrees in their field — like Sabatini — possess the qualifications for teaching in a full-time capacity. Despite that, many adjuncts find themselves unable to compete for full-time positions.



Photo Courtesy of Thomas Sabatini

Thomas Sabatini is an adjunct professor at Youngstown State University. He has taught at YSU for 15 years, but has yet to receive a raise or an offer for full-time employment.

The Adjunct Trap

For full-time positions at YSU and other universities, many applicants have been published in academic journals and done research that expanded the field.

For many adjuncts, the grind of teaching several courses at a variety of schools paired with a lack of institutional support for research projects and publishing makes it difficult to find the time and money to do research and attend conferences.

This is the catch-22 of teaching part time.

"Original research often requires travel. Original research often requires time. I can't afford either of those things," Sabatini said. "If somebody wants to say people with full qualifications who have fallen into the economic trap of being an adjunct are unqualified to teach in a university setting because they aren't doing original research, I'd respond by saying it's completely tautological."

Bruce Waller, the chair of the department of philosophy and religious studies, is tasked with making hiring decisions for his department. In his view, the current model for considering candidates for tenure-track positions is weighed heavily against adjunct faculty.

"It's really a brutal, ugly circle," Waller said. "If you are teaching a heavy load and very often teaching at three campuses, which many have to do, after several years of that ... you really haven't had much time to do much research, so you're at a huge disadvantage against people who've spent those years engaging in research."

Department chairs find themselves in a difficult position when it comes to con-

sidering adjuncts for full-time tenure-track positions. While most chairs sing the praises of adjuncts, with several saying they would be unable to run their departments without them, they still find themselves filling their tenure-track positions with professors outside of the pool of adjuncts.

High Standards and Endless Applicants

There are several reasons for this. Many adjuncts don't have a terminal degree in their field and are automatically eliminated from consideration. For those who do, they must compete against a slew of highly qualified candidates from around the world. Chairs then must decide whether to reward loyalty and hire a veteran adjunct or select the most qualified candidate from their application pool.

"I wouldn't have a problem hiring them. It's just that there's 50 or 60 people who have much better qualifications for the position," Waller said. "It's not fair, it's not a just system. ... They get into [adjunct work] and often wind up working really, really hard for very little return, and it becomes harder and harder for them to find permanent, tenure-track positions."

Forces outside of the University are also putting pressure on chairs to make careful hiring decisions. YSU Provost Martin Abraham said accreditation agencies force chairs to only consider the most lettered candidates for full-time positions.

"The accrediting agency, Higher Learning Commission, is looking much more carefully at faculty credentials. All of the individual accrediting agencies are also very concerned about the credentials of the faculty, and they have expectations

about the degree, and almost exclusively the full-time tenured and tenure-track faculty are expected to have a terminal degree, which in many cases is the Ph.D.," Abraham said.

Many adjuncts don't recognize the trap they're caught in until it's too late. To compete they must publish and conduct research, which requires money and time, and in order to afford either they must continue teaching large course loads, thus limiting their time to pursue publication or research.

"Honestly I don't think I will get a tenure track position. In the ways the universities are now set up I'm stale bread," Sabatini said. "You realize you have to reprioritize your life. Do you commit yourself to publishing in a field that very well may never hire you and commit yourself to chasing every job option no matter where in the country it leads you, or do you just start to live your life?"

For Sabatini and other adjuncts, these feelings of dejection are amplified by a stigma suggesting they are inferior.

Johanna Slivinske, an adjunct professor in the department of social work, likened the adjunct community to an underclass within the University.

"[The stigmatization of adjuncts] has left some feeling like a caste system exists on campus. This has demoralized some adjunct faculty, angered others who wish to be treated as respected professionals and has left others struggling to pay their bills," she said.

Living with Stigma

This stigma is another facet of the trap. Adjuncts who fail to find full-time positions are eventually believed to be inferior educators, which further undermines their ability to find

full-time work.

Matt O'Mansky, chair of the department of sociology, anthropology and gerontology, recognizes the stigma and its crippling effect on job prospects.

"There is a stigma over time where people think, 'Oh, what's wrong with you?' if you've been out [of school] for four or five years without a position," O'Mansky said. "A friend of mine who hasn't gotten a position yet who's been out [of school] for five or six years who is phenomenal — he has many publications, grants, research, he's a dynamic speaker — but any job you apply to you'll have eight or nine other people who will look just as good, and people tend to not leave the field until they retire."

A market argument can be made that if people cannot achieve their goals in a particular career field, they should seek employment elsewhere.

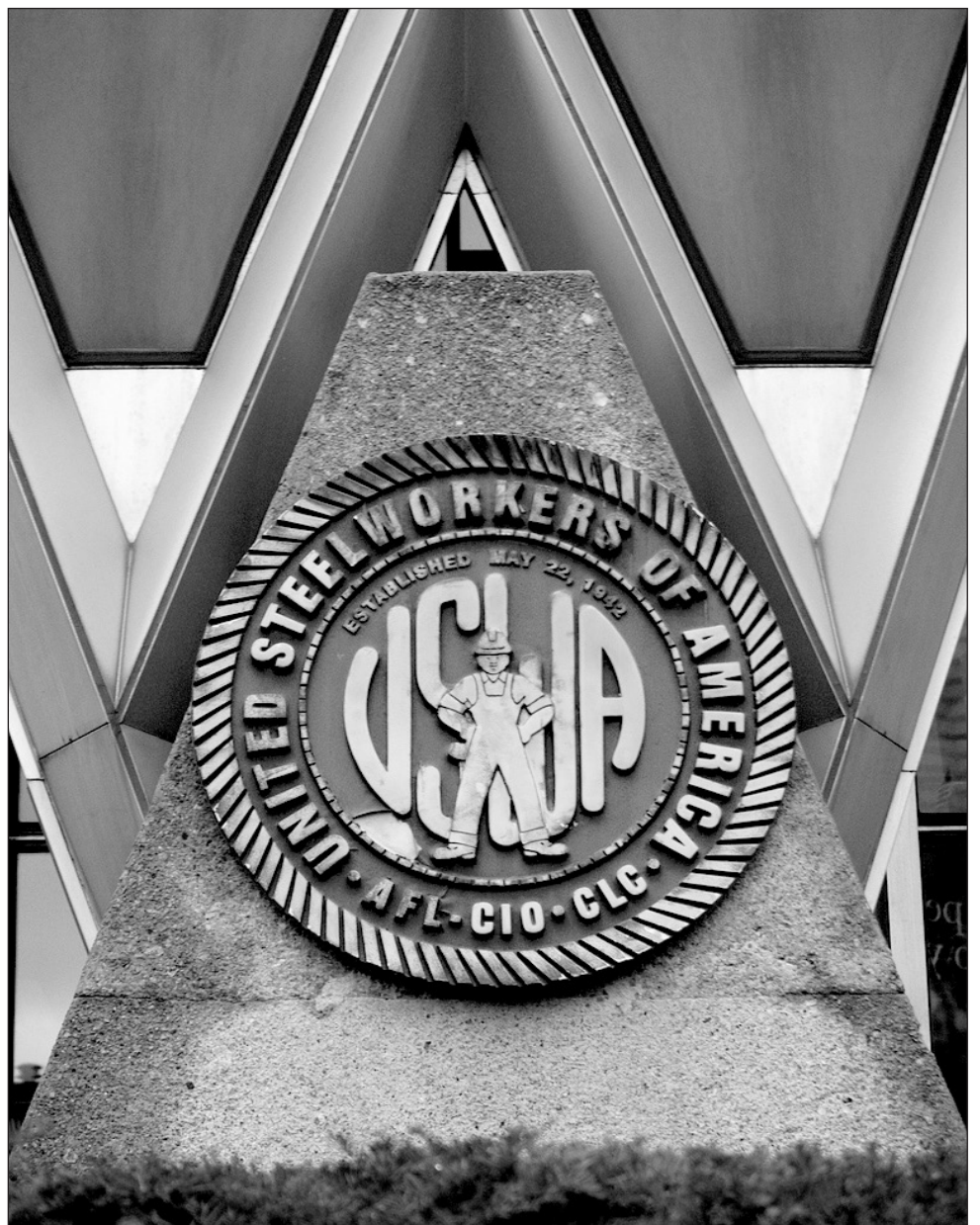
Abraham said he's read these arguments in publications like the Chronicle for Higher Education.

"They talk about the fact that after so many years of doing this, you need to face the reality that you're not going to get a tenure-track position, and start looking for other work. Probably a true statement," Abraham said. "There's reasons probably why they're not getting a tenure-track offer, and the further you get away from your Ph.D., the more difficult it becomes to get your tenure-track position."

Sabatini views this thinking as undermining a sense of personal investment and purpose in one's profession.

"I'm committed to the profession, but I'm not a zealot or a martyr ... Do you really have to bleed in order to qualify for a job?" Sabatini said. "One's passions should not make one a sucker."

An Unlikely Union: Adjuncts Aim to Join Forces with the United Steelworkers



THE UNITED STEELWORKER'S SEAL ON THEIR OFFICIAL HEADQUARTERS IN PITTSBURGH, PENNSYLVANIA. CC BY 2.0 BY TAKOMABIBELT

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Where contentious labor relations exist, unionization attempts are sure to follow.

This is the case for adjuncts at Youngstown State University, though their partners in unionization may seem an odd bedfellow.

Partnering with the United Steelworkers, adjuncts — like Thomas Sabatini, an adjunct who has worked in the history department on 15-week contracts for the last 15 years — hope to bring their desires and concerns to the bargaining table.

“I don’t think most people would think \$25,000, \$21,000 with no benefits, job security or employment possibilities over the summer is fair. I think that could be universally recognized,” Sabatini said.

For many adjuncts, pay is a major factor in the desire for organization. Wages for adjuncts at YSU have remained static for 24 years. Although the trend to staff universities with an increasing number of underpaid adjuncts is a national issue, those at YSU are determined to use the political pressures of unionization to break from the trend.

“As an historian I will say left fully to market forces there’s no reason to believe child labor would have ever disappeared or that minimum wages would be anything above the barest starvation levels,” Sabatini said. “It was always political pressure that created a market that was a labor market where laborers could actually survive and feed a family.”

Organizing Obstacles

Unionization is often challenging, and organizing part-time public employees in Ohio is complicated by the law. Under the Ohio Revised Code, adjuncts are not considered public employees and universities are not required to bargain with them.

But the law does not prohibit employers from voluntarily entering into negotiations with an organized group of part-time faculty. Robin Sowards, a United Steelworkers organizer and adjunct at Chatham University, said he hopes to capitalize on this at YSU.

“Ohio ... has specific legal protections for the legal activity of the full-time faculty but no such legal protections for the union activity of the part-time faculty,” Sowards said. “Certainly our position will be that they have an obligation to recognize and bargain with the union of adjunct faculty, and we will certainly do everything within our power and the law to encourage them to do so.”

Sowards is no stranger to advocating for adjunct rights. After taking a position at Duquesne University in Pittsburgh and finding the conditions unacceptable, he and other adjuncts sought representation. As the United Steelworkers’ international offices are based in Pittsburgh, the adjuncts sought to partner with the massive labor union.

“The steelworkers are actually a very diverse union. If you look at the legal name of the union, it’s not ‘United Steelworkers’ it’s ‘United Steel, Paper, Forestry, Rubber, Chemical...’ there’s a big long list that goes on and on,” Sowards said. “The steelworkers have a great deal of strength due to their size, and a great history of being transparent and above the board, and most importantly for us the steelworkers is a very democratic union.”

Adjuncts and Steelworkers Gain Ground

After securing their partnership with the union, adjuncts pursued bargaining rights at various universities in western Pennsylvania. Though the adjunct union has yet to see a contract ratified based on their efforts to bargain, they have seen some success in their campaign.

“Through putting public pressure on [Duquesne] University, we were able to induce them to increase the wages, and they’ve increased them at this point 60 percent above where they were,” Sowards said. “When I started there in 2010, [adjunct pay] was \$2,500 a course, and it had been that for a decade, and now it’s \$4,000 a course, so it’s a pretty significant increase.”

While the gains made at Duquesne are impressive, persuading an administration that already has tenuous relations with two of the university’s labor unions — the full-time faculty’s Ohio Education Association and

the non-faculty staff union Association of Classified Employees — could prove to be an uphill battle for adjuncts.

Individuals outside the adjunct community recognize both the challenges and value associated with organizing. Julia Gergits, chair of the English department, said an adjunct union could make a striking impression on the administration by staging a walkout.

“If they walked out of biology, and chemistry, and physics, and accounting, and if the whole thing shuts down ... If you could get them all to agree to even just a one day shutdown, so maybe you don’t get yourselves fired but you just say, ‘One day is going to be protest day and we’re all going to stand out on the street,’” Gergits said. “So it’s not enough to get everybody fired, but it’s enough to create a splash in terms of the paper.”

While a walkout would grind the day-to-day operations of the University to a halt and attract attention, long-term change would still require negotiations between the adjuncts and administration.

“You really want to have something like the steelworkers, you need to have somebody to have your back and to help you to affiliate,” Gergits said.

The administration’s willingness — or lack thereof — to recognize an adjunct union will be highly influenced by the market realities facing the University. Regardless of the administration’s desire to see part-time faculty receive higher pay — a claim both Martin Abraham, provost of YSU, and President Jim Tressel have made — economic realities prevent the materialization of a simple solution.

A.J. Sumell, associate professor of economics, agrees adjuncts are compensated unfairly. Despite this, he recognizes market realities driving the current prioritization of cheaper, part-time labor in industries across the nation.

“It’s largely just based on the objective of cutting costs and trying to offer an education at the lowest possible cost to students,” Sumell said. “It’s not just universities that are using more part-time cheaper labor sources. It’s any company that can produce the same level of quality or minimum level of quality at a lower

cost has an incentive to do that, and to use that.”

Finding a Way to Pay

As long as there are professors willing to work at the current rate for adjuncts, there will be no impetus — aside from the fairness argument — for raising compensation.

James Zupanic, a retired tenured professor who works as an adjunct and is an advocate on behalf of adjuncts, believes an 80 percent increase in adjunct wages would be necessary to restore the buying power they possessed in the early ‘90s.

Realizing an 80 percent increase is unlikely to happen all at once, Zupanic supports several increases at regular intervals until wages reach an acceptable level.

Abraham, despite supporting an increase, also cautions those calling for a quick fix to consider where the money necessary to do so might originate.

“There’s a tradeoff to be had there,” Abraham said. “That’s an aspect that I think people also need to be cognizant of, and the more we have to pay the part-time, the more we have to come back to the students and raise your tuition.”

Raising tuition to offset the cost of paying adjuncts a fair wage wouldn’t happen until 2017 due to a two-year state-issued tuition freeze on Ohio public universities.

Sowards doesn’t believe tuition would need to change to increase the adjunct faculty compensation.

“We think we can partner with the administration to find more efficient ways to allocate resources that would ... increase wages for part-time faculty. The salaries for part-time faculty, if you look at the numbers, are a single digit expense. It’s 3.1 percent of the budget,” Sowards said. “It just doesn’t cost that much to practically double their pay when you’re paying them that little.”

Job Security a Priority

While compensation is an immediate concern for adjuncts, the lack of stability can be more distressing than the inadequate pay.

In theory, semester-to-semester contracts provide both administrators and adjuncts with flexibility and a degree of control. Administrators can better control

budgets — and the quality of their faculty — by discontinuing a contract at the end of a semester, and adjuncts have the freedom to leave for better work easier than if they were locked into multi-year contracts.

But for many adjuncts, the freedom of a semester-to-semester contract is not worth the lack of job security, health benefits or professional recognition and respect within their fields. These desires drive the push for unionization as much as, or more than, the case for higher compensation.

“In many ways, those issues about having a voice and being treated with respect and decency are the most important because they go to the heart of what the University claims to be and what it should aspire to be — that is, a place that treats people humanely and educates students with a view to making the world in general more humane,” Sowards said.

A talking point frequently echoed by supporters of adjunct unionization efforts claims that organization ultimately improves the institution, the livelihood of faculty and the educational experience for students.

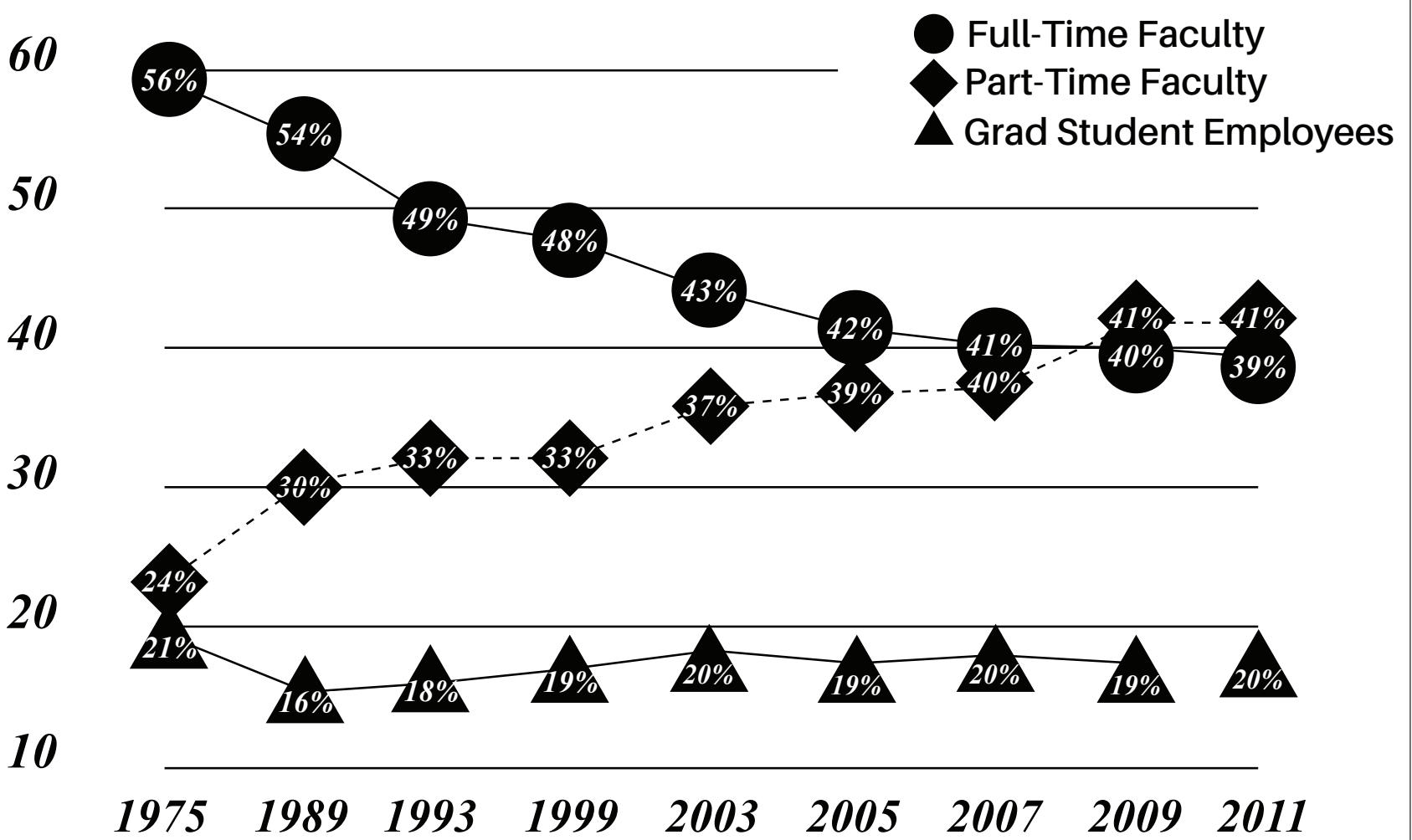
As many adjuncts work multiple jobs to make ends meet, this can result in a lack of available time to meet with students, heavy grading workloads and little opportunity for those professors to develop themselves professionally, stunting their ability to grow and change with their fields of study.

In Sabatini’s view, quality of education provided to students should be a university’s top concern. Without representation, he doesn’t believe adjuncts receive the proper support to provide that education.

“The things that really are truly of value in a university — the things students value — is a faculty member that’s going to take the time to meet with students and really engage with their needs ... If that’s going to be the concern, people who are doing that work need representation with the administration, and when you’re on a 15-week contract you have no voice,” Sabatini said. “The only way you get that voice is through actual representation, a foot in the door. And the only way you get that is through organizing.”

The Way Forward

PERCENTAGE OF TOTAL INSTRUCTIONAL STAFF



GRAPHIC BY RJ MIKOLAJ/THE JAMBAR.

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Martin Abraham, provost of Youngstown State University, said the adjunct problem is a challenge that faces the entire academic world.

"Until we start as a community — an academic community — addressing this in a different way, this is going to remain," Abraham said. "The part-timers will remain underpaid. They will remain underappreciated."

YSU President Jim Tressel recently told The Vindicator he would like to raise wages for adjunct faculty.

AJ Sumell, associate professor of economics, said the greater economic shift toward contract labor creates winners and losers, and there needs to be a balance.

"You need to create that proper balance between offering an education at a relatively low price, as well as treating all of your employees fair and giving them pay that's at least equal to the amount of work that they're putting in," Sumell said. "Just the fact that they haven't seen a cent increase in 24 years is proof that that's not happening."

James Zupanic, a retired tenured professor who

works as an adjunct, said it would have to be a substantial raise.

"I wouldn't want to do is get an extra two percent or something like that," Zupanic said. "After 24 years, that doesn't mean too much."

Kriss Schueller, chair of the department of computer science and information systems, said the university should probably double the part-time wage overnight.

"There's at least gotta be an increase on some level to interest some people who maybe are marginal who might say, 'OK, well at least now it looks like my gasoline will be paid for on my way back and forth,'" Schueller said.

Neal McNally, vice president for finance and business operations, said the University currently pays adjuncts about \$5 million per year and it would be difficult to find another \$5 million in the budget if their pay was doubled, especially given the two-year cap on tuition dictated by the state.

"We would probably be looking at deferring non-essential expenses, holding other positions vacant, namely staff positions," McNally said. "Those are the type of things we've had to do in the past when we've had budget crunches."

Looking Outside

Schueller said other universities have pursued different educational models.

He mentioned Texas A&M University, which has a special category for "professors of the practice." It's a year-to-year non-tenure track appointment that allows instructors to teach without requiring they do research, and it provides 12-month notice to the employee if the contract is not renewed.

"We could use a program like that," Schueller said. "We can't afford a program like that — very few universities can — but there are people out in academia that are trying to come up with creative solutions to this."

The University does offer full-time term contracts to instructors who lack terminal degrees in their field. They are renewed on an annual basis.

Julia Gergits, chair of the English department, said she would like more term contracts alongside higher pay for adjuncts.

"If the University gave me bunches more of those, I could hire more of our people in to do that. It would be wonderful," Gergits said. "But the budget lines are just never there."

She said it would allow people in an area like composition — which currently

employs 54 adjuncts — to teach four or five classes per semester while receiving benefits and building a career.

Thomas Sabatini, an adjunct working in the history department, said it's not unreasonable to want multi-term contracts, which have been in place at other universities.

"I've been working at YSU for 15 years. That couldn't have been three five-year contracts or five three-year contracts? It really has to be done each term?" Sabatini said. "It's dishonest and disingenuous for an administrator to say, 'We hire only on an as need basis for adjuncts,' when we comprise well over half of the faculty."

Abraham said the difference in cost between hiring someone on a term contract and hiring someone for a full-time tenure-track position is not that significant.

"For the differences in what we expect, and the differences we have to do in compensation and the differences in what we can obtain in terms of performance or activity, we're better off probably with the full-time people, at least in the structure that we have today," Abraham said.

According to the agreement between YSU and the Ohio Education Association, the minimum pay for an instructor is \$38,689 and the minimum pay for an assistant professor is \$51,238 — a difference of \$12,549.

The Adjunct Advantage

There is a consensus among employers that written and oral communication skills are important, but Zupanic said the people we depend on to teach those classes are put under tremendous stress.

"There is too heavy a concentration on part-time faculty in areas that are critical to retaining and graduating and putting out a good student," Zupanic said.

Yet he said that adjuncts are better suited to the role than tenure-track faculty, so it would make sense to

According To Data Released By The Ohio Department Of Higher Education, Only 49 Percent Of Student Credit Hours At Youngstown State University Were Taught By Full-Time Faculty In Fall 2013. This Is Less Than Other Ohio Public Universities Of Similar Size.

hire full-time non-tenure-track instructors to fill these roles.

"Full-time faculty ... want to do their research, and they want to teach in specific areas of their expertise," Zupanic said.

If they've been doing this for several years and then had to teach composition classes, they probably would not be as good at it as adjuncts who have been teaching composition semester after semester for several years.

"That could be a negative thing to have someone who could be a very good teacher of written communications, and you replace them with someone who doesn't really want to do that because that's tough, and they've got other tough things that they want to do ... if they want to be promoted and get tenure," Zupanic said.

In order for this to work, he said there would need to be something in place to make sure the applicants weren't after tenure-track jobs.

"If you hire someone full-time non-tenure-track [with a] Ph.D. ... their next interest is what?" Zupanic said. "When there's a full-time tenure-track position, they want to apply for that so they're not necessarily going to concentrate on being the best instructor for written communications."

Gergits said it would be great to have adjuncts working full-time, advising and sitting on committees.

"They've got really good backgrounds, they've got their master's degrees and they've been teaching in the programs for years," Gergits said.

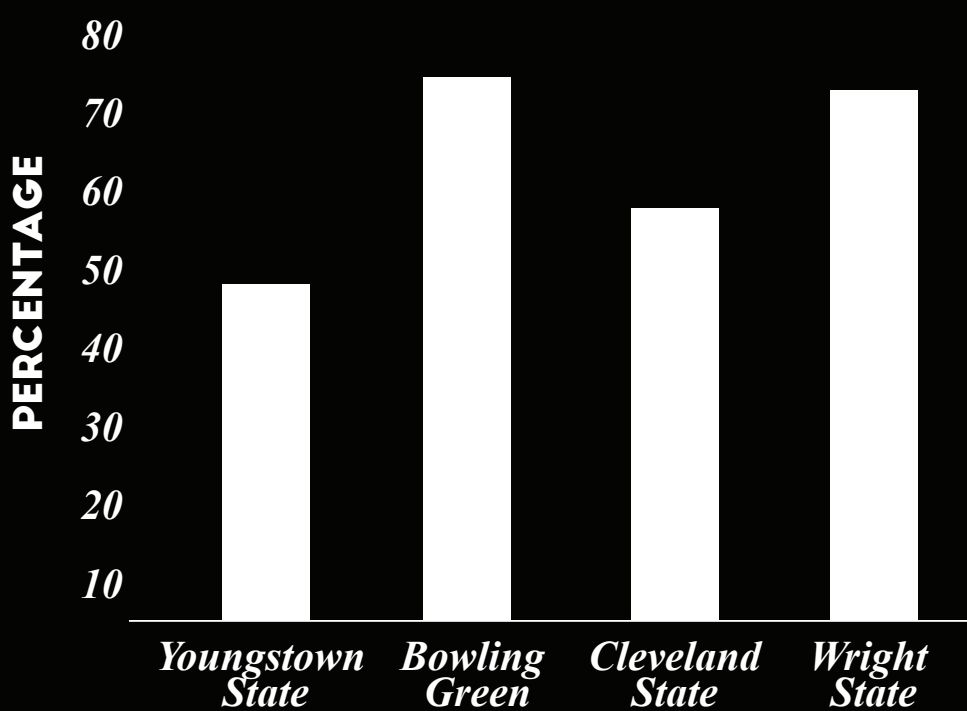
Other Concerns

Adjuncts have concerns beyond receiving fair wages for the work they are doing.

There has been an effort, led by Zupanic, to get adjuncts representation in the Academic Senate. He said both the senate and the administration have been receptive to the idea, and it could happen this year.

"It just provides a voice, just like everyone else who's got a stake in the University has a voice. A small voice, just one or two members on the senate," Zupanic said. "I think that'll mean a lot to people."

YSU TRAILS IN NUMBER OF FULL-TIME FACULTY



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NEWS BRIEFS

Beeghly Fellows Named At Ysu

Five business students in the Williamson College of Business Administration at Youngstown State University have been selected as the John D. Beeghly Fellows for the 2015 fall semester. Fadi El Chammas, Jerry Dugan, Jessica Marando, Alex McFarland and Corey Patrick are the students that have been selected. The program provides the students with paid fellowships working with the Ohio Small Business Development Center and the International Trade Assistance Center at YSU.

YSU's Iron Lung Catches Attention of Gates Foundation

A video about Youngstown State University's Iron Lung at the Rose Melnick Medical Museum has caught the attention of the Bill and Melinda Gates Foundation. Because of this, the video was used as part of an event for World Polio Day at the Gates Foundation's visitor center in Seattle. The video was made by Dan McCormick in 2011 and features Cassie Nespor, the curator of the museum. To view the video, visit <https://www.youtube.com/watch?v=xUOILNKBHiY>.

THE WAY FORWARD PAGE 4

Sabatini said another issue is the lack of a standard means of addressing student complaints, so adjuncts are at the mercy of students.

"If a student complains, the student is always right because [administrators] don't want to hear complaints," Sabatini said. "It feels as though education is pursuing a consumer satisfaction model rather than an education model."

There are also little things. Sabatini said it can be difficult to meet with students outside the classroom when adjuncts aren't provided with offices.

"Those are separate issues that I think everybody can see a way to solving whereas the other one is a whole big can of worms," Zupanic said.

Addressing the Problem

According to Zupanic, some adjuncts didn't take Tressel's stated desire to give adjuncts a raise at face value.

"I've talked to people in labor studies. They say the first thing [you do when] you find a union poking their nose around [is to] start trying to do things that will get people to say, 'Oh, OK, things are going to get better, don't bother going that route,'" Zupanic said.

Zupanic said he thinks Tressel is an honorable guy. If he says it's a problem, it's because he thinks it's a problem.

"I think he can be a lead-

er even beyond YSU, be a leader in the state of Ohio in saying, 'Hey, other presidents should start saying this same thing and trying to do something about it,' because he's got the profile to believe that," Zupanic said.

Johanna Slivinske, an adjunct professor of sociology, also praised Tressel for his recognition of the adjunct community.

"I am grateful that President Tressel has stated that he hopes to be able to raise the pay of adjunct faculty," she said. "He is making efforts to include us more in the campus community."

Abraham said he has heard from chairs that are finding it more difficult to fill adjunct positions than they have in the past.

"I think part of it is because of the rate of pay that we have," Abraham said. "In some areas, it's almost an insult."

He said that as enrollment stabilizes and starts moving the other way, change is more likely to happen.

"We will have a more robust budget, and we will have the opportunity to reevaluate faculty salaries both part-time and full-time," Abraham said.

He added that getting adjunct wages more in line with what they deserve is an objective of the administration.

"We're not going to get there, I'm sure, because they probably deserve way more than we can afford to give, but we can do a little better for them, and we do have that as a goal," Abraham said.

THE ADJUNCT FRONT

Gergits said she tries to dissuade people from considering it as a long-term career.

"If you're trying to live on it, yeah, it's bad," Gergits said. "If this is your whole salary and you get no benefits — and the retirement is dismal — you get some [State Teachers Retirement System of Ohio pension], but it's not much, and you really could be fired tomorrow. It's a hard way to go."

Thomas Sabatini, an adjunct who has worked in the history department for 15 years, said the claim that adjunct positions are temporary is misleading.

"When a university's part-time faculty represents 70 percent of the faculty and they're teaching over half of the classes, for a university to suggest it's just a part-time occupation, it's just a transitional thing, it's just disingenuous," Sabatini said.

How We Got Here

One of many reasons YSU has relied more heavily on adjuncts is because of a declining share of revenue coming from the state.

The University received 56.5 percent of its revenue from the state in 1987. By 2012, that had declined to 27.4 percent.

"One must recognize these trends aren't simply in Ohio or at YSU. They're not simply in the very recent term. These are long term developments in higher education, the strategies of which we can see hatched in the '70s," Sabatini said.

Gergits said it reflects a shift in the workforce at large. She said several of her graduates work part-time online with multiple companies as consultants.

"It's not just us. We might be egregious. Academe is pretty bad, but many people now are spun out to nothing but contractors," Gergits said. "It's a whole trend in the culture that really undercuts the ability to have health care and retirements, or enough of a living wage without working five places."

AJ Sumell, associate professor of economics at YSU, said the shift from tenure-track to adjunct faculty mimics the shift to non-unionized labor, and likely for the same reason: non-unionized labor is cheaper.

"If you put this in the context of the overall economy, there's just been a change in terms of how labor is used," Sumell said. "It almost seemed to be kind of a cultural shift of anything that's cheaper is better, where in reality that's not actually true."

Sabatini said adjuncts aren't special, the problems they're facing have already been dealt with by autoworkers and others in the past.

"You can still go on to an assembly line now and see autoworkers making nice bank, and sitting next to them is someone working for \$11 an hour, on the same assembly line, doing the same job," Sabatini said. "There's a two-tiered wage structure in the economy generally, and it's in the university system as well."

The range of income adjuncts

receive can vary widely depending on their work outside of the University.

James Zupanic, a retired tenured professor who works as an adjunct, recounted a story someone told him at an event in Akron.

"When you graduate, the next time you bump into one of your adjunct professors [they] might be a person that is hiring you for your first full-time degreed professional job, or it could be somebody delivering your pizza. It's that big of an extreme," Zupanic said.

What It Means

"As a former full-time faculty member, I'm really queasy about the situation we've gotten ourselves into," Zupanic said.

While the chairs we spoke to were adamant that adjunct faculty are qualified to teach the courses they do, adjuncts are under unique pressures that make it difficult for them to deliver the same experience to students that full-time faculty do.

"No matter how good those people are, if you're making some very low wages — and you may be trying to run around between different schools, putting miles on your car and different time on your clock — it's a lot," Zupanic said.

Gergits said it really wears on people, and it can be debilitating in the long-term.

"In addition to the pay being static, there's no security," Gergits said. "There's no promise of continuing employment. There's a habit of continuing employment, which isn't the same as a promise."

Zupanic said an English composition teacher who was getting grants to attend writer's institutes in California eventually quit because it was too much.

"She was so bombed out from grading stuff, and she eventually quit teaching," Zupanic said. "She'd love to teach, but she just couldn't make it."

He said the uncertainty as to whether or not they'll be teaching the same classes in the future can lead adjuncts to put in less than they would otherwise.

"When you're teaching a class, you want to make it better and better every year," Zupanic said. "You're trying to invest more than what you might invest if you thought you're only going to teach it this year and not again."

Abraham said the University intends to increase the level of tenure-track positions as things begin to move in a positive direction.

"We're becoming more engaged, and I expect over time as we get our enrollment sized correctly, as we see more students who will participate in the honors program, as we bring more international students, we're going to see a higher proportion of full-time — tenured, tenure-track people," Abraham said.

Sabatini said there is no way to maintain higher education institutions as legitimate if we don't reverse the trend of increased reliance on adjuncts.

"Not only will the nation destroy what was the world's premiere system of higher education by deprofessionalizing it and underfunding it to the point of exhaustion and death," Sabatini said. "Higher education will cease to look the way it has."

‘Where We’re Going, We Don’t Need Roads.’

JAKE MYERS
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Dr. Emmett Brown utters these words to Marty McFly before flying his DeLorean time machine to the future date of Oct. 21, 2015 at 4:29 p.m.

That was last Wednesday, the date that fans of “Back to the Future II” have been waiting for.

Bob McGovern, forecasting analyst for FirstEnergy and owner of Cartography Coffee Company, is one such fan. He has been counting down to the present via his Facebook account for over two years now.

“Back to the Future II” was set in 1985, and the film was released in 1989.

The characters time travel 30 years into the future. The writers’ task was to create a realistic future world for the characters to visit.

“Being a nerd, I have been looking forward to 2015 for quite a while, to see how it ended up stacking up to what we had in ‘Back to the Future II,’” McGovern said.

The recent History Channel Documentary, “Back to the Present,” does exactly that. It takes a look at how the future in “Back to the Future II” stacks up to the present.



PHOTO COURTESY UNIVERSAL STUDIOS/TNS

Inventor Emmett “Doc” Brown, played by actor Christopher Lloyd, left, and Marty McFly, played by Michael J. Fox, prepare for the first test of the Doc’s time machine in a shopping mall parking lot in the 1985 film “Back to the Future.”

ground, to keep it from collapsing during an earthquake. But, the company is currently working on a smaller scale, attempting to manufacture the hoverboard.

The film’s predictions caused a rush to get a hoverboard on the market before 2015.

One person’s excrement production in one year can run the bus for up to 40 miles.

Other technology like Skype, smart televisions with caller ID, fax machines, movies in 3-D, Google Glasses, televisions in restaurants, retro restaurants, voice command and fingerprint identification are all a reality to-

way it approached time travel, like it was grounded; by that I mean it wasn’t over-the-top sci-fi,” Hartwig said. “On top of that, it’s a pop culture icon. Even people that haven’t seen it know what it is.”

One item that surely gained pop culture status after “Back to the Future” is the DeLorean.

tainly ignited interest for the DeLorean among movie lovers and time travelers.”

In the meantime, fans wait to hear the words, “Roads? Where we’re going, we don’t need roads.”

“Unfortunately, we do need roads,” McGovern said.



United Way of Youngstown and the Mahoning Valley

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Must sign up for payroll deduction and turn in pledge form at United Way tables or to Darlene Aliberti on November 2, 2015 to receive gift card .

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Return all Pledge forms to Darlene Aliberti in Moser Hall 4120 or email dmaliberti@ysu.edu

LIVE UNITED™

EDITORIAL

What We Should and Shouldn't Do to Fix the Adjunct Issue

Adjuncts have a place in the modern American university.

Professional adjuncts have offered members of this editorial board valuable opportunities to get an inside view to their desired profession. On the academic side of things, it makes sense to use adjuncts to teach classes the University isn't positive it's going to be offering year in and year out and to fill extra sections if enrollment exceeds expectations.

But employing three adjuncts for every two full-time faculty does not make sense.

The only motivation for filling the ranks with adjuncts to the degree that Youngstown State University and other higher education institutions have is because they are under

pressure to get budgets down from both the state and student. Adjuncts provide a cheap source of labor that can be exploited.

The problem is that it diminishes the quality of the education students receive. Not because adjuncts are bad at their jobs, everyone we spoke to for these stories was adamant that they do great work and provide a wonderful educational experience. It's because you end up with people that are overworked and underpaid. They have to rely on other jobs to feed, clothe and shelter themselves, so they can't provide the same access and opportunities to students that other full-time faculty do.

If teaching is their sole

source of income, now they have to travel to two or three campuses to make a decent living because of restrictions The Office of Human Resources imposed on workload hours to avoid having to provide adjuncts with health care.

This wears on people. It's impossible to consistently bring your A-game under these conditions.

We are not suggesting that all adjuncts should receive full-time tenure-track positions. The University has a responsibility to hire the best applicants. If they happen to be adjuncts, that's great. But often they aren't, and we shouldn't prioritize rewarding adjuncts for loyalty by denying students the ability to learn from truly

exceptional professors.

What we need to do is pay them for the work they do, so that they don't have to traverse the entire state of Ohio in order to put food on the table. College students are notorious for surviving on ramen, but when college professors are subsisting on nothing but Cup-o-Noodles, that's a problem.

In some places, it makes a ton of sense to offer more full-time instructor positions. We have something more than 100 sections of English composition classes, and we're always going to have more than 100 sections of English composition classes. Offer the people who would like to teach those classes full time the opportunity to do so, they'll do a better

job than the ad-hoc committee of overworked adjuncts to provide students with vital communication skills.

What's clear is that the current approach is hurting many of the people the University relies on to deliver a quality education, which in turn hurts students, which in turn damages the credibility of the University when those students enter the workforce with skills that are lacking.

We can't offer everyone tenure-track positions, but we can do more to support the people who deliver the University's educational product.

JAMBAR POLICY

Since being founded by Burke Lyden in 1931, The Jambar has won nine Associated Collegiate Press honors. The Jambar is published twice weekly during the fall and spring semesters and weekly during the first summer session. Mail subscriptions are \$25 per academic year. The first copy of The Jambar is free. Additional copies of The Jambar are \$1 each.

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The editorial board that writes Our Side editorials consists of the editor-in-chief, the managing editor, the copy editor and the news editor. These opinion pieces are written separately from news articles. They draw on the opinions of the entire writing staff and do not reflect the opinions of any individual staff member. The Jambar's business manager and non-writing staff do not contribute to editorials, and the adviser does not have final approval.

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Don't Go Alone

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Traveling can be a load of fun, especially when you are with a group of awesome friends. What makes it even better? Exploring the sights, sounds, smells — every city just has that smell — and down right fun that America's weirdest city, Austin, Texas, has to offer. This week, I'll be doing just that. But seriously y'all, the city's slogan is, "Keep Austin Weird." Weird and quirky is my aesthetic. Or at least that's what I tell myself.

Traveling is something I feel everyone should do periodically throughout his or her life. Now, that doesn't mean get on a six plus hour flight to London. Why do that when there are so many great and exciting places to visit within our own country? It broadens your horizons and teaches you not only a lot about the city you are exploring, but a lot about yourself. Domestic travelling, or any travelling for that matter, is a great time to soul search.

Now, with all that aside, this trip has me anxious for some reason. My job allows

me to travel the country for the majority of the summer and fall, and I have never been anxious about a trip before in my life. And I have a feeling that it is because of down time. I normally never have it when I am in a new city because I am working for the majority of the day. This time is different.

I am now being forced to fill down time with exciting activities, quirky trips and weird, fun things to do. Listening in on conversations the group is having and hearing all of their plans and exciting adventures they want to go on during the trip made me realize that I have no idea what I want to do, what I want to see or where I want to go. Anxiety set in immediately. Am I going to be the loner that has nothing to do? Will I be the one tagging along to things that necessarily don't interest me, but will still be interesting to see? Am I going to be wasting this trip?

I am addicted to travel shows of all kinds, and I want to have a great experience in Austin with my friends. So I have come to the realization that regardless if I have one thing planned, or a million things planned, spending time and

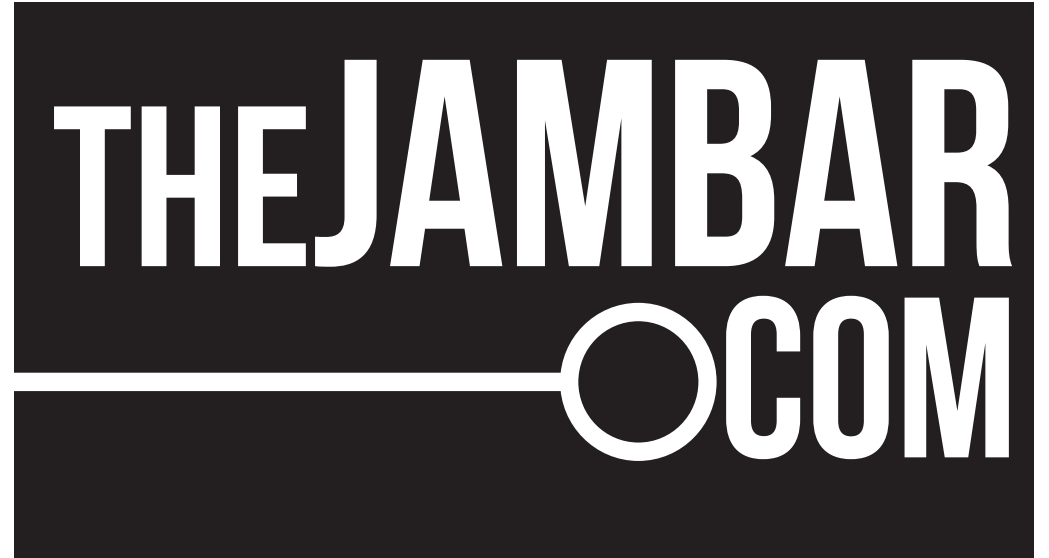
goofing around in America's weirdest city is going to be good enough. If I find something I want to do, I'll do it. Maybe I will talk to locals and see if there is something that I should absolutely go see or experience. Who knows? Hell, all I want is a cowboy hat and some boots from the city's most famous boots store, Allens Boots, and I'll be set for whatever weird adventure life takes me on.

After thinking it through, I have come to the conclusion that traveling with friends, especially a large group of them, is always going to end in a good time. Whether you get to do everything on your list, or just go along for the ride, fun times will appear without even thinking — especially in Austin. The city just screams quirky and fun. For example, they have a fake Prada store right outside of the city, in the middle of nowhere that you can't even go in! If that doesn't scream weird and quirky then I don't know what does.

So the next time you decide to travel, go with friends. Good times will arise and you won't be so stressed about it. Just enjoy your time in a new city with good company.

Movie picks

Chicago Tribune	Minneapolis Star Tribune	Philadelphia Inquirer	PG 13	PG 13	R	R	PG	R	PG 13
★ ★ ★ ★ ★	★ ★ ★ ★ ★	★ ★ ★ ★ ★	★ ★ ★ ★ ★	★ ★ ★ ★ ★	★ ★ ★ ★ ★	★ ★ ★ ★ ★	★ ★ ★ ★ ★	★ ★ ★ ★ ★	★ ★ ★ ★ ★
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Weekly Movie picks graphic. Tribune News Service 2015

'We Need to Fix Us'



PHOTO BY DAN HINER/THE JAMBAR.

DAN HINER
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Following last week's loss to Southern Illinois University, the Youngstown State University football team's hopes of making the playoffs are bordering on slim to none.

YSU (3-4, 1-3 Missouri Valley Football Conference) had an opportunity to tie the game in overtime, but instead of running a conventional play, the Penguins opted for a halfback pass by running back Jody Webb to a tight end. The pass fell incomplete and the Penguins lost 38-31.

Head coach Bo Pelini said that after the game, the pass was called by offensive coordinator Shane Montgomery, but he takes full responsibility for the play being run.

"I let him make the call. It's one that we'd want back obviously," Pelini said. "I don't think we executed it the way we wanted to execute it, but at the end of the day, it's on me. No one else is responsible for that call but me."

There was one positive to come from the loss on Saturday. Quarterback Hunter Wells, whose confidence was questioned heading into the game following back-to-back losses, threw for 324 yards and three touchdowns. Wells did throw five interceptions in four games, but he rebounded to complete 9-12 passes for 184 yards and two touchdowns.

"I like the way Hunter [Wells] responded, I really do. Obviously, I didn't like the play," Pelini said. "He kinda turned and threw it before he really scanned the field and he just made a bad decision, but I do like the way he responded. He pointed the thumb at him-

self, he was mad at himself, but he didn't wallow in it. He went on and I thought he played a really good football game the rest of the way. That's a sign of maturity, that's a sign of a guy who's growing into that position, the leadership and the things that are necessary for him to play well."

Now #25 YSU will travel to Western Illinois University (3-4, 3-1 Missouri Valley Football Conference) in an attempt to snap a three-game losing streak.

Western Illinois is one of the top passing attacks in the country. Leathernecks quarterback Trenton Norvell is 18th in the nation with 1,784 passing yards. Norvell is third all-time in Western Illinois history with 6,815 passing yards.

The Penguins will have to contend with one of the top receivers in the conference. Lance Lenoir is coming into the game with 47 receptions for 650 yards and three touchdowns. Lenoir is considered one of the top receivers in Western Illinois history. Lenoir is the Leathernecks' all-time leader in career receptions (161) and 100-yard receiving games (10).

YSU will need to try to contain Western Illinois running back Nikko Watson. Going into the game, Watson has amassed 644 rushing yards on 133 carries and seven touchdowns. Watson is a power back, very similar to Illinois State University's Marshaun Coprich. The Penguins gave up 131 yards to Coprich in their game three weeks ago.

"I think they're a very balanced team. I know offensively they [have] a couple power backs, a couple change-of-pace backs," Pelini said. "They're capable of running the football with very good skill at the wide

receiver position. They'll chuck the ball down the field. They've got as good a wide out, or maybe the best wide out that we've faced all year. They have a good group of receivers that can really get down the field and they combine that with a little bit of a power run game. Their one back is about 250 [pounds] — so he's a good player.

Western Illinois' secondary is one of the most aggressive in the nation. The Leathernecks are tied for 18th in the nation with nine interceptions this season.

"I think they do a real good job on defense. I think they're really well coached, they're physical. I think they have a really good set of linebackers," Pelini said. "They're not real complicated. They'll give you some different things every now and then. I think they execute very well — so I think they're a balanced football team."

Pelini said "we need to play well" against Western Illinois to come back to Youngstown with a win. He said the team would need to focus on the little things and mentally get the team ready to put their season on the line.

"We need to improve us, we need to fix us, we need to execute our plan and do it with more physicality, better effort, more consistent effort and the things necessary to allow us to play good," Pelini said. "If that happens, if we take care of us first and not just play smarter mentally but physically lay it on the line, I think we'll get the result we want. But that has to happen, and we have to stop shooting ourselves in the foot. The unforced errors that we're having in different areas — that has to go away. We have to be a more mentally and physically tough football team."

Pelini said he's not concerned with any playoff ambitions at this point. Right now he wants to see the players improve and become more fundamentally sound from week to week.

"I'm not worried about the playoffs right now," Pelini said. "I mean if the playoffs happened right now, then yeah I want that to happen, but what I'm concerned with is making our football team better and doing the things we need to do to give us a chance to make that happen. Right now we're not giving ourselves the best chance to make that happen. We're not at that point where we're doing the things necessary to get on a roll. There's too many things going on that's in our control, that we can control, that we're not doing and that needs to happen first. Do I think that we're capable of doing that? Absolutely, but something's got to change."

Pelini said the team hasn't taken a step back in the past three games. He said nothing has changed in recent weeks and the team has been playing "inconsistently" the entire season.

"We've lost in the past couple weeks, but I think we've made some progress. Sometimes things get amplified," Pelini said. "It's a work in progress; I've been saying that from the start. Since we've started at Pitt [University of Pittsburgh], and the next week and the next week — yeah we won some football games along the way. Sometimes things that are there, maybe not there to the naked eye, are things that get amplified when you don't win a football game. I've said we're not where we want to be yet and when you lose a couple football games, people say you've taken a step back. No,

we've been inconsistent."

"The culture we're trying to live by, the standards we're trying to live by, in this program we have not lived up to that yet. I think there has been some progress in some areas, not enough progress in other areas, maybe some more inconsistency in some other areas. Still trying to find some right combinations and people who are going to give us the best chance to win football games. In some areas, yeah maybe we've taken a step back. We've grown in some other areas, but we don't have the level of consistency on an every down, everyday basis that you need to give yourself the best chance to win."

Defensive end Derek Rivers said the playoffs "started last Saturday" and that the team hasn't given up on the season. Rivers said the team would have to overcome mental hurdles in order to get back on track this week.

"Physically, I feel like we are the most talented team in the conference. I could say that to anybody," Rivers said. "It really is a mental thing. Your mental status is way bigger than anything you do physically. Your heart and your effort could beat talent any day of the week in this conference."

Wide receiver Andrew Williams said to "reminisce on previous games," and that the team is still confident that they can right the ship heading into the last month of the season.

"You want the team to finish. We want to try to finish and have confidence," Williams said. "We don't want anybody to lose confidence. We're a team ... that's special enough. We fight, we're brothers and we're going to fight together — we're going to hold out together."

MISSOURI VALLEY FOOTBALL ACTION WEEK NINE

- (21) Indiana State vs. (3) Illinois State
- South Dakota vs. (18) Northern Iowa
- (14) South Dakota State vs. Missouri State
- (7) North Dakota State vs Southern Illinois