



THE ADJUNCT ADVOCATE

Volume 1 Summer 2009 Issue 1

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WE HAVE A NEWSLETTER!

Old Fogies, welcome back; nubies, welcome to SAC.

Yes, we now have a newsletter sponsored by Dean Flores and the Adjunct Faculty Council.

We are the only Adj. Council in the state of Texas.

Our mission statement is two fold:

- 1) to inform the adj. faculty of important issues before the council and issues being dealt with in other councils;
- 2) to encourage participation of the entire adj. faculty in dealing with the complex issues that currently face the entire faculty, the college, and the district.

ISSUES BEFORE THE COUNCIL 2009

1. Paid Sick leave. This is the number one issue across the board. The issue is that the Adjunct Faculty should be allowed to accrue the equivalent of one week of Sick leave per semester to allow for illness (e.g. the flu - to not come to class while still contagious). This just seems to make sense and it is the right thing to do. It is time for Adjunct Sick Leave to be no longer an issue, but a reality!
2. Pay. Everyone wants more pay, but Adjunct Faculty have been behind the power curve forever on this. No single group of people return more to the students and the College for their work here at SAC than do the Adjuncts. COLAs are less frequent for Adjunct than for the other employees.
3. PALS problems. Almost none of the Adjuncts are using PALS as a tool for their teaching or sharing information with students. This is a shame. It is not the teacher's fault. PALS is just too cumbersome and does not reduce the workload on the teacher. It is easier to use just plain email with the students. Some ideas for making PALS be a real tool for the teachers.
 - a. Designers of PALS should talk to real teachers and see what they need or would like to have to make their teaching life for efficient and effective.
 - b. For example, an automated download of their class roster into an Excel spread sheet. This saves the teacher from having to transcribe manually each name to a record sheet.
4. Software purchase. Adjunct faculty are not allowed to buy software via the school contract with Microsoft. Full time faculty are allowed to take advantage of the reduced prices associated with this contract. No adequate explanation has ever been provided for this. Why? With Adjunct faculty teaching 60% of the classes at SAC, they should be allowed to have access to these type of benefits. Who needs it more?
5. Benefits. If it is difficult to increase the pay for Adjuncts, it seems that increasing any benefits is even harder. Although many Adjuncts have full-time employment outside of ACCD that provides Health insurance, retirement, investment options, etc, many adjuncts do not have access to these items. The recent changes to allow Adjuncts access to some benefits - this is a start.

6. Tenure Track. It is true that most Adjuncts are amenable to remaining part-time employees, but there are some that take on the Adjunct position with a view towards full-time teaching and tenure. This also makes sense, an experienced teacher working within the system should have the opportunity to move into full-time status and eventually tenure. It is good for the school and the employee.
7. Parking fee. What does the faculty get for the parking pass? The students park in the faculty lot without citations as it is. If a teacher's first class is in mid-morning, it is not unusual for teacher to have to park on the streets and walk several blocks to the building. Some Adjuncts have suggested that they should only have to pay a pro-rated parking fee. For, example if a teacher only teaches one night a week, then he/she should only pay 1/5 of the parking fee. Or, if two nights a week, then 2/5 of the fee.
8. Full-time faculty attitude - I recently had an adjunct faculty member complain that a full-time faculty bad-mouthed the Adjuncts in a general way to the students. This complaint was anonymous, but was very believable by the adjuncts who brought it to my attention.
9. Low bidder chalk - This complaint comes from the math dept., but is probably true in other departments. Most of the time, the chalk available is low grade and wears down to nothing very quickly. Also, it produces a lot of dust or residue, that is messier to erase and clean up. A higher grade of chalk is desired. You can't teach math without displaying problems on the blackboard. That means using a lot of chalk. A better quality chalk means easier writing on the board, and less residue on the board.

COUNCIL MINUTES

Adjunct Faculty Council April Minutes
Roll call, Establishment of Quorum

Reading of minutes waved.

Reports: Javier Patron, Coordinator of Adjunct Faculty

Employment, discussed new found funds (\$750.) available to the adjunct faculty and is currently attempting to find a way to roll the funds over to the funding account Council Chair report, Amanda Martin discussed Dean Mirzek' s 5 year plan . The issue of the Chair term limit was also briefly discussed. The issue was diverted to Linda Pinson (Bylaws Committee) and the issue remains unresolved.

Liaisons Report: Nancy Roell reviewed the academic

council meeting (attached) and the Strategic Quality Enhancement Team Robbie Becker reviewed the notes from the Faculty Senate meeting. According to Becker, the Senate is very supportive the Adjunct Faculty in terms of pay raises.

Old Issues: The key topic was the upcoming elections.

The issue of candidates (there are three candidates up for election) and the difficulties revolving around the ballot were discussed.

New Business: The discussion focused on the need for

updating the bylaws. Linda Pinson has asked Martin, Roell, Patron, and Becker to assist her over the summer to revise the laws. A recommendation was made by Becker to use the new found Adjunct Funding Account money to fund a get out the vote drive regarding the upcoming elections.

Announcements: The May meeting is scheduled for May the 10th.

.Adjunct Faculty Council April Minutes
Roll call, Establishment of Quorum

Reading of minutes waved.

Liaisons' Report: Liaison to Academic Council Nancy Roell gave a report on proceedings of the Academic Council concerning faculty leave policy proposals. Rene Balderas, Linda Pinson, and Rowland Martin agreed to provide Nancy with research assistance on issues concerning full time policy and federal law and to help draft revisions.

Old Issues: A motion approving Rene Baldera for position one on the council was moved by Rowland Martin and seconded by Charlie Suehs.

The council discussed ideas for Development Day. Two topics were suggested: meeting needs of under-resourced students and craftsmanship.

Robbie Becker discussed plans to publish a newsletter beginning in the Fall of 2009.

New Business: There was no new business.

Announcements: The meeting was adjourned with plans to resume meetings in September 2009.

ACADEMIC COUNCIL: SUMMARY OF SUMMER MEETINGS

San Antonio College
College Academic Council
Minutes for June 10, 2009

Call to Order

Dr. Robert Zeigler called the June 10, 2009, College Academic Council meeting to order at 2:10 p.m.

Enrollment Report

Dr. Zeigler reported summer enrollment stands at 8,576 compared to 7,629 for last year and 7,217 two years ago. It is unclear how many of the 8,576 are attending classes at Northeast Lakeview College.

Other

1. Dr. Terry Walch presented a recommendation from the Academic Policy Review Committee regarding the teaching of Internet classes at San Antonio College.

2. Susan Espinoza sought approval for a concept to be included in a Title V application. Inter-Acción: Improvement of the First-Year Experience, Advising and Faculty-Student Interaction at San Antonio College seeks to improve the academic attainment of Hispanic and low-income students through improved faculty-student interaction, student advising and faculty development in research-based retention strategies; to significantly reduce student attrition among Hispanic and low-income students through changes in SAC's models of student advising and faculty assessment/incentives. There are three interrelated components:

Following discussion regarding adjunct participation in advising and the research component of writing, Dr. Zeigler asked for consensus approval of the concept and authorization for Susan Espinoza to go forward with the proposal. Dr. Johnnie Rosenauer encouraged approval with the understanding that as the grant is developed there is room and time for input which will be sought, particularly as regards the research component of writing. The motion carried. Dr. Zeigler thanked Ms. Espinoza.

3. Dr. Zeigler discussed the June 10th article in the *Express-News* regarding the budget. We have reached our \$2.5M reduction goal for this year and have plans to reduce \$2.5M next year. PAC and SPC are also reducing. Vice Chancellor James McLaughlin is developing possible strategic initiatives to save money. He presented some of those possible

initiatives to the Board of Trustees for reference. His list is still fluid and was presented generally. The board was clear it was conceptual and no decisions were made.

Dr. Zeigler cautioned that rumors will be rampant, but panic will not help. We must be careful with spending. Consolidation of departments is possible. Also being looked at are the use of temporary employees, class management and release time. We can all work together to avoid stress. We will all be impacted and must start now to work on generating more income, such as the new media degree plan. Our fate is in our hands. The situation is serious, but we can deal with it. If council members have money-saving or money-generating ideas, please notify Dr. Zeigler.

Discussion from the floor:

Dr. Charlotte Wolf asked what was meant by consolidation/reduction of certification programs. Answer: Refers to alternative teacher certification (CE).

Dawn Elmore-McCrary asked if consolidation of departments meant across the district or within the college. Answer: Within the college.

Alex Bernal asked about faculty working 4/5 time. Dr. Zeigler said it was doable although savings would probably not be great, and benefits may be an issue. Emma Mendiola asked if there is data regarding the savings generated by a 4-day work week. Dr. Zeigler said there is not a lot of data, but the savings in utilities is not significant.

Ethics Handbook and Training: Dr. Zeigler asked all who had not, to participate in the online ethics training and to encourage staff to do the same.

Faculty Senate: Stella Lovato reported that Jeff Hunt is the new president of the SAC Faculty Senate. Dawn Elmore-McCrary is vice president and Linda Lowman is secretary. Jeff Hunt asked for support.

Chairs Council: Jeff Hunt reported that the professional/technical representative is Stella Lovato. The Arts & Sciences representative is Jon Lee and the at-large representative is Teanna Staggs, who is the new chair of chairs. She will meet with Linda Boyer-Owens soon and report back.

Adjunct Council: *The Adjunct Council presented a resolution to support a leave policy for adjuncts. Adjuncts would be eligible for 1 hr. of personal leave per credit hour instructed per semester, not to exceed four hours per semester. The hours would be non-accruable, due to the contractual nature of adjunct employment. Leave would*

be documented on the "request for leave" form currently in use and would encompass all types of leaves and absences. Department chairs would have discretion on a case-by-case basis to grant emergency waiver requests for up to an additional two hours of leave. The council made sure their resolution aligned with district policy.

Discussion from floor:

Ruben Flores stated that such a policy has been needed and will not be abused. He urged its passage.

Candy Peterson asked if it has to be approved by the Board. Answer: Yes. The CAC's authority is to recommend.

Dr. David Wood expressed approval with a concern about the process for obtaining a substitute.

John Deosdade expressed approval and advised the adjunct council to use district policy nomenclature for easy reference.

Dr. Tom Billimek asked if active duty military was covered under the proposal. The Council will ask Human Resources for guidance. Susan Espinoza noted that the language in the proposal was federal language regarding military service.

Bill Richardson asked why the leave hours were based on credit hours. A one credit hour course may require as much class time as a three-hour class. Dr. Zeigler asked Ruben Flores to assist the council with clarification of credit versus contact hours.

Jeff Hunt suggested a language change from department heads to department chairs.

Dr. Zeigler asked to include "with approval of the appropriate dean."

The Council passed a motion to recommend a policy with suggested changes be approved after a review by Dr. Zeigler. Dr. Zeigler thanked the Adjunct Council and will take the amended policy to the Presidents' Meeting.

Dawn Elmore McCrary reported that SAC Online committee is now Teaching with Technology. They are seeking new members, who do not have to teach online.

Wednesday, August 19 is the Teaching with Technology Convocation. They will offer hands-on opportunities to use the programs and applications and have lunch and an open forum.

Sandra Caceres announced the new Blackboard url <https://vista.accd.edu>. Training is scheduled for July.

Service Learning training is set for Aug. 20.

San Antonio College Academic Council Minutes for July 14, 2009 have not yet been released.
San Antonio College Academic Council meeting for August was canceled

PENDING PROPOSALS

The San Antonio College Academic Council's Resolution to Support a Leave Policy for Adjuncts

The San Antonio College Academic Council resolves to support the Leave Policy as proposed by the San Antonio Adjunct Faculty Council (AFC).

Since adjunct faculty members are currently allowed zero hours of personal or sick leave, we believe that a leave policy for the adjuncts is reasonable and necessary. By granting the adjunct faculty leave, the Alamo Colleges would not only be treating adjuncts as valued and respected professionals, but would also be taking a worthy initiative by implementing a responsible commitment through the provision of equity in its compensation policies. The five conditions of the Leave Policy for Adjuncts as proposed by the San Antonio Adjunct Faculty Council are as follows:

PROPOSED PERSONAL LEAVE POLICY FOR ADJUNCT FACULTY

1. Adjuncts would be eligible for 1 hour of leave per credit hour instructed per semester, not to exceed 4 hours per semester (EXAMPLE: 3 hours of leave for a 3 contact hour course; 1 hour of leave for a 1contact hour course);
2. These hours would be non-accruable since contracts are provided on a semester-to-semester basis;
3. These hours would be classified as "Personal Leave," and would encompass all types of leaves and absences;
4. Leave would be documented, using the "Request for Leave" form currently used by AC employees;

Department chairs will have discretion, on a case-by-case basis, with the approval of the appropriate dean, to grant emergency waiver requests for up to an additional two hours of leave, in addition to the standard allowance of up to four hours of leave, provided that the faculty member requesting an emergency leave waiver furnishes documentation establishing any of the following extraordinary circumstances:

- (a) Civic Duty: Civic duty includes jury duty, compliance with subpoenas or court appearances;
- (b) "Military Duty": Military duty allows leave for members of the state military force or eligible members of the United States Armed Forces for training or duty ordered;
- (c) "Medical Crisis": Crisis leave includes leave necessitated by health epidemic, natural disaster or serious health condition involving a potentially life-threatening condition of a faculty member or of an immediate family member of the faculty member;
- (d) "Bereavement": Bereavement leave allows for up to 4 hours of paid leave for death of a parent, child, sibling, grandparent, or of a parent, child, sibling, grandparent of the spouse's family, or of any other family member living in the employee's household;
- (e) "Staff Development": Staff Development leave includes time granted at the discretion of the department chair with the approval of the appropriate dean for attendance at conferences, workshops or other suitable endeavors that would enhance instructional quality. The implementation of any and all of the provisions of the Adjunct Faculty Leave Policy will comply with the provisions of the district Institutional Leave Policy, D. 5.3.1 as approved on April 28, 2009, including the condition under Personal Leave that new employees serve for 90 days before becoming eligible for the leave allotment.

Proposal to the Accreditation Review Committee: this proposal will be published as soon as it is available.

San Antonio College Council
Principles Statement
Adopted July 14, 2009

The San Antonio College Council supports the overarching principles set forth in the July 9, 2009, *Resolution Concerning The Accreditation Review Committee* endorsed by The San Antonio College Faculty Senate, The San Antonio College Council of Chairs, The San Antonio College Adjunct Faculty Council, The San Antonio College Student Government Association, and the San Antonio College Staff Council. These principles are transparency, shared governance, integrity, inclusiveness, respect for all constituencies, appreciation of the rich and diverse culture and history of each the Alamo Colleges, and free and open research and discussion of all issues related to topics of this magnitude.

MAIN STREET

This section is the ed/op portion of the newsletter.

I want this newsletter to be more than my voice.

Consequently, I need yawl's voices!

Please submit to rbecker@alamo.edu by the
second Saturday of each month.

AESTHETIC AVENUE

Aesthetic Contributions are welcome: written, visual, & auditory will be considered.

Also, you may submit an abstract with a link to a personal web site you would like to share.

Please submit to rbecker@alamo.edu by the second Saturday of each month.

All contributions to this section will be published under the discretion of the Dean and the Managing Editor. To get things started, I have selected a piece from an anonymous poet whom seems to enjoy hemorrhoids.

CYCLING: A TRIPLE ENTENDRE

Yesterday

Gear it up, north with the wind:
Strokes strong, rhythm rhymes
Momentum gains, earth's breath urges further and further from home.

Move east, across the wind:
Begin the long-slow ascent toward the home stretch;
As close to 14 gear sex as it gets.

Gut it up, south into the wind:
Earth's breath no longer an inspiration;
As 95° melts tires, blisters feet, burns skin, scorches lungs.

Finally: home stretch--5 mile chicane of hills.
Legs seething, clothes soaked
Life is up hill and into the wind, but it sure feels good.

Today

Gut it up, north into the wind:
No rhythm--legs aching
Every stroke challenged by earth's breath.

Move east, away from the wind:
Begin the long-slow ascent toward the home stretch;
As close to 14 gear sex as it gets.

Gear it up, south with the wind:
Earth's breath inspires faster and faster toward home;
But, 95° still melts tires, blisters feet, burns skin, scorches lungs.

Finally: home stretch--same 5 mile chicane of hills.
Legs still seething, clothes still soaked
Life always seems up hill or into the wind, but it still feels good.