

# COLLEGE OF DUPAGE ADJUNCTS ASSOCIATION NEWSLETTER

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February 19, 1999

## FACULTY AND CLASSIFIED ASSOCIATIONS WELCOME CODAA

On behalf of the Faculty Senate/Association, I would like to welcome your association to the College of DuPage. We are pleased to have your co-chairs as representatives to the Senate. We wish your association much luck in all their endeavors and will help wherever possible.

Sincerely yours,  
Brenda Alberico, President  
Faculty Senate/Association

On behalf of the Classified Personnel Association (CPA), I would like to welcome the College of DuPage Adjuncts Association (CODAA) to the college family. In the spirit of Shared Governance, the CPA looks forward to working with you in a respectful, trustful, and compassionate manner, to continue the outstanding education and service College of DuPage provides to the students and community.

Sincerely,  
Debbie Secara  
Chairperson, CPA

Thanks to our fellow association leaders and their members for their recognition and support of CODAA.

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## FACULTY SENATE REPORT

Due to extensive discussion of the Illinois Articulation Initiative vote (about which adjuncts have no say) at the last Faculty Senate meeting, a motion to seat CODAA representatives on several Faculty Senate committees - Instruction, Degree Requirements, Political Action, Services, Social - has been

postponed until the late February meeting.

The question arose whether adjunct representatives on such these committees would have voting rights. The newly adopted Special Rules on Part-time Faculty representatives seems to suggest they would. However, President Brenda Alberico indicated that each committee may to make its own determination.

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## CODAA SOON TO BE SEATED ON P.I.E.C.

CODAA co-chairs Sue Dreghorn and Loretta Pyrdek met with the Partners in Education Council members in January to discuss adjunct inclusion.

There seems to have been some concern on the part of the administration about "officially recognizing" CODAA as the Faculty Senate already has done. However, at the February 11<sup>th</sup> Faculty Senate meeting, CODAA members were assured that those issues were resolved and that adjuncts would be included very soon.

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## 2<sup>ND</sup> ROADS SCHOLARS CONFERENCE HELD

The Illinois Federation of Teachers (IFT) and University Professionals of Illinois (UPI) hosted the 2<sup>nd</sup> Roads Scholars Conference on February 20, 1999, at the Merchandise Mart, Chicago. The featured speaker was Dr. Cary Nelson of UI/UC, author/editor of *Will Teach for Food and Manifesto of a Tenured Radical*.

Several CODAA attended among the other faculty from several institutions state-wide.

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## VESTING IN SURS FOR ADJUNCTS NOT PROBABLE

Are you aware that adjuncts teaching the maximum average of ten credit hours a week for three quarters are rated at only 41.75% time, and thus are not eligible for SURS vesting and state matching funds? We are all seeking to clarify this matter further. Since it is of great concern to all of us. The account values in your annual report from SURS are misrepresentations. CODAA will be addressing this issue in a future meeting. If you have any questions, you may ask CODAA treasurer, Bob Russell or Sue Benton at extension 2427.

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## NCTE SURVEY COMPLETED

Sue Dreghorn and Margaret Browning have finished compiling the results of last year's NCTE Survey on Working Conditions.

Abstracts of the survey will be available to CODAA members upon request.

Here are some interesting tidbits. Nearly one third of respondents reported difficulty conferencing with their students, and the overwhelming majority (113) meet with them in empty classrooms! Only 44 routinely used IC2070. Other locations included the cafeteria (34), library (26), the halls (3), and other (?) (36). Yet we are held accountable for accessibility to our students on our evaluations. Go figure.

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## DRAFTING OF CODAA BYLAWS IN PROGRESS

CODAA officers anticipate the bylaws being completed by early next quarter. A general membership meeting will then be held at which the

bylaws will be voted on and approved. Under the proposed bylaws, open membership meetings will be held on a tri-quarterly basis and CODAA Council meetings, with representatives from all college divisions, will be held bi-weekly, similar to the Faculty Senate schedule.

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## MEDIA WATCH

A number of outstanding articles on the "adjunct condition" have appeared in recent journals: "After Wyoming," by Jennifer Seibel Trainor and Amanda Godley, in *CCC: College Composition and Communication*, volume 50 Number 2 (December 1998). "Priorities and Power: Adjuncts in the Academy," by Jeannie Ludlow; "Contracted Contingent, Part-Time: Coming Soon," by John Stevenson (president of Columbia College's P-Fac Association); "Alice in Academy: A Farce in Thirteen Scenes," by Deborah Lee Schmeer; "How Departments Support Part-Time Faculty," by Gina L. Sheeks and Philo A Hutchinson; and "Protecting Common Interests of Full- and Part-Time Faculty," by Jane Kurlinger and Scott Sibary; all found in *Thought and Action: The NEA Higher Education Journal*.

According to Ludlow, "In the 1990s, only one-third of all faculty hired have been full-time, tenure-track faculty, "a dismal figure that underscores our common cause with full-timers, who are being systematically obsolete" (53).

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## POLITICAL ACTION ALERT

With the upcoming COD Board of Trustees election, adjuncts who live and vote in DuPage County should be aware of the candidates who are supportive of our issues, and those who are not.

Question and answer sessions for Board candidates will be held February 22, 24 and March 1 from 5 to 7 PM in the Archives Room of the Library, SRC 3040

Profiles of the candidates are available in the President's office.

## CALL FOR VOLUNTEERS

Anyone interested in volunteering on CODAA projects, please contact Sue Dreghorn (x 51214) or Loretta Pyrdek (x 53132). We need help in various areas, including the newsletter, computers and discipline representation.

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## ADJUNCT ACHIEVERS

We'd like to recognize the achievements of COD adjuncts on an ongoing basis. If you have any news about adjuncts, please forward it to us.

Congratulations to Tammie Bob on two more outstanding articles in the *Sunday Chicago Tribune Magazine*, January 31, 1999 on students and third-generation survivors of the Holocaust.

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## NEW CODAA SECRETARY

Dr. Margaret Browning, from the discipline of psychology, has agreed to fill the office of secretary vacated by Mary Ann Gustafson for personal reasons.

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## THANKS TO OUR DONORS

Thanks to those who generously responded to our call for donations to offset the copying and distribution costs of the CODAA newsletter and earlier donors. Remember your contributions are tax-deductable; receipts for your donation are being forwarded by CODAA treasurer Bob Russell.

Donations are still welcome. We are currently exploring ways to economize on our costs and will be using the campus mail box system for this and future issues. Don't forget to access our CODAA website - for the newsletter and future notifications, and [www.delphi.com/adjunctprof](http://www.delphi.com/adjunctprof) for regional adjunct networking.

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## EDITORIALS

Pursuant to our call for guest editorials last issue, we are happy to feature a piece by concerned full-timer Tom Tipton. Anyone wishing to submit editorials, articles, topics for future newsletters, adjuncts' achievements or other relevant items of interest may do so c/o CODAA

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## NOW IS THE TIME TO ACT

Between this year and 2002 nearly fifty percent of the college administrators, from the cabinet to associate deans, will retire. Moreover, over forty of the full-time faculty will also retire.

COD is at a crossroads. Should we allow it to go further down the road of spot labor by replacing those full-time faculty with more adjuncts or should we insist that those positions be filled from our "pool" of hundreds of veteran adjuncts who would prefer full-time positions?

At issue is a sense of community and continuity. We all see how difficult it is to help establish bonds among our commuting students. The full-time faculty at COD are experiencing a similar cultural fragmentation. The turn-over rate among faculty has been tremendous within the last ten years. Approximately 50% of the full-time faculty have been here fewer than ten years. In many cases adjuncts have a much better sense of the culture of the college than the full-time newcomers. In fact, many adjuncts have been here longer than the newcomers.

It is only common sense, then, to tap into the wealth of experience offered by our veteran adjuncts, as well as the energy of some of our newer adjuncts, rather than bringing in candidates from national searches. The common administrative assumption that the college must hire the "best out there" has sadly turned into the assumption that the best faculty are to be found anywhere but here.

CODAA strongly supports giving preference to veteran COD adjuncts in hiring replacements for retiring full-timers (with the understanding that

Affirmative Action mandates take precedence).

It seems we have the support of some of the Board of Trustees on this point. During the summer the Board approved this year's new hires on a 4 to 3 vote. Normally this vote is a unanimous rubber stamp. Instead, the dissenting trustees used their votes to express their concern that the new hires came from national searches rather than from our adjunct "pool."

The upcoming April election for two new trustees could tip the balance if we elect candidates, like Jane Herron who were elected on a platform of improving adjunct working conditions.

In any case, now is the time for CODAA to argue strongly and vocally for the interests of the adjuncts and thereby the interests of the students.

--TFT--

### **What is Your Master's Degree Worth?**

The old cliché that you don't go into teaching for the money seems to have transformed into a justification for how little America values educators, education and students.

An October 25th *Chicago Tribune* article titled "Has the MBA Lost Its Magic?" lamented that the degree no longer promises a six figure income to its recipient. It gave the sad example of Loyola University MBA's who average *only* \$53,600 during their first year in a new job after receiving the degree. Of course, Loyola is in the middle of the pack for Graduate Business Schools. Newly minted Northwestern and University of Chicago MBA's can still expect six figures.

The figure \$53,600 is particularly interesting because it is nearly the average salary of COD full-time faculty members -- virtually all of whom have much more than one year of experience, many of whom have Ph.D's or other degrees beyond a Master's. If we look at this figure in comparison to adjunct wages, the contrast is even more shocking.

As the upper administration of the college continues to pursue the corporatization of the college's management style it should also consider how corporations value advanced degrees. There is no profession in the nation, other than higher education, where highly educated workers are so undervalued.

The love most teachers feel for their job and the dislike of materialism that might explain this wage shrinkage are admirable. However, the issue has gone beyond self-interests for teachers. It has become a matter of how much or how little we allow society to value education. By allowing wage shrinkage for teachers to continue while other advanced degrees inflate income, we are sending the message to America that education has little value.

Remember the pride you felt when you received your advanced degree? You knew beyond a doubt that the sacrifices you made were worth it. Teachers now need to share that pride and the conviction of education's value with American society at large. We need to do that by insisting that we are paid what we are worth.

--TFT--

### **If the Student is a Customer, What Does that Make You?**

One of the prevailing metaphors used by COD upper administration is that the student is a customer. In fact, the college now sends out "Customer Appreciation" certificates to adjuncts who are praised by their customers/students.

This metaphor grates on adjuncts who consider themselves academics or teachers rather than customer service representatives, or worse yet instructional middle managers (with the students as employees?).

Aside from the inherent weakness in arguments from analogy, metaphors such as this, which attempt to assert the primacy of the marketplace over the more altruistic aspects of education, are flawed because they are, by nature, political statements that do not belong in education.

Granted, most Americans accept the politics of the free market which spawn such metaphors, but not every American embraces the free market with the zealotry, even religious fervor, used by some administrators as they trample over a culture of education which predates free markets by millennia.

And there seems to be no end to such "imperialistic" conquests of language. Some administrators will talk about "empowering employees" and promoting "team work" even as they continue to downsize the full-time faculty.

If the contradictions between their words and their deeds weren't so obvious, you might think they were true believers.

--TFT--

#### **FOUR THINGS YOU CAN DO THIS WEEK TO IMPROVE ADJUNCT WORKING CONDITIONS**

1. Contact a CODAA officer and tell them your concerns.
2. Attend a Faculty Senate or Board of Trustees meeting.
3. Write a letter to Governor Ryan or your state representative about adjunct issues.
4. Find out if your professional association has a statement on adjunct issues and study it.