
COLLEGE OF DUPAGE

ADJUNCTS ASSOCIATION NEWSLETTER

Volume 2, No. 2

May, 1999

NCTE STUDY GROUP MEETS WITH ADMINISTRATORS

Several members of the National Council of Teachers of English (NCTE) Study Group on Working Conditions, as well as other interested faculty members, met in March with COD administrators Walk Packard, Lesli Barger, and Ed Kies to discuss recommendations presented in the group's May 1998 report, *Discounted Teachers, Discounted Education*.

Packard agreed that several problems, such as the lack of adequate conference and storage space for part-timers, may be remedied by such measures as voluntary office sharing with full-timers, or re-allocating currently unused office space.

Other issues, such as wages and benefits, are not so easily addressed and fall outside his jurisdiction. However, the meeting ended with Packard's promise to relay these concerns to the proper administrators, as well as to hold future meetings with the NCTE group.

**

BOARD OF TRUSTEES ELECTION RESULTS FAVORABLE TO ADJUNCTS

Recently elected Board of Trustee members Mary Sue Brown and Kathy Wessel have both gone on record as supporting adjunct issues, including moving towards pro-rata pay and preferential hiring of qualified adjuncts for full-time openings.

The COD Board of Trustees meets on the second Wednesday of every month and the meetings are open to the public. Critical issues, such as tuition increases, are addressed and decided on; adjuncts are urged to become familiar with Board policies and attend these meetings.

**

ADJUNCT NAMED TO SERVE ON PIEC

Cora Reda-Marmo has been named as the first adjunct representative to the Partners in Education Council (PIEC). This council is comprised of several members from each of the campus constituencies – students, administration, classified personnel, and full-time faculty – who work together to solve conflicts that might arise among them. Currently, the only project taken up by PIEC, a pilot project, is to craft a curriculum review process agreeable to all parties.

CODAA Co-chair Sue Dreghorn pointed out at a recent Faculty Senate meeting that having only one adjunct on PIEC is hardly representative.

PIEC communicator Karen Troller will distribute reports on PIEC meeting to all faculty. Also, look for PIEC postings in your departments and on the campus e-mail system.

**

FACULTY SENATE REPORT

With only three nay votes and the rest ayes, the Special Rule allowing for non-voting representation of adjuncts on the Faculty Senate was upheld. All of the Special Rules are reviewed yearly and must be readopted by each newly elected Senate. The Special Rule was approved unanimously last year by the Faculty Senators.

The full-time faculty is split on the issue of part-time representation, let alone voting rights, on ANY campus committee. Some full-timers staunchly argue that participation by adjuncts on committees would eliminate the perceived distinction between full and part-time faculty members and also potentially compromise the negotiating status of the union.

At the May 20th Faculty Senate meeting, Tom Tipton proposed the formation of an ad hoc Senate sub-committee to identify areas of

common interests shared by full and part-time faculty, to build and formalize lines of communication around those areas and, ultimately, to plan ways to work together towards those interests. However, even this committee was perceived by some member of the Senate as too much of a risk to the negotiating status of the union and the proposal was stalled. At one point, some senators recommended that Tipton should work outside of the Senate to address adjunct issues.

According to Tipton, "It is a shame, and a bit ironic, that some faculty are so afraid of losing their negotiating status that they trade the short-term self-interest of the union for the long term interests of the profession and the society we serve."

**

ADJUNCTS INCOMMUNICADO

Are you wondering how the distribution of the newsletters is arranged? Those who responded to the 1998 NCTE survey with their return addresses are on our mailing list. The rest will be receiving yours via the campus mailboxes, unless you send us your mailing address (and a contribution?) to the P.O. box listed below. Newsletters will also be posted on our new web site: <http://adjunctfaculty.freesevers.com>.

Check it out for other adjunct information and hot-links. Thanks to Mark Baldridge for design and Jeff Sheehan for uploading it to the Net.

Thanks also to our donors for their generous contributions that help cover our copying and mailing costs.

We are planning to petition the COD Board of Trustees for official recognition of a part-time association and the right to use campus facilities to communicate, which has been denied us at various times in the past.

After all, if Eddie Bauer flyers can be circulated through the campus mailboxes, it seems only fair that

adjuncts should be allowed to communicate with each other via the same means.

**

CODAA BYLAWS COMPLETED

CODAA officers have completed drafting the bylaws to be presented and voted on at a general meeting of CODAA members scheduled for the fall quarter.

Anyone wishing to assist in planning for the meeting may contact Sue Dreghorn or Loretta Pyrdek.

In the meantime, any adjuncts interested in the results of the part-timer survey conducted last year should contact Sue.

**

UPI/IEA CONFERENCES

The University Professionals of Illinois held their 2nd annual Roads Scholars conference downtown at the Chicago Teachers Union offices in February, while the 2nd NEA/IEA conference was held at the Harold Washington Library on May 1st. Both groups have been extremely informative on the status of adjunct organizing in Illinois.

According to Matt Allen who attended the Roads Scholars Conference, a group of temporary full-time professors from Eastern Illinois reported that they receive annual one-year contracts with benefits, although many have been working under those terms for several years. The Eastern faculty felt that there was an oversupply of "educated" workers in the Chicago area in comparison to downstate which puts us at a disadvantage in the labor market.

Especially encouraging were Columbia College's P-Fac members at the IEA Conference, who told the details of how they were able to negotiate their first contract recently.

IEA's Tom Suhrbur informed the attendees that proposed legislation to nullify the negative court ruling in the Harper College part-time labor case did not make it out of committee this spring in Springfield; Tom will be scheduling and announcing meetings

with legislators in the fall to pressure them to get an amendment passed next session.

In the meantime, CODAA officers have been hearing from other COD adjuncts who also teach at Elgin Community College and Sauk Valley about how their adjuncts have been able to organize despite state laws restricting adjuncts at public community colleges

**

ADJUNCT ACHIEVERS

Congratulations to Dr. Margaret Browning and Bob Lorek who both obtained full-time employment. Margaret will be leaving COD for a research position at Hines VA Hospital, and Bob will be teaching at an English-language school in the Arab-Emirates.

Margaret has done an outstanding job as CODAA secretary. She will be sorely missed!

**

DEAN CORDES LEAVES

Another loss for adjuncts will be the departure of Cynthia Cordes, Associate Dean of the Liberal Arts. Cynthia has been a good friend to the adjuncts and supportive of adjunct issues. We thank her for all her assistance and wish her well in her future endeavors.

**

MEDIA ALERT

According to the *Chicago Tribune*, "Finding Lower Pay in Higher Education" (Feb. 14, 1999): "More college women are becoming college professors but for less pay and fewer promotions than men. . . . More than half the women are in lower positions such as lecturers and instructors, regardless of the institutions. Women are also more likely to work at community colleges, which generally pay less than four-year colleges and universities.

"In 1997-98, women represented 55.6 percent of lecturers, 58.6 percent of instructors and 46.8 percent of assistant professors. . . . But just 18.7

percent of full professors were women."

**

DID YOU KNOW

. . . that adjuncts are eligible to get e-mail on the COD campus server? Contact your department head for permission. Get in the campus e-mail loop!

. . . a picture ID and/or parking pass from Public Safety will get you into the faculty parking lots, and open swimming and the weight room in the PE/Community Recreation Center?

**

Donations are always welcome c/o:
CODAA
P.O. Box 632
Naperville, IL 60566-0632

SPEAKING OUT

Several weeks ago, the *Daily Herald* ran an article ranking the best and worst occupations in the United States, according to *the Jobs Rated Almanac* by Les Krantz. To my dismay, I discovered that my income from teaching the equivalent of a full-time load at two area colleges fell in between jobs #249 - child care worker (\$14,250) and #250 - dishwasher (\$11,110). (The scale only went to #250.)

How long can college administrators continue their exploitative hiring practices and pretend that they are serving their communities in good conscience? How long can competent adjuncts countenance subsidize higher education by working for inequitable wages and non-existent benefits?

I don't know the answers, but I'm writing Krantz to tell him his rating system is wrong. Under the heading "Worst Income," Job #250 should be adjunct** community college professor.

Dishwashers get free lunch.

-- Loretta Pyrdek

**