

COLLEGE OF DUPAGE

ADJUNCTS ASSOCIATION NEWSLETTER

September 2000

Vol. 4, No. 1

CODAA MEMBERSHIP DRAWS FROM ALL COD DISCIPLINES

From its beginnings three years ago in the English department at COD, with a few members from Psychology, Sociology, Education, and Math, our organization has grown to where it now includes part-time faculty from almost all disciplines at COD. As of August, 2000, these are our 280 members:

Adult Basic Education	1
Accounting	5
Ad. Design & Illustration	5
Allied Health	6
Including Occ. Tech.	5
Anthropology	4
Art	4
Biology	11
Business (B.S.)	3
Business Services (Misc.)	2
CED (Misc.)	5
CIS (B.S., CIL, L.A.)	16
Chemistry	5
Counseling	9
Criminal Justice	3
Developmental Skills	4
Earth Science	3
Economics	2
Education	2
English (LA, CIL, FIS, ESL)	37
ESL (ABE, CED, CIL)	24
Fire Science	6
FIS (Misc.-Alt. L.)	5
Food (B.S.)	2
French	2
Geography	1
Graphic Arts	3
History	6
Human Services	4
Humanities	5
Interior Design	2
Library (including B.S.)	2
Management (B.S.)	2
Manufacturing	2
Math	20
Music	1
Occ. Tech. (Misc.)	6

Philosophy (incl. CIL, Rel.)	6
Phys. Ed. (Occ. Tech., Nat. Sci.)	4
Physics	2
Political Science (LA, CIL)	4
Psychology (LA, CIL)	7
Real Estate (B.S.)	1
Sociology (LA, CIL)	8
Spanish	7
Speech (LA, Occ. Tech.)	13
Travel (B.S.)	1
Welding	2
Other (Classified, FT)*	5

*CODAA also accepts memberships from classified personnel and full-time faculty who support our efforts.

NOTE: Membership Renewal
\$5.00 dues are payable on or before January 1, 2001 for the year. Dues are our only source of income, and a growing membership is our only source of power to effect change for part-time faculty at COD. Our current membership is still only 10% of the total 2600 PT at COD. We need 20% and more!

Encourage all PT faculty in your discipline who are not CODAA members to JOIN, and RENEW your membership on or before January 1, 2001!

*** ILLINOIS REPS TENTATIVELY SUPPORT HB 2581

Response to our petition drive in May has been good, but tentative. Along with Vince Persico (39-Glen Ellyn), positive responses have been received from Mary Lou Colishaw (41-Naperville) who supports HB

2581 "in its *present* form"; from Thomas L. Johnson (50-West Chicago), Vice-Spokesperson of the Labor & Commerce Committee, who will give the bill his "full attention and consideration should it come before us"; and Tom Cross (84-Yorkville) who "appreciate[s] being informed of [our] view-point."

More encouragingly, Barbara Flynn Currie (25-Chicago) House Majority Leader, definitely supports HB 2581 and believes "part-time college faculty should have the right to bargain collectively." She thinks the bill stands a good chance of receiving a favorable report from the House Labor & Commerce Committee and a "fair chance of passage in the full house." However, in the Senate, its prospects are far "bleaker" without continued organizing efforts like ours. She applauds CODAA for its "excellent exercise in participatory democracy."

Tom Ryder (R-Jerseyville) is the original sponsor of HB 2581 which would once again make it legal for PT faculty at public colleges and universities in Illinois to bargain collectively. Larry McKeon (D-Chicago) is co-sponsor. (See *CODAA Newsletter, June 2000.*)

CODAA President Bob Tarsitano continues to work with part-time faculty leaders at other area schools to keep the pressure on legislators. About 480 petitions were delivered to House representatives shortly after our petition drive.

CODAA will hold the 110 petitions directed to Senate representatives until such time as they can be most effective. Again, CODAA is not necessarily interested in unionizing at this point, but the ability to do so is leverage in any conversations with administration

FULL TIME FACULTY ALMOST STRIKE

Contracts for full-time faculty at COD expired at the end of Spring Quarter. Despite efforts by the Faculty Senate and COD's Board of Trustees to come to agreement on or before that time, none was reached.

Only after 96% of the 305 FT faculty signed a preliminary intent to strike notice in August was this achieved. Specific details of the new contract will be disclosed at the Faculty Association's General Meeting in September.

When it appeared that full-timers might indeed be striking this fall, the Faculty Senate asked CODAA officers for its position. They consistently told anyone who asked that the decision of any PT faculty member to support the strike would necessarily have to be a personal one; CODAA does not yet speak for all PT faculty at COD. However, it was hoped that CODAA members would teach only those classes they had been assigned for the fall, take no new assignments, and stay off campus other than during their in class hours.

Even though a strike has been averted, Nancy Conradt, current Faculty Senate President, will read this agreement into the

minutes of their next meeting in an effort to reestablish relations between FT and PT faculty.

It will be remembered that two representatives from CODAA were seated on the Faculty Senate in 1998. This was challenged, not by the IEA/NEA (the union to which all FT must belong), but by a past president, despite two majority votes of approval. The Faculty Court of Appeals ultimately ruled against CODAA representation because of specific wording in Faculty Association bylaws.

Ways to resume PT representation are being discussed.

PAY PARITY & PT OFFICE HOURS

According to Human Resources formulas, PT faculty are paid for classtime, preparation, and grading (2/3 FT), but not for working with students outside the classroom (office hours), including the advising which is part of the formal PT job description.

Howard Owens, Human Resources Director who devises pay formulas, advised President Bob Tarisitano to forward his concerns about no pay for "office hours" to President Murphy, which he did.

Murphy responded: "full-time faculty are required by contract to put in 10 office hours per week. We make no such requirement of part-time faculty." Although he "appreciat[es] the willingness of part-time faculty to spend time with students before and after class, [m]any full-time faculty do this as well beyond their office hours." Thus, he sees no need to

change the formula for computing PT pay.

CODAA has responded to this blanket dismissal of the "office hours" we keep, calling attention to the PT requirement to advise (and how this can not be done during class), to the requirement for all PT math instructors to meet with students outside class, and to the perception of PT faculty in Business, Psychology, Physics, Biology, Chemistry, Microbiology, OCC and Vocational Ed, Health, Nursing, Music, Economics, Fire Science, and Education that they, too, are expected to meet with students outside class (CODAA *Roads Scholars Survey*, 1999; #30, #33, #34).

As all PT faculty know, "office hours" are held not only before and after class, but in the halls, in the parking lots, in IC 2070, and on the phone from home.

CODAA has formally asked for further discussion, noting that the work done outside class "merits compensation on a par with full-time faculty" even if it is not done in a literal office provided by COD.

CODAA OFFICERS

1999-2000

President.....	Bob Tarsitano
	x51036
Vice-President.....	Vicki Root
(President-Elect)	x51029
Secretary.....	Diane Rzeszewski
	x53147
Treasurer.....	Sue Dregghorn
	x51214

Elections in October!

Please consider running for office. Candidates needed for VP, Secretary and Treasurer.

CODAA

HISTORY

CODAA grew out of the 1997 NCTE (National Council of the Teachers of English) Study Group on Working Conditions sponsored at COD under the auspices of the Communications Department. A survey of 2376 COD part-timers was conducted which resulted in 289 responses, a 12% return.

A volunteer election committee from this Study Group assembled a roster of candidates, and a ballot was sent to those who responded to the survey.

Interim officers of CODAA were elected in 1998. In 1999, they completed their charge of drafting bylaws for an organization of part-timers and arranging for the permanent elections of CODAA officers --by all COD part-time faculty--in October 1999.

See CODAA's website:
adjunctfaculty.freesevers.com

ACCOMPLISHMENTS

- Publication of quarterly newsletter
- Facilitated representation on PIEC (Partners in Education Council)
- Drafted bylaws
- Over 300% increase in paid membership this year
- Benefits and tuition waivers
- Recognition by Faculty Senate
- Dialogue with administration
- Successful HB 2581 petition drive

GOALS

- Obtain recognition by COD administrators as a legitimate part of the COD family
- Regain part-time representation on Faculty Senate, or comparable body
- Increase part-time voice in all campus forums
- Ensure fair compensation, benefits and working conditions for all COD adjuncts
- Increase membership by 100% to become an even more effective voice for adjunct faculty

HOW TO JOIN

Any adjunct faculty member at the College of DuPage is eligible to join CODAA. Just fill out this form, fold and mail it with \$5.00 to the address on the reverse or drop it off in IC 2070 (V. Root or D. Rzeszewski). Membership renewal is the first of each year.

Name _____

Address _____

Home Phone _____

E-mail _____

Voice mail _____

Discipline _____

I CAN HELP WITH

- Discipline Liaison _____
- Membership _____
- Newsletter _____
- Newsletter Distribution _____
- Community Contacts _____
- Inter campus Contacts _____
- Nominations/Elections _____
- SURS/Salary _____
- Political/Community Groups _____
- Computer Expertise _____
- Web site Maintenance _____
- Other _____



CODAA

**College of DuPage
Adjuncts Association**

The mission of CODAA is to create a unified voice for adjunct faculty at the College of DuPage in order to improve our working conditions and our students' education. Only with a unified voice can we truly take part in the College of DuPage's mission while holding the administration accountable to it:

- To be at the forefront of higher education
- To serve the needs of the community
- To offer the highest quality educational opportunities
- To recognize, develop, and support excellence in teaching

CODAA
COLLEGE OF DUPAGE ADJUNCTS ASSOCIATION
P.O. Box 632 Naperville, IL 60566-0632

Please Place
Postage
Here

**CODAA
COLLEGE OF DUPAGE ADJUNCTS ASSOCIATION
P.O. Box 632
Naperville, IL 60566-0632**