

2013 ADJUNCT SURVEY

1. Are you a member of the Union (Westchester Community College Federation of Teachers)?

102	61%	Yes
37	22%	No
28	17%	Not sure

2. Were you aware that the union contract covers all faculty members, whether or not they are union members?

119	71%	Yes
49	29%	No

WISH LIST

1	2	3	4	5	Ranking	Average
20	24	28	23	28	a. Receiving pay during the first pay period of each semester	3.1
31	39	23	14	28	b. Being eligible for health benefits under the College's health plan	2.8
17	31	28	34	18	c. Reducing the number of semesters taught before a guarantee of reappointment (currently 20)	3.0
13	33	39	37	25	d. Reducing the number of semesters taught before gaining the right to choose your own course assignments in seniority order (not more than the number in item c above)	3.2
86	36	25	7	8	e. An increase in the hourly pay rate	1.9

Retirement benefits paid by the employer

91	55%	very important
47	29%	somewhat important
11	7%	somewhat unimportant
15	9%	unimportant

Hourly pay increase

118	71%	very important
40	24%	somewhat important
9	5%	somewhat unimportant
0	0%	unimportant

Pay scale that reflects educational level

62	38%	very important
71	43%	somewhat important
23	14%	somewhat unimportant

9 5% unimportant

Improved pay scale recognizing years of service

93 58% very important

54 34% somewhat important

7 4% somewhat unimportant

5 3% unimportant

Pay for other college (e.g., WCC committee work, club advisor, Faculty Senator) activities

34 21% very important

76 46% somewhat important

24 15% somewhat unimportant

30 18% unimportant

Paid office hours

77 47% very important

54 33% somewhat important

24 15% somewhat unimportant

9 5% unimportant

Office facilities (including phone, work space, storage, faculty lounge, etc.)

57 35% very important

66 40% somewhat important

29 18% somewhat unimportant

11 7% unimportant

Earlier notice for rehire assignment

88 54% very important

55 34% somewhat important

16 10% somewhat unimportant

5 3% unimportant

Seniority/rehire rights

86 53% very important

58 36% somewhat important

9 6% somewhat unimportant

10 6% unimportant

Adjustment to restrictions on contact hours an adjunct faculty member is allowed to carry

66 41% very important

60 37% somewhat important

28 17% somewhat unimportant

8 5% unimportant

An evaluation process with feedback leading to increased job security

50	31%	very important
83	51%	somewhat important
22	14%	somewhat unimportant
7	4%	unimportant

Guaranteed full-time job interviews for qualified adjunct faculty

83	50%	very important
46	28%	somewhat important
20	12%	somewhat unimportant
16	10%	unimportant

If there were one thing I could change at this institution it would be: [Show details](#)

85	51%
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Please make other comments and suggestions or share your interests and concerns which need attention at the bargaining table: [Show details](#)

47	28%
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- Adjuncts are contractual employees. We should be able to declare Unemployment between semesters, esp since there is no guarantee that a class will run; on the contract, it even says you will be offered the class based on enrollment! Also, we should be doing a 1099
- Unions are important, but the retirement plan of a 401 K is not so great as the fees are high, and the return is low usually.
- I've been an adjunct at WCC continuously since 2000.I've applied 3 times for a position. Two times went through interviews, but was never hired.
- space
- space
- we need better representation at negotiations.
- To have adjuncts eligible for (self-paid) health care.
- Health benefits are a must for every employee.
- Online adjuncts work more hours and also have to come in for training on new systems (Attendance at training is not currently required, but how else can you treach on a new system without instruction?). Also, teaching online requeres so much advance planning and prep, that I feel the course assignments should be given a semester in advance.
- n/a
- Adjuncts should have required office hours with pay. The 10 hour limit/semester should be by department; which would allow an adjunct to teach in more than one department, if qualified.
- Again, job equality, for adjuncts, who do most of the teachin, who constitute the great number of all faculty, should be at the too of the list, at all times.
Btw: I object to the item below "number fncntact hours taught this semester" because it does not specify WCC: and the next item is about teaching at non-WCC places. Shows that survey is written by non-adjunct... I am teaching 15 contact hours at three schools: and that will not be evident in the results of this survey.
- no support services/compensation available for HS extension site faculty - photocopying must be done at professor's expense.
- Off-campus access to making copies, picking up departmental finals, books, etc.

- An additional tier for adjuncts that can offer increased benefits and job security. For example, there are other colleges and universities that offer longer contracts for full-time non-tenure faculty. Here, once an adjunct gains seniority, they plateau. We've already given years of service and as we continue as senior adjuncts, we often give years more, yet nothing is done to recognize that service. Meanwhile, priority for full-time faculty is given to outside candidates simply because they have a higher degree (which isn't even required for the position.) This lack of recognition and adequate compensation is driving out the quality adjuncts who would be more loyal if that loyalty were returned.
- Seniority shouldn't be important regarding the amount paid. Quality of teaching should primarily determine pay and # of classes taught.
- Adjuncts should be better paid given the very high salaries of full time faculty and their enormous benefits. Follow CUNY practices: pay for office hours and prep time, tuitions credits, office space, health benefits
- As an adjunct being considered a valuable addition instead of an afterthought would be nice.
- Adjuncts need office space in which to meet with students.
- Office hours are important. Students often need to meet with us to discuss work, make up time, etc. and there really is no place professional that we can count on.
- College should stop growth for awhile in order to become accustomed to it's new size and facilities.
- Earlier notification of what I will be teaching the next semester
- Getting supplies (i.e. white board markers) is sometimes difficult. Also, the copy machine often does not work or is out of paper. These are minor inconveniences but make my job more difficult.
- i love my job. higher pay would be nice... i do get more doing private tutoring per hour, but i'd continue to work at WCC,
- Full time employment with benefits for anyone under retirement age or not already engaged in some full time employment or business enables individuals to focus on the quality of ones work and relieves the stress of worrying about next semester.
- Adjuncts don't get paid a fair rate and it's quite alienating.
- a,c, d are all unimportant to me in the wish list.
I would like to select my own textbook for a course.
I would like senior adjuncts to pick a course load of 3 the way full timers pick a course load. You pick 3 then next in line of seniority picks 3 and so on.
- I think it would help if the adjunct faculty were supported more by the institution. This is not to say that I don't receive support from full-time faculty, just that full-time faculty are so overburdened themselves that they don't really have the time to guide adjuncts. I suggest more full-time faculty in departments so that they can bring the best out of adjuncts.
- As an adjunct who teaches off campus most semesters, I was not aware that course selections would not be sent to me. I found out late and that may reflect my assignments this semester.
- There are work requirements for which we are not paid. I am wondering if it is even legal for us to not get paid for the following: i.e. if a student needs extra time on an exam, if a student has a documented disability that requires the instructor to spend extra time with the student individually, if a student needs to take a make up exam and can not be accomodated within class hours, if online students want to meet in person (office hours). I think there is a long list.

- I am here 30 years was never told what I was intitled to should be in pension plan for 30 years
- retirement benefits
- Being kept in the loop by some other means than email. Meetings once a semester to discuss changes and improvements.
- 2. change how the adjunct gets service time. ie- at present we only get credit for each course 47 hours/35 hours per week. No service credit time towards retirement is given for class prep, grading papers, office hours with students or emails, or research and development. NY State suggests 30 days per course of time towards retirement. Other Suny community colleges do this.

3. Please post how much retirement funding we are getting per paycheck from SUNY. Other SUNY Community Colleges are currently doing this.

4. Adjuncts should be allowed to have 3 credit hours off per course with full payment for sick time or used for faculty development. Again other SUNY community colleges offer this right.

5.The highest Degree reached-ABD all but the defense of the PHD thesis. This option is not given below.

- The second-class-citizen status of adjuncts
- There are some senior adjuncts that are having memory problems and are confused at times. They should not be in the classroom teaching and especially taking classes in the summer when they are living on wealthy pensions.
- Paid to spend time with students outside of class. It is not fair to the student or to the teacher.
- To me the ability to work more contact hours, would be very important. I could give more time and commitment, when I'm not trying to run off to adjunct at another college. It would improve the quality of lesson a student receives.
I work four separate college intuitions 6 days a week. I spend my day between a minimum of two colleges and someday I'm located between three places. It's not only tiring, but I feel I could provide better quality, if I had more time in my day. The worst part is I would love to give my time, if I had it.
- Please Please give us an option for cheap health insurance! We don't make enough to buy our own.
- The need for health care coverage is the biggest need I see. It would be a godsend if the college offered it and would strengthen my loyalty to the school in a variety of ways. I would feel more vested.
- Since there are too many online courses being offered during the summer, it is not fair for the adjuncts. All the full timers are assigned the online classes and the adjuncts are left to select the regular classes that probably will not have enough enrollment.
- Greater consideration of office space for adjuncts.
- I would like to get free, or discounted, tuition for myself. Not to wait until 20 semesters. I would also like to have paid office hours.
- I wish I had met with my teaching partner before the semester.
- Our Spring break should be coordinated with the rest of Westchester and NYC schools so that students and faculty can take time off with their family!!
- Notification about extras we can participate in such as discount on cell phone plans.

- Health insurance would be the first priority.

What is your highest degree?

4	2%	Professional/career expertise or Certificate
0	0%	Some college (less than four years)
0	0%	AA degree
9	5%	Bachelor's degree
109	66%	Master's degree
44	27%	Doctorate

Number of contact hours taught this semester

9	6%	0-2
58	36%	3-5
51	32%	6-8
43	27%	more than 8

How many semesters have you been a WCC adjunct faculty member?

35	21%	0-5
35	21%	6-10
24	14%	11-15
15	9%	16-20
58	35%	over 20

Select one from the following that most accurately describes your employment goals with this institution:

151	91%	I would like to work every fall and spring semester at WCC
10	6%	I would like to work most fall and spring semesters at WCC
5	3%	I am interested in working at WCC occasionally

Are you interested in a full-time faculty position within your field of expertise?

86	51%	yes
82	49%	no

If "no" to question above, why?

27	32%	I am retired
20	24%	I have a full-time job elsewhere
29	34%	I prefer a part-time position
9	11%	Other

In addition to WCC, are you an adjunct professor elsewhere this semester?

48	29%	Yes
119	71%	No

If yes above, please name the other college(s) and/or university(s): [Show details](#)

46	27%	
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- Marymount Manhattan college
- RCC
- Marymount Manhattan College
- SUNY New Paltz
- 1) Mercy College
- 2)CUNY-Hostos Community College
- Pace University
- Mercy College
- Kaplan University online, University of Phoenix, looking for others by necessity.
- Fairleigh Dickinson University
- College of New Rochelle
- Iona College
- Western Connecticut State University
- Fordham
- CCNY
- Dominican College
- College of New Rochelle
- Marist College
- Berkeley College
- Iona College
- Iona College
- City University of New York (2 class, sometimes 3), and Molloy College, respectively.
- College of New Rochelle
- Sarah Lawrence College
- i am not interested in a full time job at this moment. however, in 5 years if wcc and i still have a good relationship, i would like to apply for a full time job. that was not an option in the check box above.
- Rockland Community College
- Marist College
- Iona College
- Pace University
- Union County College
- College of Staten Island
- Manhattan College
- Empire College
- NVCC and UConn
- I work at an Art Center and I substitute teach.
- I've taught at Iona College since 1999, but haven't gotten an assignment in 2 years.
- Bramson ORT College
- UConn Stamford
- LIU/Westchester
- Iona College
- Rockland Community College
- Manhattanville, Fordham
- Iona College
- College of Westchester
- Western CT state University
- Norwalk Community College

- SUNY Suffolk SCC, SUNY Nassau NCC, NYIT, SUNY Farmingdale State College, CUNY Medgar Evers College
- School of Visual Arts
- UOP Online
- MANHATTAN COLLEGE
- Manhattanville College
- Rockland Community College
- Fashion Institute of Technology
- I also consult with the Department of Education in NYC and Fordham University.
- EFlnternation
- Art Institute of Pittsburg online

Do you use the sunywcc.edu email?

141	84%	yes
2	1%	no
25	15%	not much
0	0%	not yet