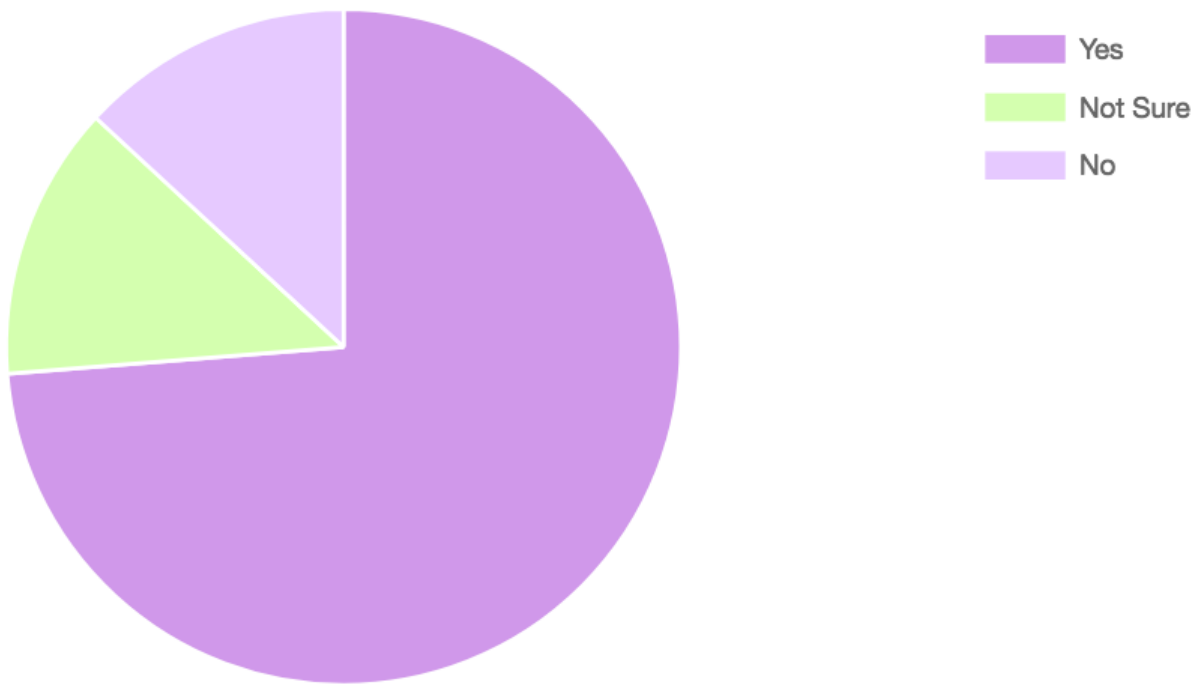


# WCCFT Adjunct Contract Survey 2018

Question 1    ≡ MULTIPLE CHOICE

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



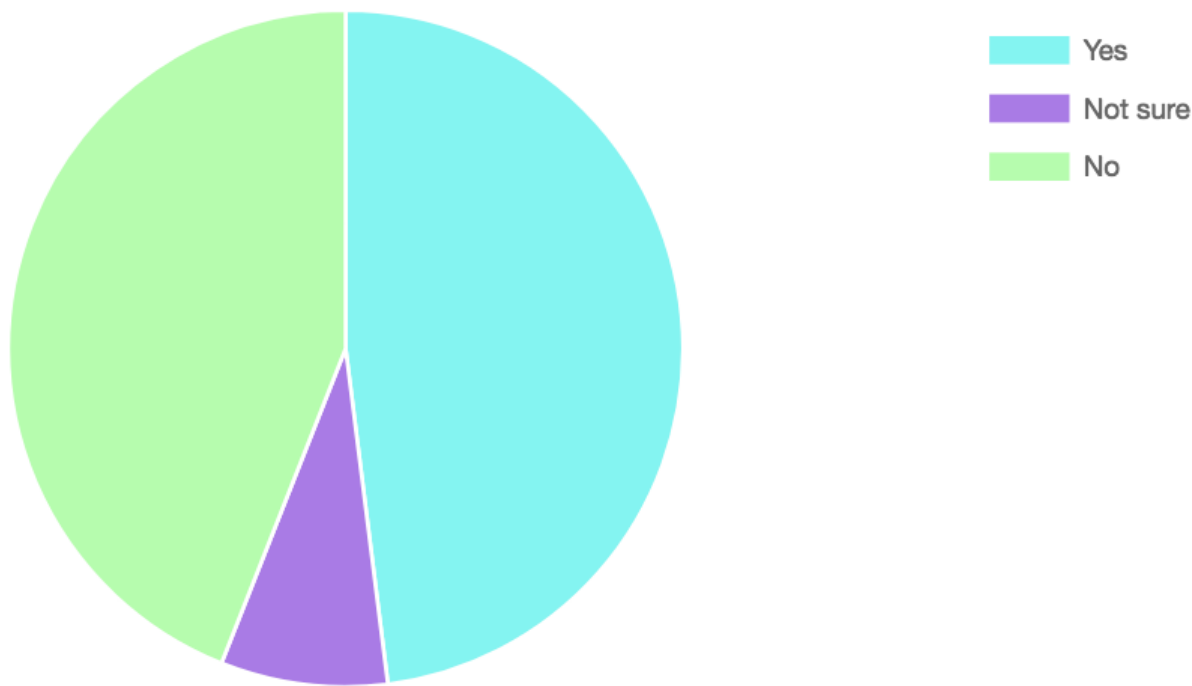
ANSWERS	RESPONSES	
Yes	73%	143
Not Sure	13%	26
No	13%	26

195 Answered

0 Skipped

Question 2    ≡ MULTIPLE CHOICE

2. Are you a senior adjunct?



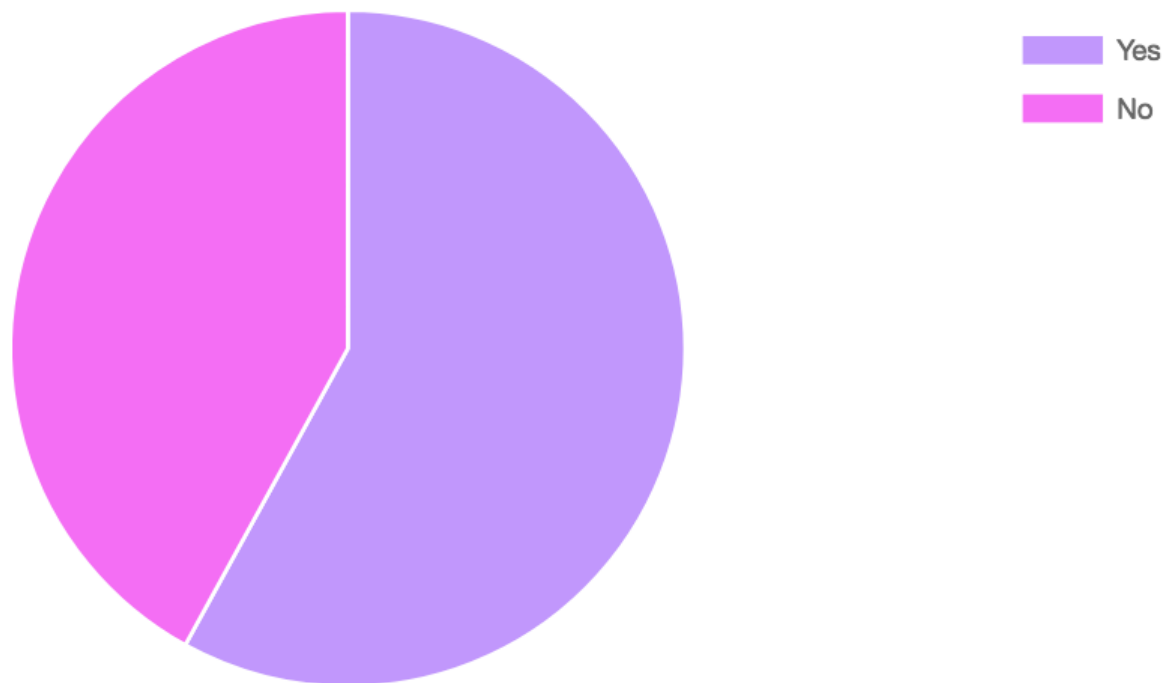
ANSWERS	RESPONSES	
Yes	48%	94
No	44%	86
Not sure	8%	15

195 Answered

0 Skipped

Question 3    ≡    MULTIPLE CHOICE

3. In general terms, are you aware of how the course assignment process (or work assignment in the case of non-teaching faculty) applies to senior adjuncts?



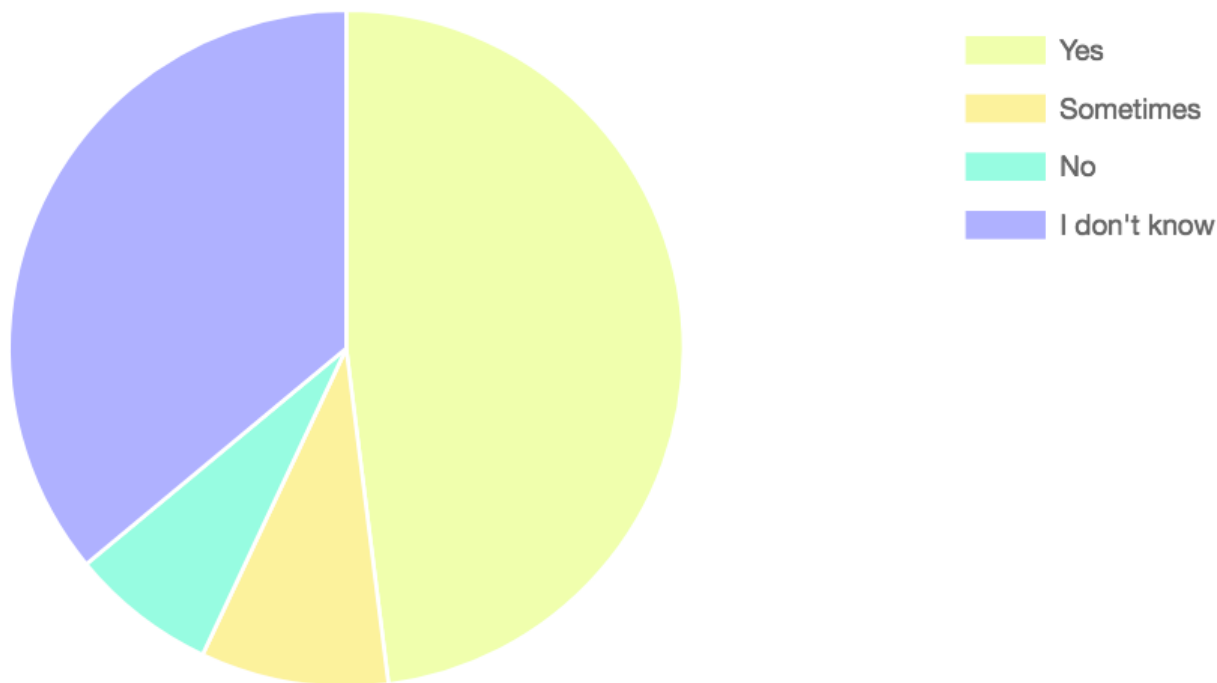
ANSWERS	RESPONSES	
Yes	58%	113
No	42%	82

195 Answered

0 Skipped

Question 4    ≡ MULTIPLE CHOICE

4. Do you think the assignment process is followed properly in your department?



ANSWERS	RESPONSES
Yes	48% 94
I don't know	36% 70
Sometimes	9% 18
No	7% 13

195 Answered

0 Skipped

Question 5 SINGLE LINE TEXT

5. In what department or College unit do you most often work?

ANSWERS	DATE
CIS/CIT	August 18, 2018 12:12 pm
History - Behavioral Sciences	May 8, 2018 11:44 am



ANSWERS	DATE	
Liberal Arts/ Humanities	April 16, 2018 11:50 pm	<a href="#">↗</a>
English	April 15, 2018 7:36 pm	<a href="#">↗</a>
ESL	April 14, 2018 9:28 pm	<a href="#">↗</a>
Paralegal Studies	April 14, 2018 9:14 am	<a href="#">↗</a>
Behavioral Science	April 13, 2018 1:37 pm	<a href="#">↗</a>
mathematics	April 12, 2018 10:24 pm	<a href="#">↗</a>
Behavioral Sciences	April 12, 2018 3:57 pm	<a href="#">↗</a>
Behavioral /Social Siences	April 11, 2018 11:30 pm	<a href="#">↗</a>
Social Sciences	April 11, 2018 9:11 pm	<a href="#">↗</a>
Nutrition	April 11, 2018 6:19 pm	<a href="#">↗</a>
Culinary Food and nutrition	April 11, 2018 3:05 pm	<a href="#">↗</a>
Behavioral Science	April 11, 2018 11:43 am	<a href="#">↗</a>
Visual Arts	April 11, 2018 9:57 am	<a href="#">↗</a>
Behavioral Sciences	April 11, 2018 7:48 am	<a href="#">↗</a>
Continuing Ed.	April 10, 2018 8:59 pm	<a href="#">↗</a>
English	April 10, 2018 2:51 pm	<a href="#">↗</a>
English	April 10, 2018 12:38 pm	<a href="#">↗</a>
English	April 10, 2018 11:01 am	<a href="#">↗</a>
Professional Development Non-Credot	April 10, 2018 10:10 am	<a href="#">↗</a>
EMS	April 10, 2018 9:27 am	<a href="#">↗</a>
Film Department	April 10, 2018 8:20 am	<a href="#">↗</a>
Continuing Ed	April 9, 2018 10:47 pm	<a href="#">↗</a>
English Language Institute	April 9, 2018 10:24 pm	<a href="#">↗</a>
Respiratory care	April 9, 2018 9:27 pm	<a href="#">↗</a>

ANSWERS	DATE	
Humanities	April 9, 2018 9:13 pm	<a href="#">↗</a>
Modern Languages	April 9, 2018 8:43 pm	<a href="#">↗</a>
Mathematics	April 9, 2018 7:59 pm	<a href="#">↗</a>
Human Services	April 9, 2018 5:39 pm	<a href="#">↗</a>
Classroom Building and Library	April 9, 2018 4:26 pm	<a href="#">↗</a>
Biological Sciences	April 9, 2018 4:00 pm	<a href="#">↗</a>
Mathematics	April 9, 2018 3:49 pm	<a href="#">↗</a>
Math	April 9, 2018 3:44 pm	<a href="#">↗</a>
Math department	April 9, 2018 3:21 pm	<a href="#">↗</a>
English	April 9, 2018 3:04 pm	<a href="#">↗</a>
Mathematics	April 9, 2018 2:49 pm	<a href="#">↗</a>
English	April 9, 2018 2:35 pm	<a href="#">↗</a>
Classroom building student lounge and library	April 9, 2018 2:26 pm	<a href="#">↗</a>
bio	April 9, 2018 12:48 pm	<a href="#">↗</a>
CIS	April 9, 2018 12:01 pm	<a href="#">↗</a>
Computer Science	April 9, 2018 11:32 am	<a href="#">↗</a>
Humahities - History	April 9, 2018 11:26 am	<a href="#">↗</a>
After Class	April 9, 2018 11:05 am	<a href="#">↗</a>
Math	April 9, 2018 10:57 am	<a href="#">↗</a>
Biology	April 9, 2018 10:38 am	<a href="#">↗</a>
English	April 9, 2018 10:09 am	<a href="#">↗</a>
human services	April 9, 2018 10:05 am	<a href="#">↗</a>
Criminal Justice	April 9, 2018 9:57 am	<a href="#">↗</a>
Humanities and Social Sciences	April 9, 2018 9:55 am	<a href="#">↗</a>

ANSWERS	DATE	
Biology	April 9, 2018 9:30 am	<a href="#">↗</a>
English	April 9, 2018 9:09 am	<a href="#">↗</a>
Visual Arts	April 9, 2018 9:06 am	<a href="#">↗</a>
Biology	April 9, 2018 8:46 am	<a href="#">↗</a>
Enlgish Language Institute	April 9, 2018 8:44 am	<a href="#">↗</a>
Art	April 9, 2018 8:37 am	<a href="#">↗</a>
math	April 9, 2018 8:33 am	<a href="#">↗</a>
science	April 9, 2018 8:05 am	<a href="#">↗</a>
Behavioral Sciences -- history	April 9, 2018 7:53 am	<a href="#">↗</a>
Math	April 9, 2018 7:03 am	<a href="#">↗</a>
English	April 9, 2018 6:55 am	<a href="#">↗</a>
English	April 8, 2018 11:11 pm	<a href="#">↗</a>
Counseling	April 8, 2018 11:01 pm	<a href="#">↗</a>
english	April 8, 2018 10:15 pm	<a href="#">↗</a>
English	April 8, 2018 9:28 pm	<a href="#">↗</a>
Arts Humanities and Social Science	April 8, 2018 9:26 pm	<a href="#">↗</a>
business	April 8, 2018 9:22 pm	<a href="#">↗</a>
English	April 8, 2018 9:18 pm	<a href="#">↗</a>
Humanities	April 8, 2018 9:13 pm	<a href="#">↗</a>
ELI	April 8, 2018 9:01 pm	<a href="#">↗</a>
Physical Sciences	April 8, 2018 8:58 pm	<a href="#">↗</a>
More lang	April 8, 2018 8:57 pm	<a href="#">↗</a>
Nutrition	April 8, 2018 8:53 pm	<a href="#">↗</a>
Accounting	April 8, 2018 8:49 pm	<a href="#">↗</a>

ANSWERS	DATE	
Math	April 8, 2018 4:06 pm	<a href="#">↗</a>
Reading and Study Skills	April 8, 2018 1:12 pm	<a href="#">↗</a>
Workforce Development	April 8, 2018 11:51 am	<a href="#">↗</a>
Art	April 8, 2018 12:35 am	<a href="#">↗</a>
English	April 7, 2018 9:07 pm	<a href="#">↗</a>
Nutrition	April 7, 2018 5:45 pm	<a href="#">↗</a>
Modern Languages- many irregularities and unfairness	April 6, 2018 10:42 pm	<a href="#">↗</a>
Modern Languages- many irregularities and unfairness	April 6, 2018 10:18 pm	<a href="#">↗</a>
Behavioral and Social Sciences	April 6, 2018 9:00 pm	<a href="#">↗</a>
Mathematics	April 6, 2018 6:42 pm	<a href="#">↗</a>
Art Department	April 6, 2018 3:23 pm	<a href="#">↗</a>
Math	April 6, 2018 10:49 am	<a href="#">↗</a>
bio	April 6, 2018 9:24 am	<a href="#">↗</a>
English Language Institute	April 6, 2018 7:25 am	<a href="#">↗</a>
Communications	April 5, 2018 9:57 pm	<a href="#">↗</a>
English	April 5, 2018 9:37 pm	<a href="#">↗</a>
Social Sciences	April 5, 2018 7:38 pm	<a href="#">↗</a>
education	April 5, 2018 7:14 pm	<a href="#">↗</a>
math	April 5, 2018 3:49 pm	<a href="#">↗</a>
Sociology	April 5, 2018 3:25 pm	<a href="#">↗</a>
Social Sciences	April 5, 2018 1:38 pm	<a href="#">↗</a>
STEM Biology	April 5, 2018 12:33 pm	<a href="#">↗</a>
Foreign Language	April 5, 2018 12:22 pm	<a href="#">↗</a>
English	April 5, 2018 12:07 pm	<a href="#">↗</a>

ANSWERS	DATE	
pysical education	April 5, 2018 10:29 am	<a href="#">↗</a>
arts	April 5, 2018 10:01 am	<a href="#">↗</a>
Social Science	April 5, 2018 9:28 am	<a href="#">↗</a>
Business. Haven't had an assignment in a year no for no clear reason. Last assignment was 3 courses which went to 2 which went to one inconvenient and economically not feasible to 0.	April 5, 2018 9:24 am	<a href="#">↗</a>
Reading	April 5, 2018 8:52 am	<a href="#">↗</a>
English	April 5, 2018 8:24 am	<a href="#">↗</a>
ELI	April 5, 2018 7:29 am	<a href="#">↗</a>
behavioral science/psychology	April 5, 2018 7:22 am	<a href="#">↗</a>
nursing	April 5, 2018 6:10 am	<a href="#">↗</a>
Math	April 5, 2018 2:56 am	<a href="#">↗</a>
Math	April 4, 2018 11:36 pm	<a href="#">↗</a>
Mathematics	April 4, 2018 11:28 pm	<a href="#">↗</a>
Languages department	April 4, 2018 11:01 pm	<a href="#">↗</a>
mathematics	April 4, 2018 10:51 pm	<a href="#">↗</a>
Nursing	April 4, 2018 10:33 pm	<a href="#">↗</a>
New to WCC Adjunct----- Engineering	April 4, 2018 9:19 pm	<a href="#">↗</a>
Comm/Mass Media	April 4, 2018 9:09 pm	<a href="#">↗</a>
CIS / CIT	April 4, 2018 8:50 pm	<a href="#">↗</a>
English	April 4, 2018 7:16 pm	<a href="#">↗</a>
English	April 4, 2018 7:01 pm	<a href="#">↗</a>
Reading Skills	April 4, 2018 6:09 pm	<a href="#">↗</a>
Department Communications, Film making, Media Arts, Journalism	April 4, 2018 6:08 pm	<a href="#">↗</a>
na	April 4, 2018 6:03 pm	<a href="#">↗</a>

ANSWERS	DATE	
History	April 4, 2018 5:42 pm	<a href="#">↗</a>
Mainstream	April 4, 2018 5:32 pm	<a href="#">↗</a>
business. Computer Info Systems	April 4, 2018 5:30 pm	<a href="#">↗</a>
Behavioral and Social Sciences	April 4, 2018 5:22 pm	<a href="#">↗</a>
Accounting	April 4, 2018 5:18 pm	<a href="#">↗</a>
Mathematics	April 4, 2018 5:15 pm	<a href="#">↗</a>
Human Services	April 4, 2018 4:19 pm	<a href="#">↗</a>
Math	April 4, 2018 4:05 pm	<a href="#">↗</a>
Math	April 4, 2018 3:40 pm	<a href="#">↗</a>
Continuing Education	April 4, 2018 3:36 pm	<a href="#">↗</a>
Math	April 4, 2018 3:26 pm	<a href="#">↗</a>
Math	April 4, 2018 3:19 pm	<a href="#">↗</a>
Science	April 4, 2018 3:14 pm	<a href="#">↗</a>
Physical Education	April 4, 2018 3:07 pm	<a href="#">↗</a>
English	April 4, 2018 3:04 pm	<a href="#">↗</a>
Chemistry	April 4, 2018 2:57 pm	<a href="#">↗</a>
English, CIS	April 4, 2018 2:51 pm	<a href="#">↗</a>
Counseling	April 4, 2018 2:48 pm	<a href="#">↗</a>
Physical Science	April 4, 2018 2:45 pm	<a href="#">↗</a>
Humanities and Social Sciences	April 4, 2018 2:31 pm	<a href="#">↗</a>
CIS	April 4, 2018 2:23 pm	<a href="#">↗</a>
English Language Institute	April 4, 2018 2:17 pm	<a href="#">↗</a>
Natural Sciences - Biology	April 4, 2018 2:15 pm	<a href="#">↗</a>
Art	April 4, 2018 2:08 pm	<a href="#">↗</a>

ANSWERS	DATE	
Biology	April 4, 2018 1:35 pm	<a href="#">↗</a>
Social and Behavioral Sciences	April 4, 2018 1:19 pm	<a href="#">↗</a>
English	April 4, 2018 11:39 am	<a href="#">↗</a>
Behavioral and Social Sciences	April 4, 2018 10:56 am	<a href="#">↗</a>
social sciences	April 4, 2018 10:36 am	<a href="#">↗</a>
mathematics	April 4, 2018 10:19 am	<a href="#">↗</a>
Behavioral Science	April 4, 2018 8:17 am	<a href="#">↗</a>
math	April 4, 2018 6:42 am	<a href="#">↗</a>
English	April 3, 2018 11:57 pm	<a href="#">↗</a>
CHEMISTRY	April 3, 2018 11:34 pm	<a href="#">↗</a>
Arts and Humanities	April 3, 2018 11:14 pm	<a href="#">↗</a>
English	April 3, 2018 11:00 pm	<a href="#">↗</a>
English	April 3, 2018 10:51 pm	<a href="#">↗</a>
Fashion	April 3, 2018 10:16 pm	<a href="#">↗</a>
Math	April 3, 2018 9:00 pm	<a href="#">↗</a>
Social Sciences	April 3, 2018 8:29 pm	<a href="#">↗</a>
Modern Languages	April 3, 2018 7:28 pm	<a href="#">↗</a>
Mathematics	April 3, 2018 7:11 pm	<a href="#">↗</a>
English Language Institute	April 3, 2018 6:55 pm	<a href="#">↗</a>
Arts and Humanities	April 3, 2018 6:44 pm	<a href="#">↗</a>
N/A	April 3, 2018 6:31 pm	<a href="#">↗</a>
social science	April 3, 2018 6:01 pm	<a href="#">↗</a>
English	April 3, 2018 5:53 pm	<a href="#">↗</a>
behavioral science	April 3, 2018 3:49 pm	<a href="#">↗</a>

ANSWERS	DATE	
Foreign Modern Languages	April 3, 2018 3:29 pm	<a href="#">↗</a>
Anthropology	April 3, 2018 3:24 pm	<a href="#">↗</a>
Department of Natural Sciences	April 3, 2018 3:20 pm	<a href="#">↗</a>
English	April 3, 2018 3:18 pm	<a href="#">↗</a>
math department	April 3, 2018 3:04 pm	<a href="#">↗</a>
Biology	April 3, 2018 2:43 pm	<a href="#">↗</a>
Math	April 3, 2018 2:38 pm	<a href="#">↗</a>
Behavioral and Social science	April 3, 2018 2:36 pm	<a href="#">↗</a>
WEOC	April 3, 2018 2:18 pm	<a href="#">↗</a>
Counseling	April 3, 2018 2:05 pm	<a href="#">↗</a>
Math	April 3, 2018 2:00 pm	<a href="#">↗</a>
English	April 3, 2018 1:36 pm	<a href="#">↗</a>
Art Department	April 3, 2018 1:02 pm	<a href="#">↗</a>
Physical Education	April 3, 2018 12:58 pm	<a href="#">↗</a>
Counseling - Questions 3 and 4 do not apply directly.	April 3, 2018 12:55 pm	<a href="#">↗</a>
Accounting	April 3, 2018 12:54 pm	<a href="#">↗</a>
English and Business	April 3, 2018 12:53 pm	<a href="#">↗</a>
Math	April 3, 2018 12:51 pm	<a href="#">↗</a>
English Dept	April 3, 2018 12:51 pm	<a href="#">↗</a>
Accounting	April 3, 2018 12:48 pm	<a href="#">↗</a>
biology	April 3, 2018 12:39 pm	<a href="#">↗</a>
mainstream CE	April 3, 2018 12:36 pm	<a href="#">↗</a>
English	April 3, 2018 12:35 pm	<a href="#">↗</a>
Social Sciences	April 3, 2018 12:30 pm	<a href="#">↗</a>



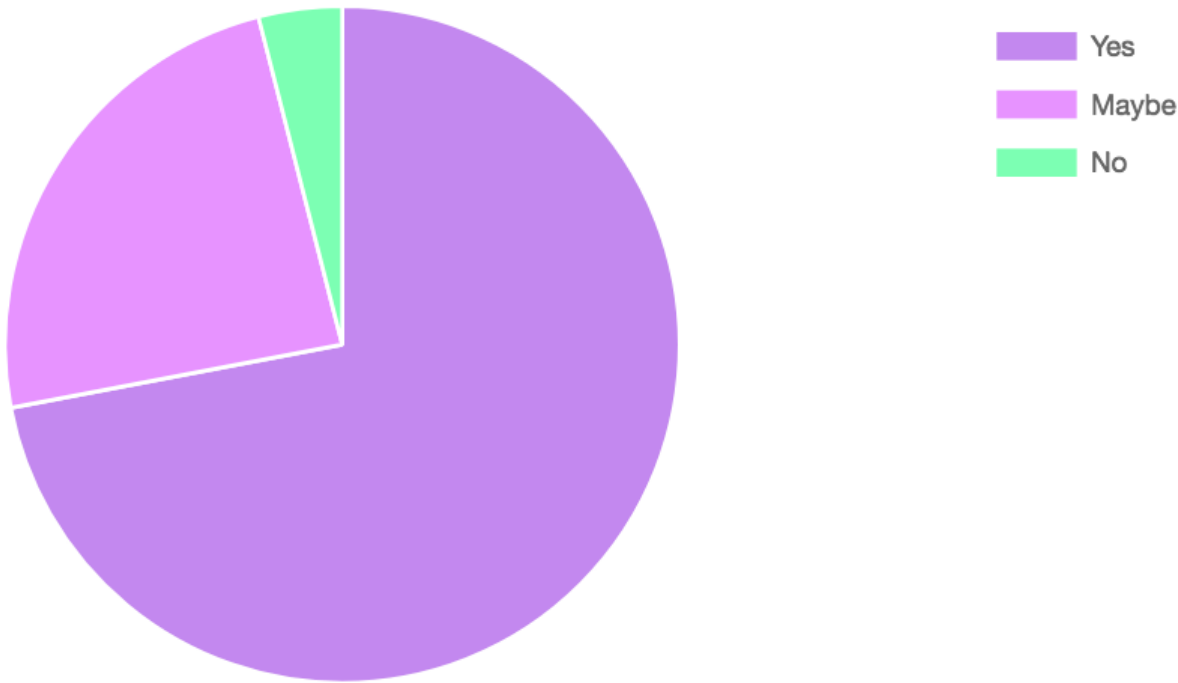
ANSWERS	DATE	
Art	March 31, 2018 7:41 pm	<a href="#">🔗</a>
Art	March 31, 2018 7:41 pm	<a href="#">🔗</a>

195 Answered

0 Skipped

Question 6 ☰ MULTIPLE CHOICE

6. Would you hold office hours (known as "student success hours") if you were fairly paid for holding them, even if your holding of those hours was strictly voluntary on your part?

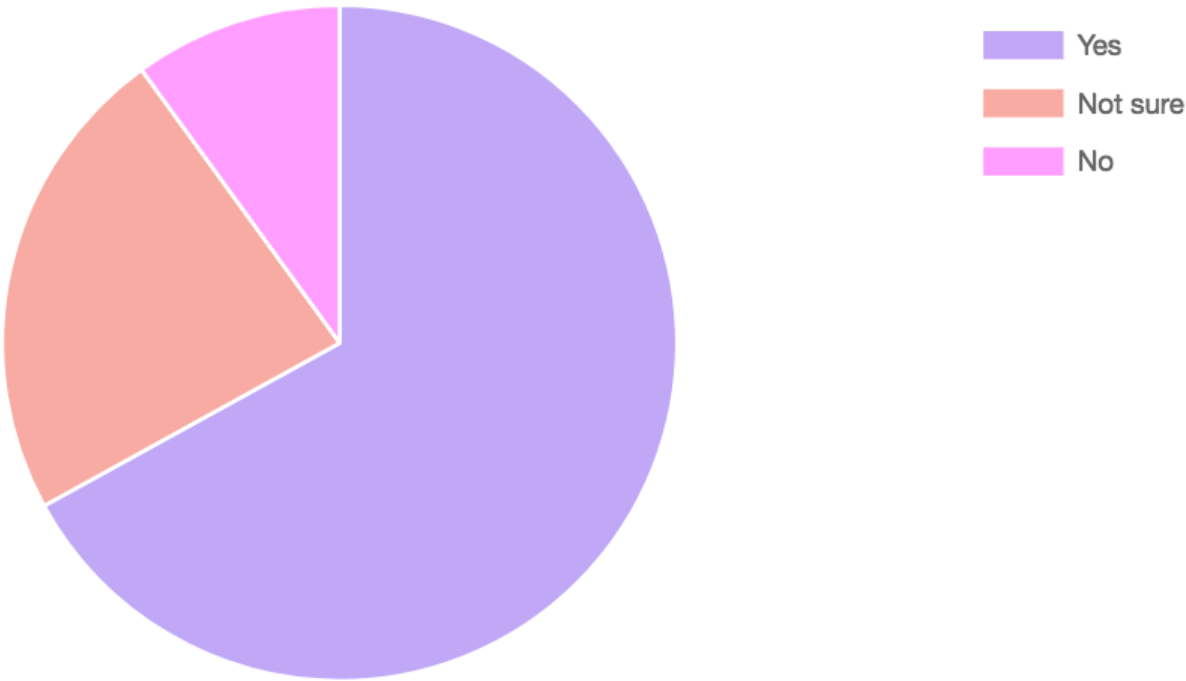


ANSWERS	RESPONSES	
Yes	72%	140
Maybe	24%	47
No	4%	8

Question 7

MULTIPLE CHOICE

7. Would you be in favor of having a contract provision of fairly paid office hours (student success hours), if the contract said that holding the office hours was mandatory?

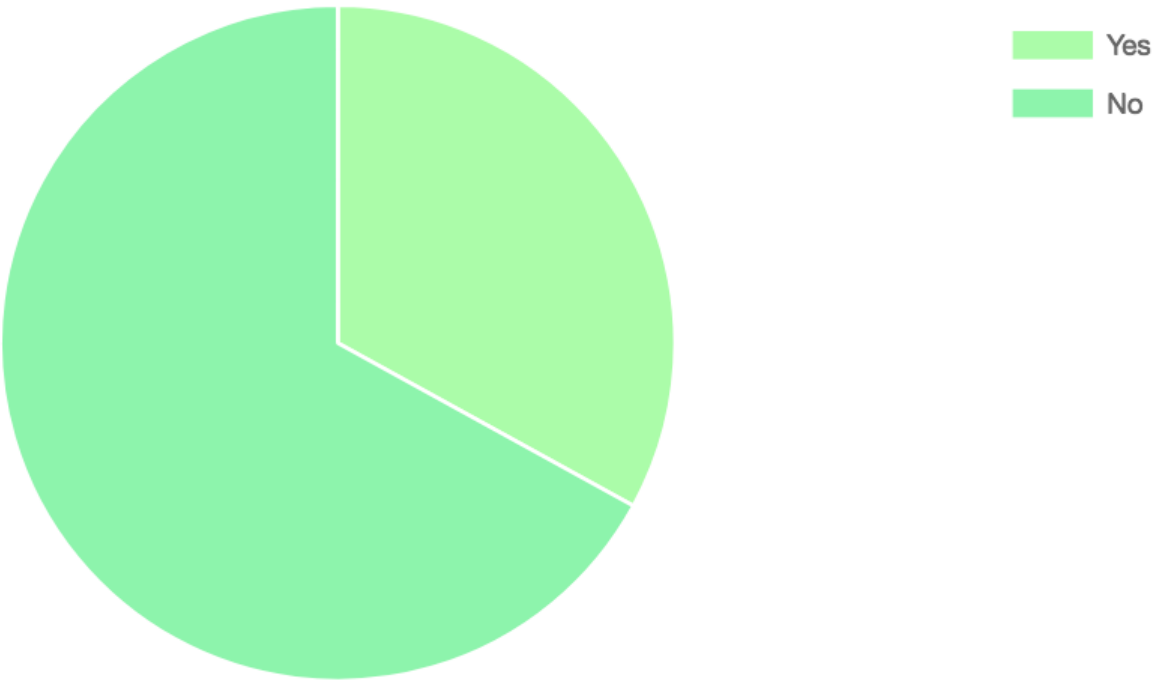


ANSWERS		RESPONSES	
Yes		67%	131
Not sure		23%	44
No		10%	20

Question 8

MULTIPLE CHOICE

8. Do you currently perform work at WCC not immediately related to your designated responsibilities for which you are not paid (serving on faculty committees, performing assessments, being called to meetings, serving as club advisor, etc.)?



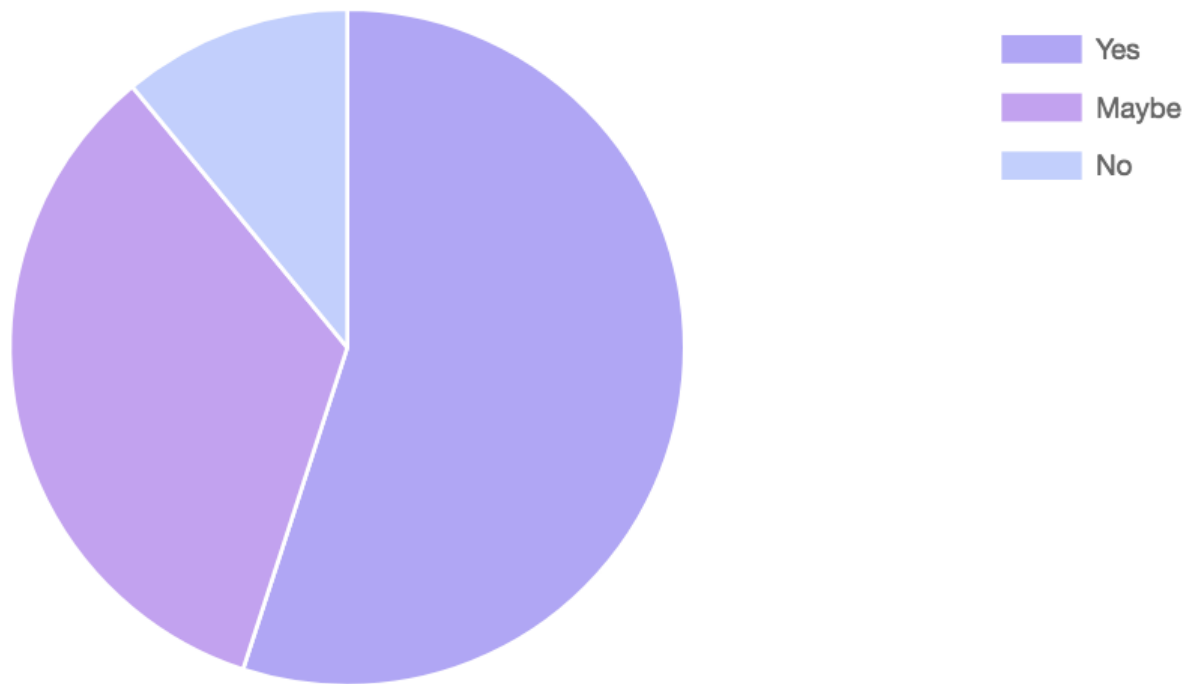
ANSWERS	RESPONSES	
No	67%	131
Yes	33%	64

195 Answered

0 Skipped

Question 9 ☰ MULTIPLE CHOICE

9. Would you be interested in performing the type of work mentioned in the previous question if you were paid for it?



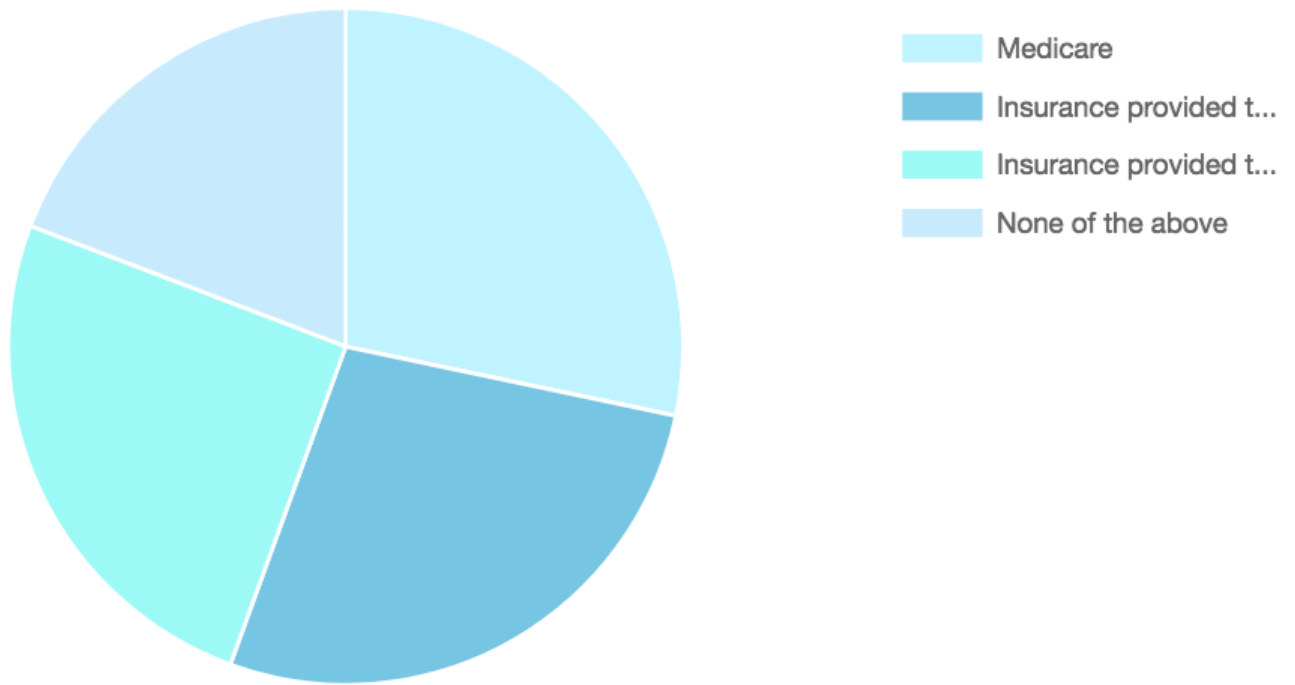
ANSWERS		RESPONSES	
Yes		55%	107
Maybe		34%	67
No		11%	21

195 Answered

0 Skipped

Question 10    ≡ MULTIPLE CHOICE

10 Do you currently have any one of the following types of health insurance coverage?

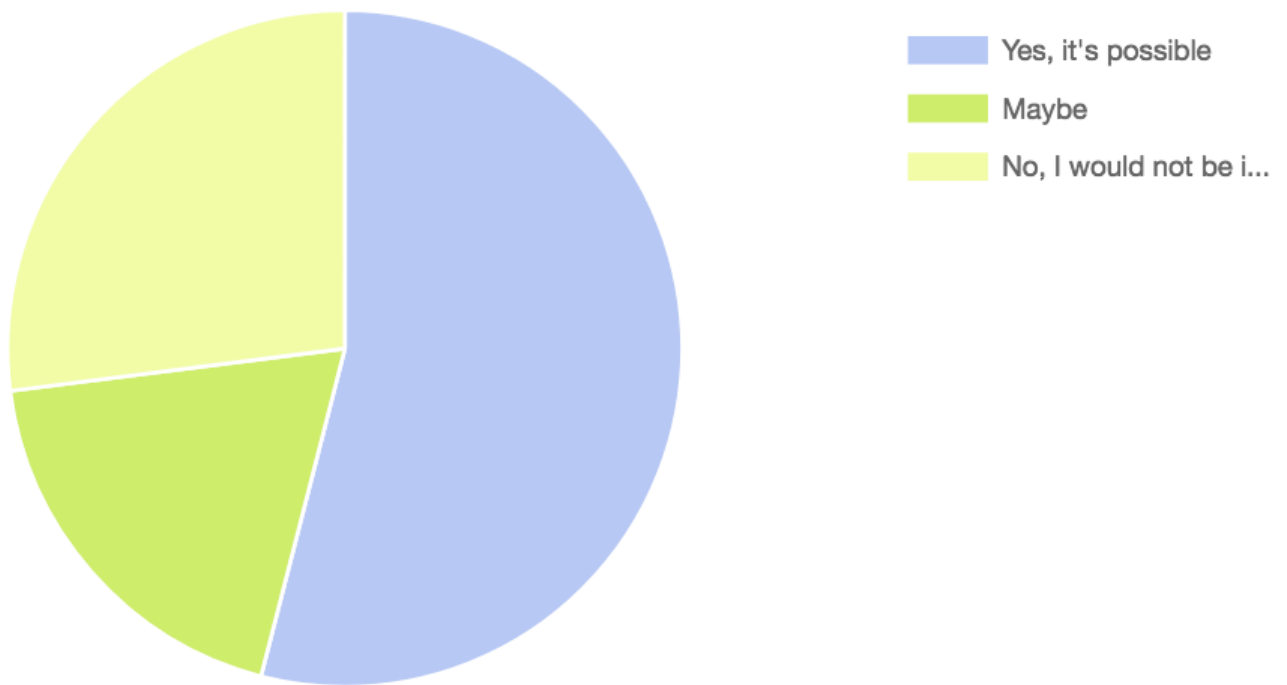


ANSWERS	RESPONSES
Medicare	28% 55
Insurance provided through another employer you work for (or worked for in the past)	27% 53
Insurance provided through an employer a family member works for (or did work for)	25% 49
None of the above	19% 38

195 Answered 0 Skipped

Question 11  MULTIPLE CHOICE

11 Are you interested in a full-time faculty job at WCC?



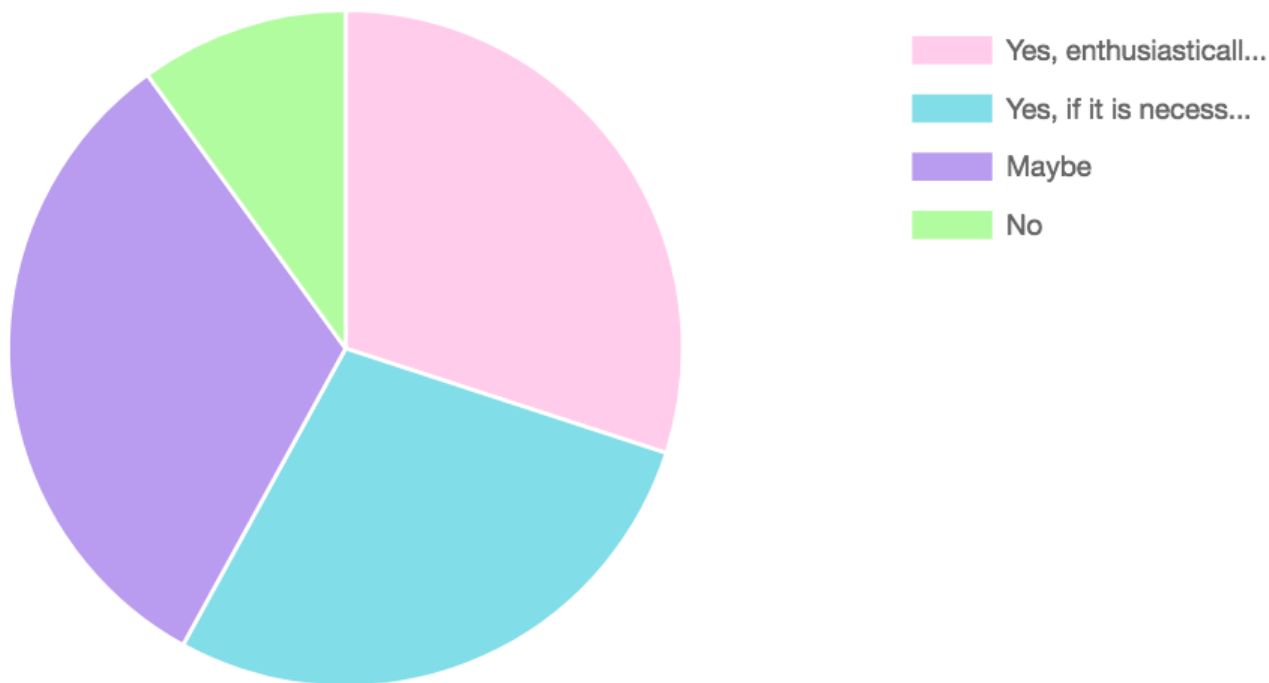
ANSWERS	RESPONSES	
Yes, it's possible	54%	105
No, I would not be interested	27%	53
Maybe	19%	37

195 Answered

0 Skipped

Question 12    ≡ MULTIPLE CHOICE

12. If our administration sees how much adjuncts care about some aspects of their work lives, it would help us win some of our contract demands. Would you be willing to attend a rally to help win some of the contractual changes you are interested in?



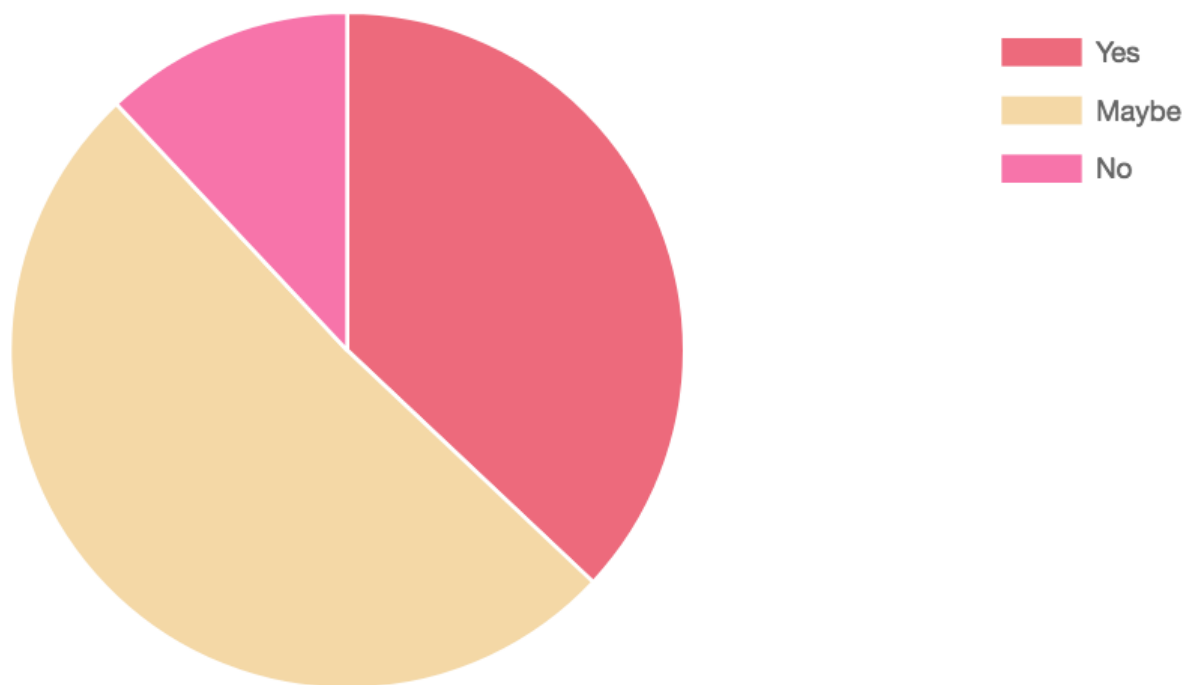
ANSWERS	RESPONSES
Maybe	32% 63
Yes, enthusiastically!	30% 59
Yes, if it is necessary	28% 54
No	10% 19

195 Answered

0 Skipped

Question 13 ☰ MULTIPLE CHOICE

13. Would you be willing to attend a WCC Board of Trustees meeting to let our trustees know how adjuncts feel about things, and help win contractual changes?



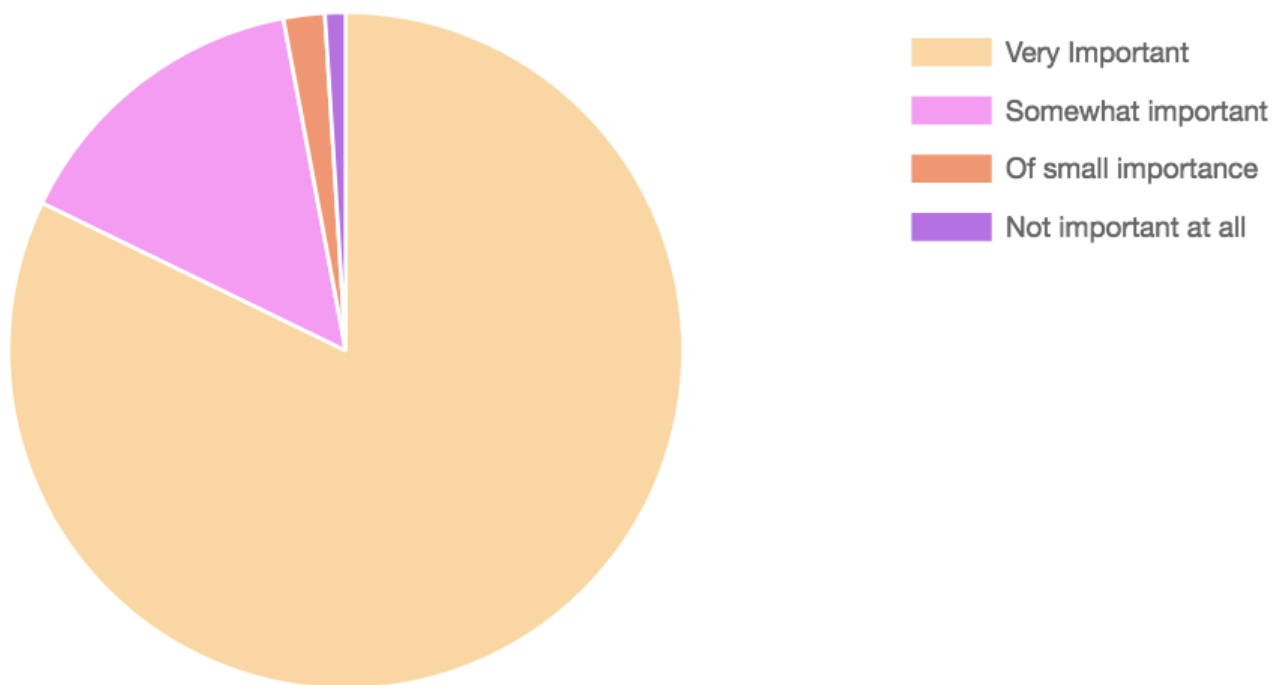
ANSWERS	RESPONSES
Maybe	51% 99
Yes	37% 73
No	12% 23

195 Answered 0 Skipped

Question 14 ☰ MULTIPLE CHOICE

14. An hourly pay increase





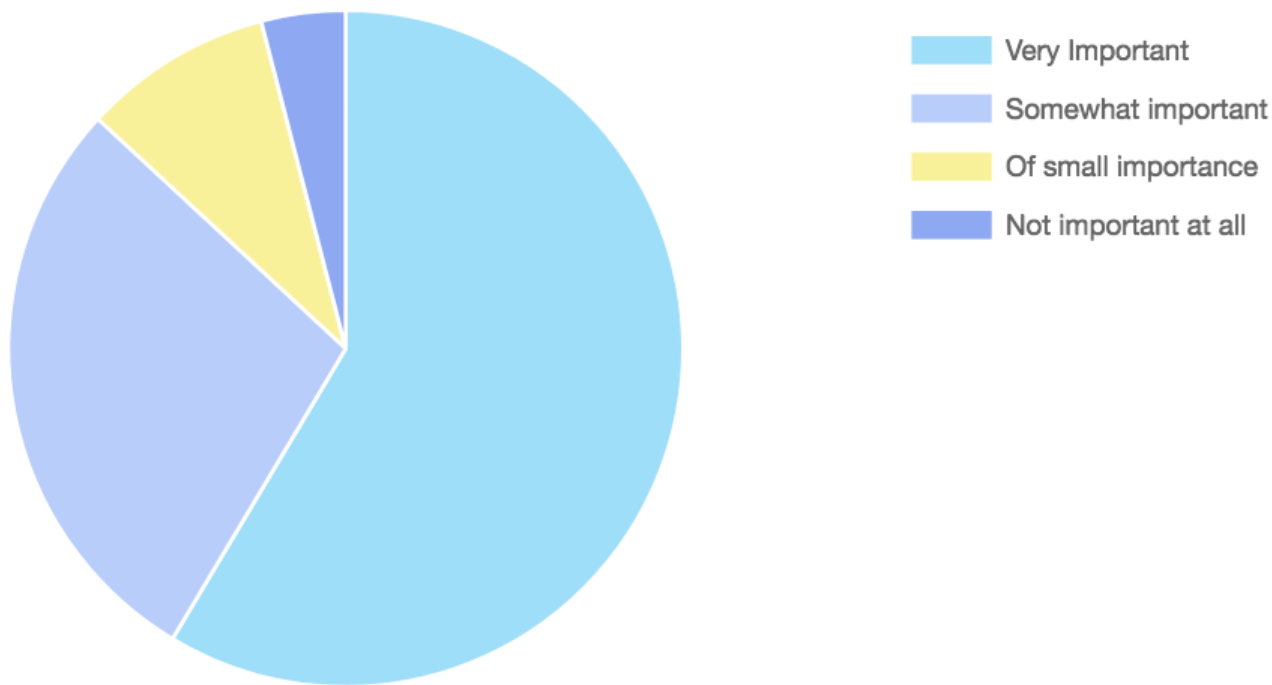
ANSWERS	RESPONSES	
Very Important	83%	161
Somewhat important	15%	30
Of small importance	2%	3
Not important at all	1%	1

195 Answered

0 Skipped

Question 15    ≡ MULTIPLE CHOICE

15. A pay scale that reflects your educational level



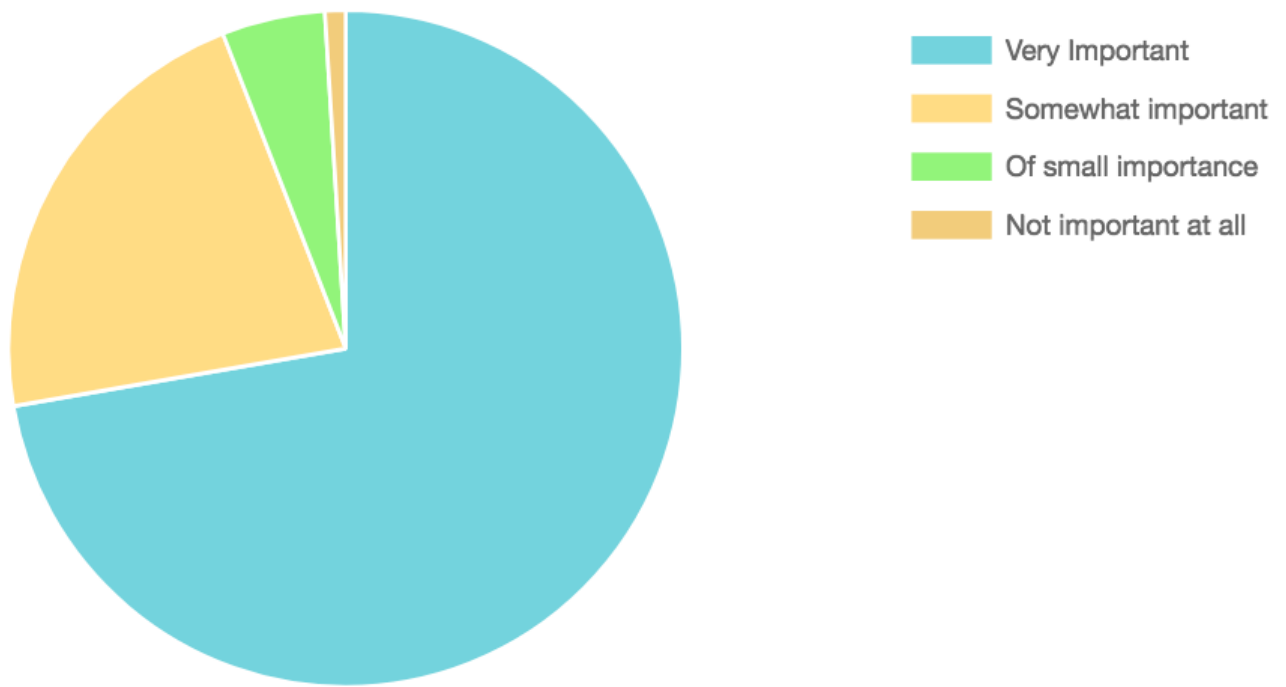
ANSWERS	RESPONSES	
Very Important	58%	114
Somewhat important	28%	55
Of small importance	9%	18
Not important at all	4%	8

195 Answered

0 Skipped

Question 16    ≡    MULTIPLE CHOICE

16. An improved pay scale recognizing years of service



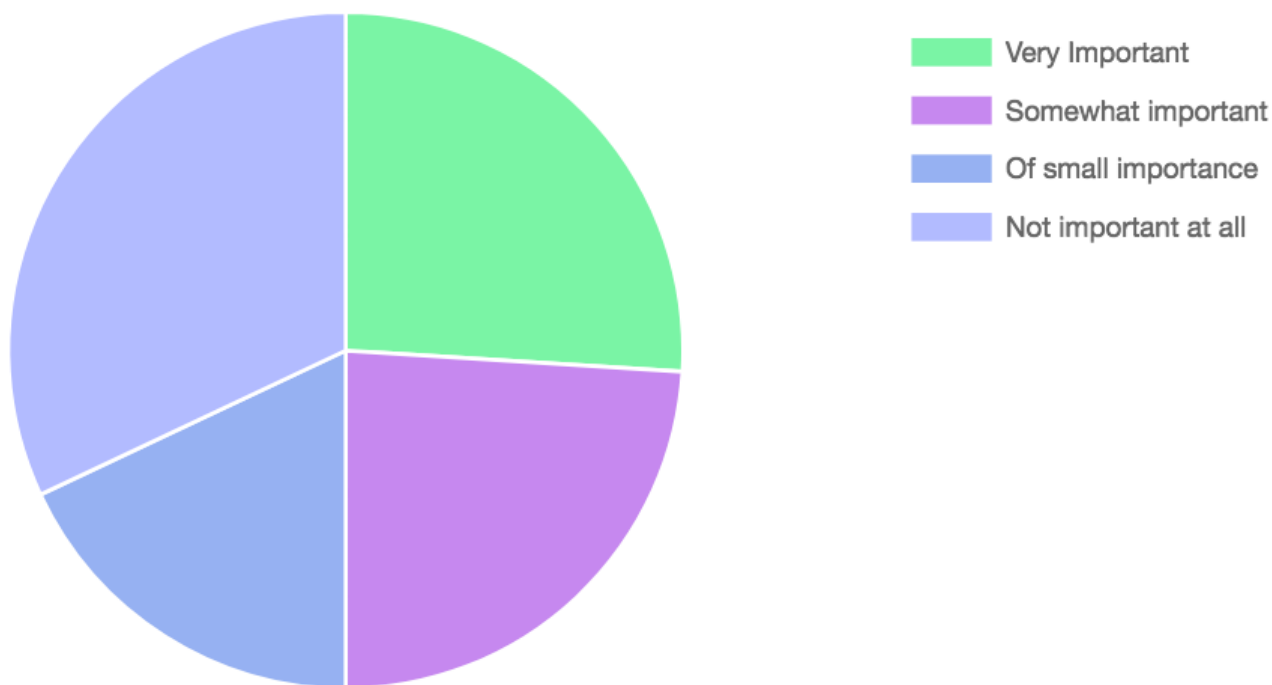
ANSWERS	RESPONSES	
Very Important	73%	142
Somewhat important	22%	42
Of small importance	5%	9
Not important at all	1%	2

195 Answered

0 Skipped

Question 17    ≡ MULTIPLE CHOICE

17. Currently adjuncts are not eligible for health insurance coverage through WCC. Assuming that you had to pay most -- if not all -- of the premium yourself, how important would it be for you to have such a benefit?



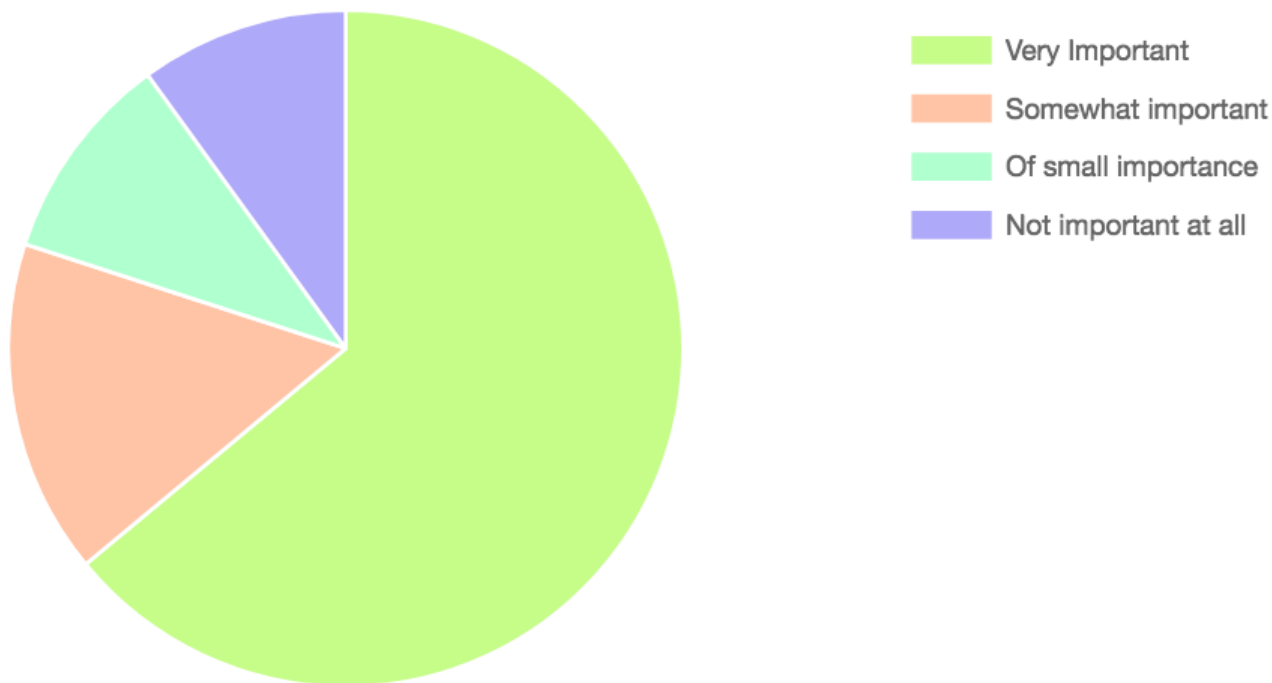
ANSWERS		RESPONSES	
Not important at all		32%	62
Very Important		26%	51
Somewhat important		24%	47
Of small importance		18%	35

195 Answered

0 Skipped

Question 18    ≡ MULTIPLE CHOICE

18. Retirement benefits paid (at least in part) by the employer



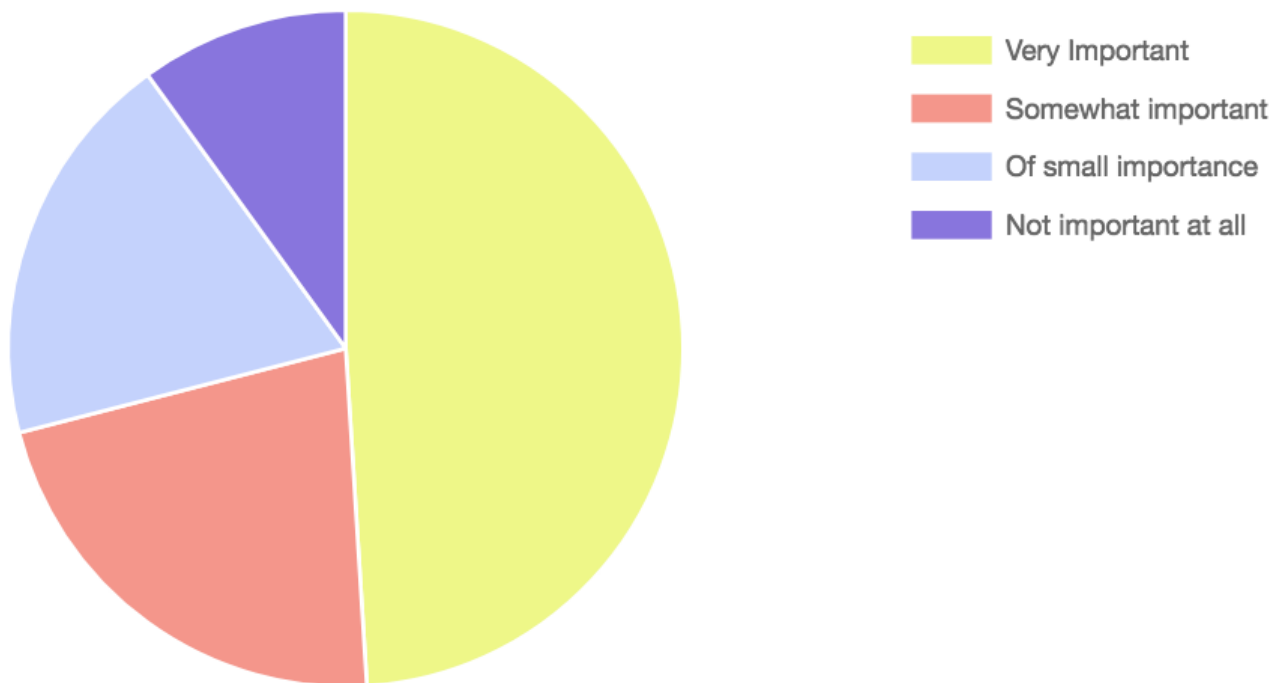
ANSWERS	RESPONSES	
Very Important	64%	125
Somewhat important	16%	31
Not important at all	10%	19
Of small importance	10%	20

195 Answered

0 Skipped

Question 19    ≡ MULTIPLE CHOICE

19. Office facilities (work space, phone, computer, storage space, etc.)



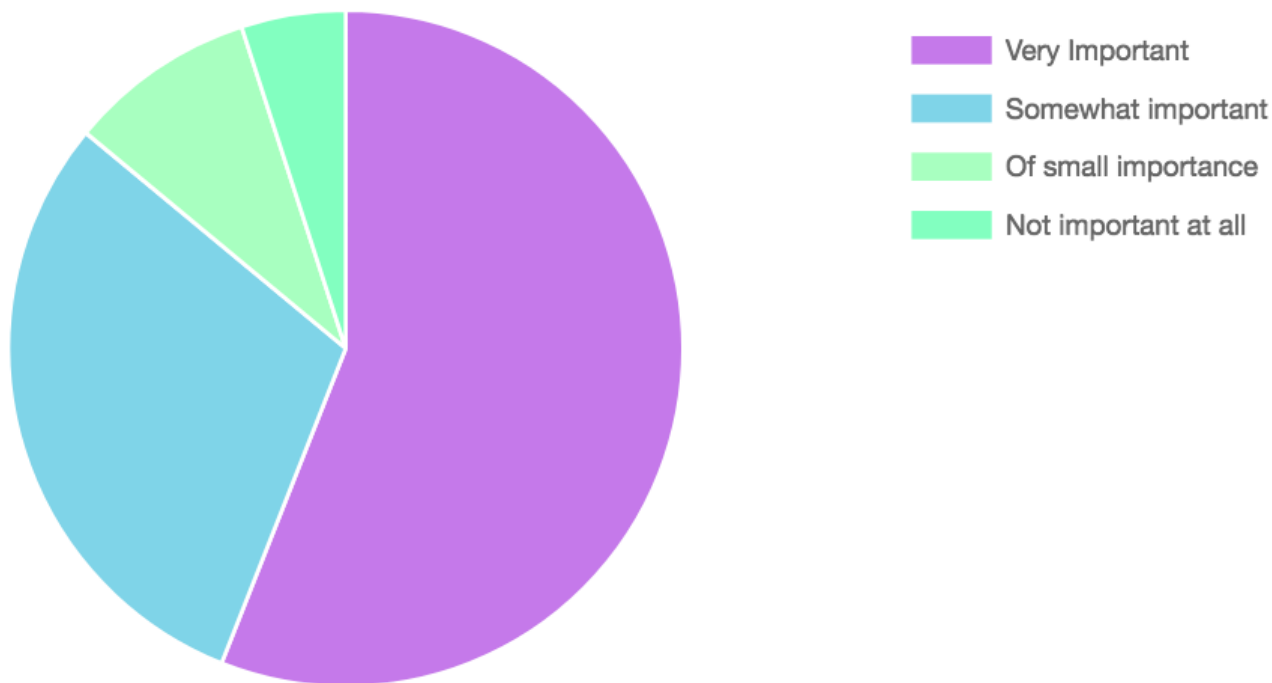
ANSWERS	RESPONSES	
Very Important	49%	96
Somewhat important	22%	42
Of small importance	19%	38
Not important at all	10%	19

195 Answered

0 Skipped

Question 20  MULTIPLE CHOICE

20. Earlier notice of your work assignments each semester



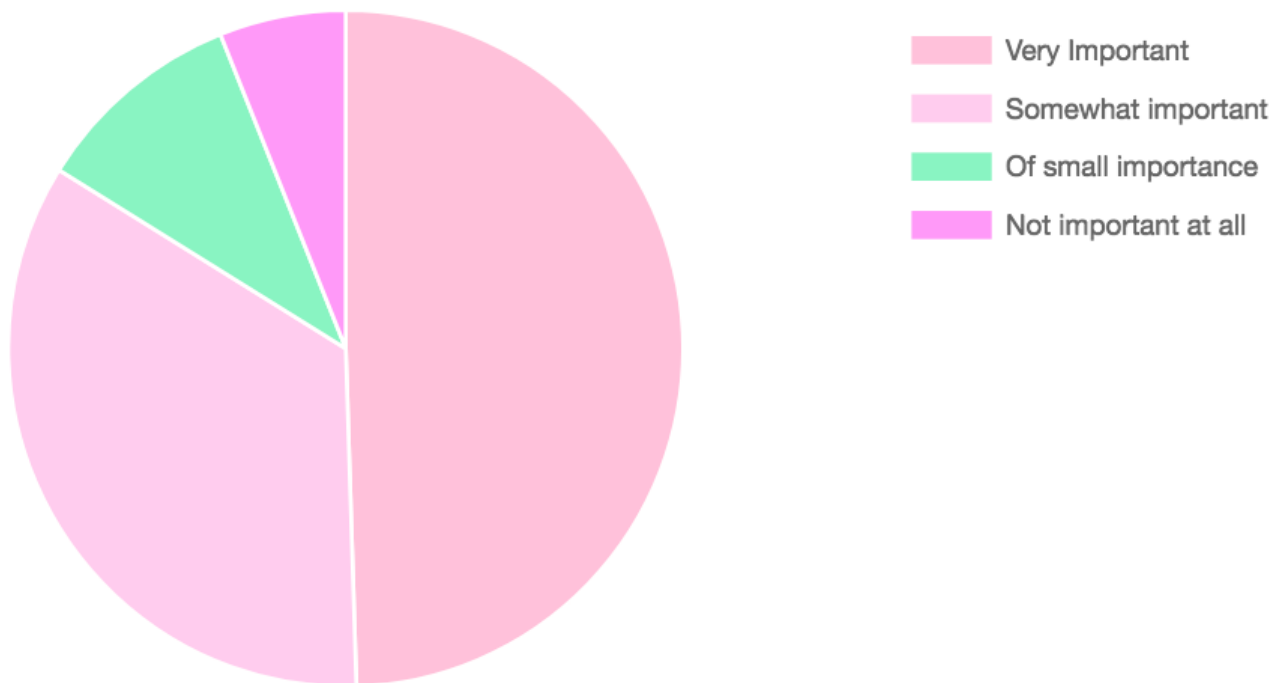
ANSWERS	RESPONSES	
Very Important	56%	109
Somewhat important	30%	59
Of small importance	9%	17
Not important at all	5%	10

195 Answered

0 Skipped

Question 21    ≡ MULTIPLE CHOICE

21. The ability to earn guaranteed employment rights via an evaluation process



ANSWERS	RESPONSES	
Very Important	49%	96
Somewhat important	34%	67
Of small importance	10%	20
Not important at all	6%	12

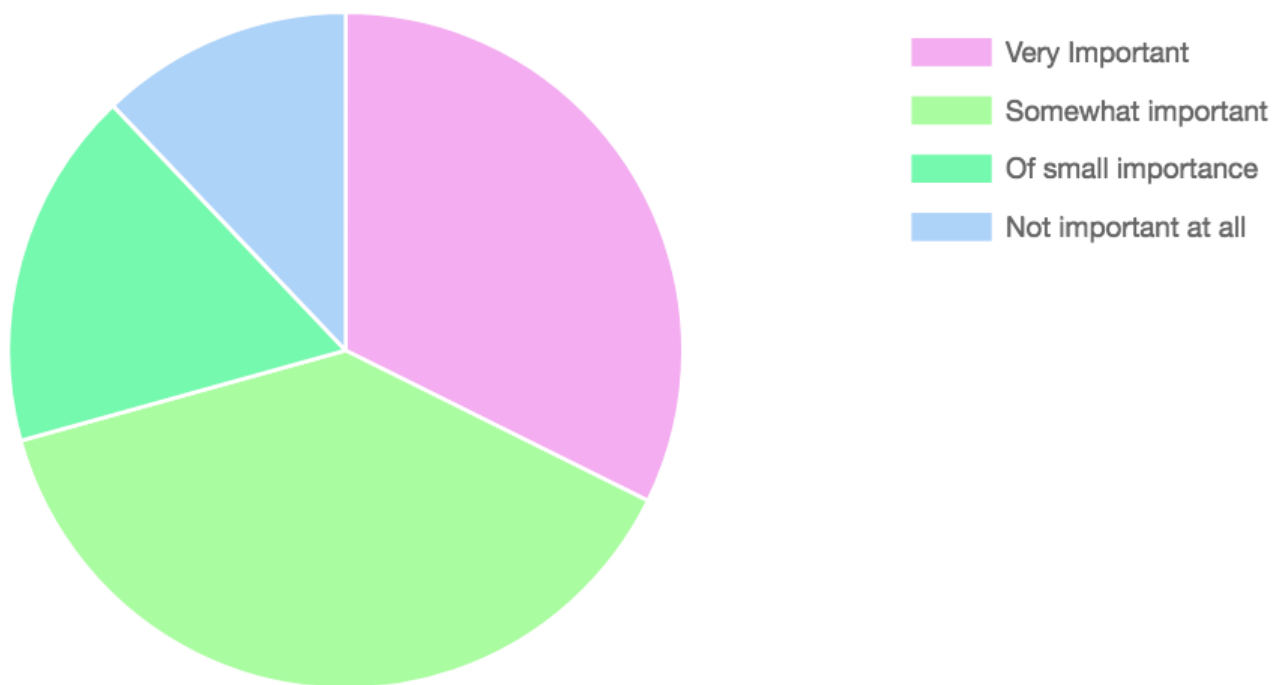
195 Answered

0 Skipped

Question 22    ≡ MULTIPLE CHOICE

22. An improved orientation process that takes into account your workplace needs





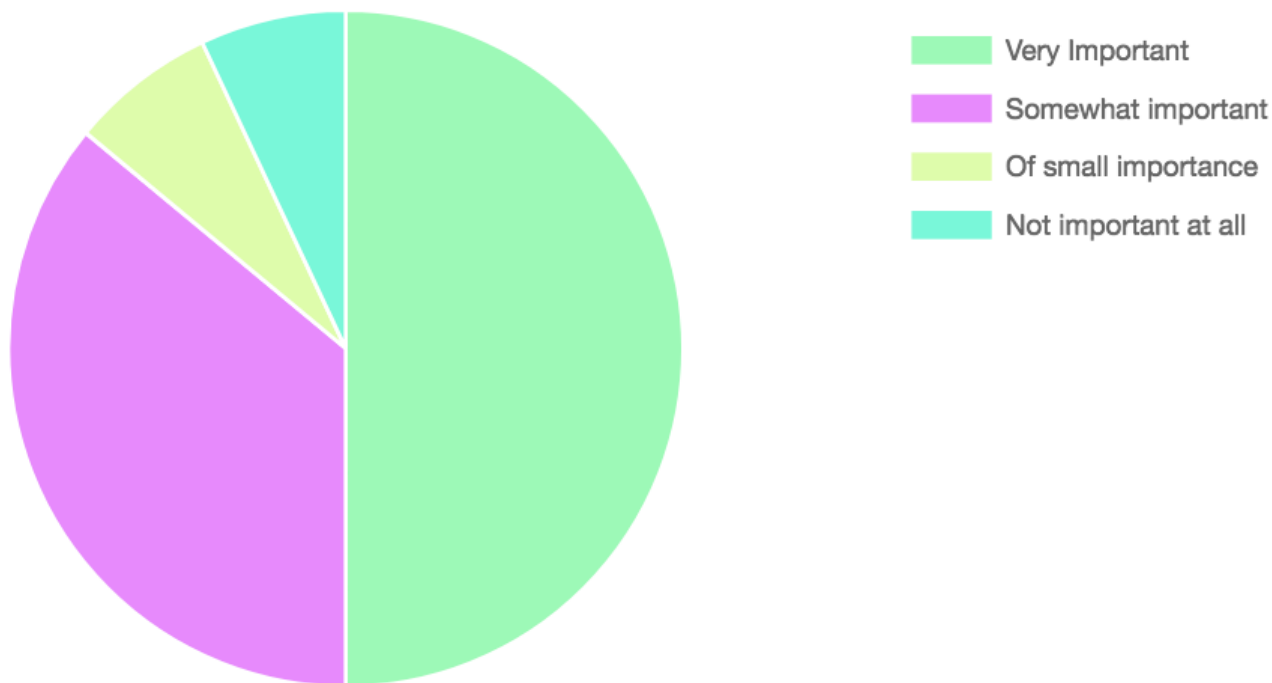
ANSWERS	RESPONSES	
Somewhat important	38%	75
Very Important	32%	63
Of small importance	17%	33
Not important at all	12%	24

195 Answered

0 Skipped

Question 23  MULTIPLE CHOICE

23. Pay for attending orientation and internal professional development events



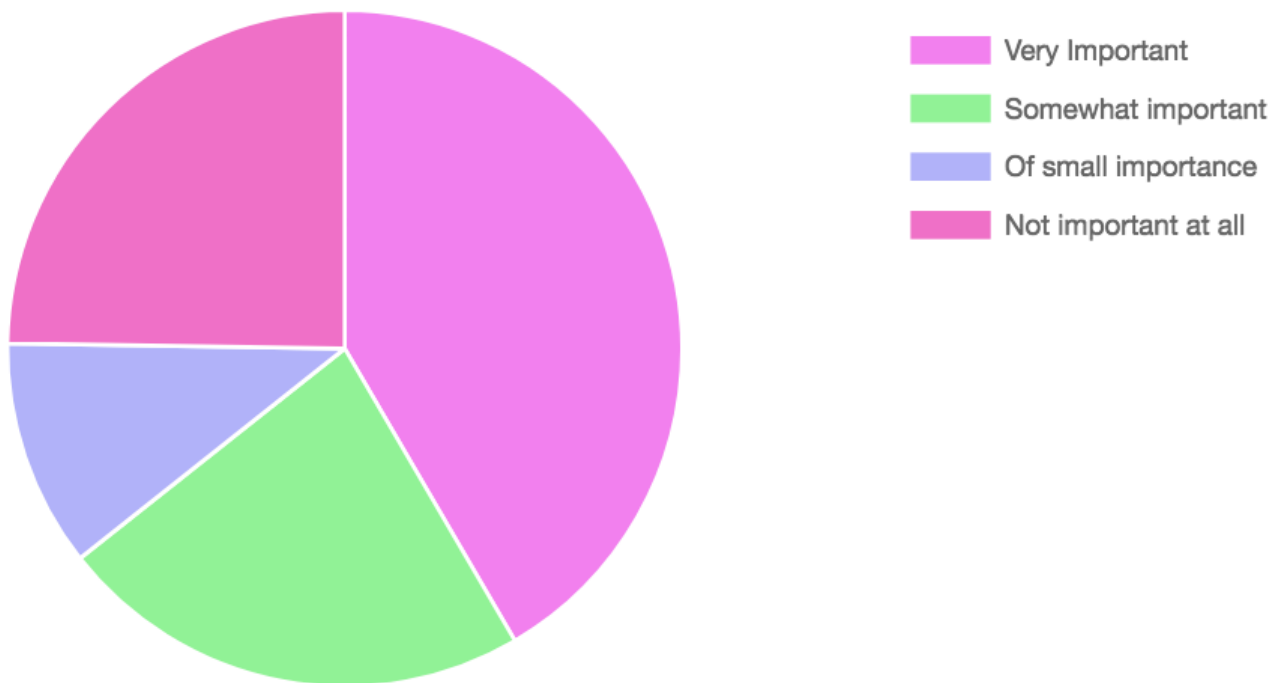
ANSWERS	RESPONSES	
Very Important	50%	98
Somewhat important	36%	70
Of small importance	7%	14
Not important at all	7%	13

195 Answered

0 Skipped

Question 24  MULTIPLE CHOICE

24. Reducing the number of semesters of service required to attain seniority rights (currently 20)



ANSWERS	RESPONSES	
Very Important	42%	82
Not important at all	25%	48
Somewhat important	23%	44
Of small importance	11%	21









195 Answered









0 Skipped








Question 25 ¶ PARAGRAPH TEXT









Comments: We are interested in your thoughts regarding potential changes to the union contract.








ANSWERS	DATE
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ANSWERS	DATE	
I think it's extremely important to have transparency in each department with regard to course assignments and seniority. There should be published lists of seniority with the date that the adjunct began working at WCC as the "starting date." No department should assign a course to someone less senior if a more senior professor's course has been cancelled. Some departments practice this, while others do not. It creates a terribly inequitable system.	May 8, 2018 11:44 am	
I work at another college, too, where I'm paid more. I devote most of my extra effort to that college. But I am willing to join efforts at WCC because I know that every improvement for faculty in the metropolitan area, especially at public colleges, helps faculty at the other colleges as well.	April 12, 2018 3:57 pm	
Medical and dental benefits are crucial.	April 11, 2018 9:11 pm	
In past semesters, I have been "bumped" out of my assigned class by senior adjuncts who have lost their classes due to low enrollment or even a change in their schedule....even as late as the day before the class began. Also, once the senior adjuncts have their class assignments, the remaining classes are available for the non senior adjuncts. Is it possible to have a standardized way in which non senior adjuncts are assigned a class and some guidelines for "bumping". Currently, the class is assigned to whoever emails back first. In previous years, it was by seniority, which seemed fair as its done in that way for the senior adjuncts as well. Thank you!	April 11, 2018 6:19 pm	
Greater inclusion in the administration processes of the university. When adjuncts are asked to join a conference or committee, often times it's to give the appearance of diversity and not because the committee sees the adjunct as a viable member of the group. Adjuncts cannot be part of the university system if they are excluded because of what seems like their "temporary" status.	April 11, 2018 7:48 am	
Please forgive me for not being able to take a more proactive part at the College. WCC is the 3rd of my teaching jobs, and I actively teach 6 days a week at 3 different sites (which also eats up travel time). On the 7th day, I plan lessons, mark assessments, do research, read, and have virtually no personal or family life. Such is the life of an adjunct. However I abundantly thank you and everyone there for your extraordinary dedication and efforts to improve our professional standing at the school..	April 10, 2018 8:59 pm	
I feel that I have been teaching at WCC as an Adjunct for over 12 plus years. It has not been every semester consecutively, however my evaluations have been great. Why do they always hire permanent faculty from the outside when they have amazing adjunct faculty like myself that is well qualified for the job. It appears to be biased on many levels, especially in the English Department.	April 10, 2018 2:51 pm	
After manymanymany semesters at WCC, I am concerned for myself about my poor retirement income due to the way the college has calculated retirement benefits for adjuncts in the past and continues to do now. However I would like to see that problem addressed for the benefit of future retiring adjuncts too. I wonder if the college would ever consider any form of restitution to older adjuncts who are being shortchanged by these past unfair procedures?	April 10, 2018 12:38 pm	









ANSWERS	DATE	
When I started at WCC in 2011, we were required to submit a syllabus shortly after the start of the semester. This is still the procedure at the three other colleges I teach at. Here however, we are now required to upload our syllabi some time before a semester opens. As a result of this, we run the risk of carefully composing a syllabus, submitting it, then having the class cancelled or yanked away by an instructor with seniority. This has happened to me a couple of times and I know others have gone through it even more often. If the syllabus MUST be uploaded prior to the start of the semester, adjuncts should be reimbursed for the work they did on the document if they lose the course. Such "kill fees" are quite common in the business world.	April 10, 2018 11:01 am	
Adjuncts should be allowed overload.	April 10, 2018 9:27 am	
I love teaching however, it is very hard to as an adjunct to live a consistent life. Changing the contract to increase our ability to ensure employment, pay increase and job security would improve the life of adjuncts on the WCC campus.	April 10, 2018 8:20 am	
Some priorities for me are: an easier way to accrue service time for the pension, paid office hours for adjuncts.	April 9, 2018 9:13 pm	
None to mention	April 9, 2018 4:26 pm	
As an adjunct in the English Department a SIGNIFICANT amount of our time is spent grading papers. I would say, at least as much as the time I spend in class if not more. By in large, the majority of the Research Writing courses are taught by Adjuncts--these are the courses with the most amount of grading. It is unreasonable that we don't get paid for that time. The full time English Faculty are required to teach less courses than the math department because of the difference in the amount of time it takes the English Professors to grade homework as compared to the amount of time it takes the Professors in the Math Department. There is no such compensation for the adjuncts in the English Department.	April 9, 2018 3:04 pm	
Thank you for your advocacy! I wish I had been made available about the pension participation options when i started at WCC, 11 years ago. The options were never presented to me, and I am now struggling to attain any retroactive status I can. Thank you!	April 9, 2018 2:49 pm	
Adjuncts should be held more accountable and should have more opportunity. Those who have seniority but don't perform well by today's standards should be asked to adjust. Those who are newer but have exemplary performance should be recognized and rewarded in some way. Adjuncts are essential to the college, but in some cases have a bad reputation because of 'dead wood'. There should be a career path for adjuncts who demonstrate excellent skills and dedication to the college.	April 9, 2018 2:35 pm	











ANSWERS	DATE	
The seniority system for adjuncts is outrageous - 10 semesters would be more reasonable. Some of our senior adjuncts are SO senior that they pass away not long after reaching 20 semester senior status. It would be nice to reach that level before I'm 65! Also, some cooperative form of health insurance should be offered - employee/employer share in payments. The adjuncts union at CUNY should be a model for the WCC union. Thanks for reading this ---	April 9, 2018 11:26 am	
I live an hours drive from the college and I have a full-time job so it is not possible for me to participate in activities at the college outside of the hours I teach. In fact, it is sometimes very difficult for me to give students with disabilities extra time for exams and administer make-up exams - particularly with respect to lab practical exams, which require access to the lab and the lab materials. I think the college could do more to help adjuncts with their time constraints.	April 9, 2018 10:38 am	
Full-timers with full schedules should not be permitted to "bump" adjuncts to feed their monetary tapeworms!	April 9, 2018 10:09 am	
I know the union is working hard to make sure adjuncts are properly represented and considered. I am strictly part time and have no suggestions for changes. My current health insurance is Medicare and my secondary, (provided by a previous employer), is POMCO. Therefore the health insurance issue is of not applicable to me.	April 9, 2018 9:57 am	
As a senior adjunct I am most concerned about knowing what courses I will be teaching the following semester. However, I feel there's a real disconnect between what I've learned from teaching here for several years and what I wish I understood- attendance issues, student preparedness issues, ordering appropriate materials.	April 9, 2018 9:09 am	
a right to strike clause or ability to strike. I don't understand how anyone can go w/o a contract for 6 years, although many public sector jobs do. Coming from a private sector, a union should have strong negotiating power, management needs to know that the employees are hanging over their head, not the other way around. If faculty had striking power, no need to worry, students would come to our aide, just like they did at LIU Brooklyn. The students we teach do not want/need interruptions in their education. They would rally behind faculty.	April 9, 2018 8:05 am	
There also needs to be some sort of pay recognition for PhDs. While I have worked here since 2004 -- with a couple of years off - it seems ridiculous that I can only get "senior adjunct" status after 20 semesters. TEN YEARS?! I have 13 semesters. Also, I have extensive experience teaching online courses. Why does WCC require me to take a course with them before being able to teach online? Many colleges have a quick online course (free) that you take with them before teaching online -- the process at WCC is not clear or well thought out. There needs to be additional online courses to meet the needs of students (and professors).	April 9, 2018 7:53 am	











ANSWERS	DATE	
The seniority based system works against any idea of merit. Talented young teachers take on the same responsibilities as senior adjuncts and yet get less desirable courses, teaching times, and pay. There is a large amount of disinvestment and burn out at WCC.	April 9, 2018 6:55 am	
I think it is important for the Union contract to include language that addresses non-teaching faculty. Part-time Counselors, Librarians, and ASC coordinators are not addressed directly other than in regard to pay. I have heard you say that when adjunct teaching faculty are mentioned, an analogous implementation should hold for counselors, librarians, and ASC coordinators. This has not been the case. The contract mentions, a sick or personal day can be used for one class a semester for teaching faculty, but this is not afforded to others. This issue has been brought to the Union on more than one occasion with no resolution. Another example would be Union meetings. These happen during common hour so that anyone can attend since classes are not in session. However, non-teaching faculty are regularly scheduled to work during the Union meeting so that full-time faculty members can attend without closing the office. This silences our voices. There should be a provision that offices should close to allow ALL faculty the opportunity to attend and participate in the Union.	April 8, 2018 11:01 pm	
Give adjuncts the opportunity to buy comprehensive health insurance at GROUP rates.	April 8, 2018 9:28 pm	
I am in my 8th year, uninterrupted, and I have no seniority status. Some recognition and preference would be welcome.	April 8, 2018 9:26 pm	
Adjuncts should be judged on how their students perform, how adjuncts are rated by their students, and their background relative to the classes they teach. This, in turn, should be heavily weighted on decisions regarding the number of classes assigned as well as times. Just because someone becomes a senior adjunct does not necessarily equate to quality teaching. Preference should be based on merit, not on how many classes have been taught, to achieve senior adjunct status. I have heard students complain that some of their professors who are senior adjuncts are extremely boring, uncreative, stale or disinterested in student success. I've also heard that some newer adjuncts are innovative, engaging and have repeatedly shown an affinity for student welfare. As with all types of employment, longevity should be performance based, and not tenure based.	April 8, 2018 9:22 pm	
Thank you. I have nothing to add.	April 8, 2018 9:18 pm	
None at the moment	April 8, 2018 8:53 pm	
I am very interested in the service reporting method. Adjuncts that teach or taught 1 course at a time are not getting a fair deal.	April 8, 2018 4:06 pm	

ANSWERS	DATE	
I think the semester requirement for senior rights is too high. It shouldn't take that long to receive those rights if you are going a good job for the college and your students.	April 8, 2018 11:51 am	
I would like more than 4 days to respond to the class assignment. This was once sent during a holiday and I nearly lost my class because of it. Adjuncts, especially if they are not teaching that semester, may not always check their email every day. A short phone call letting adjuncts know that there is an email about the upcoming class assignments, especially for senior adjuncts would be appreciated.	April 8, 2018 12:35 am	
Adjuncts are the majority of the instructional staff at the college. Respect and a fair living wage for the service provided by adjuncts to the students, the school, and community should be the focus of the administration.	April 7, 2018 9:07 pm	
I don't think it would be fair to reduce the number of semesters for a senior adjunct rights. It should be equal for all, and the senior adjuncts have put in the time. To now reduce those targets would be unfair to those who had to work the full amount for those rights and to repeatedly get evaluated to obtain the position.	April 7, 2018 5:45 pm	
#24- Reduce the number of semesters to 10. The contract should include a provision that states that the Union will fight for adjunct rights, especially if their job is on the line, irregardless of the amount of semesters that adjunct has been working at WCC. The Union should always be able to act to protect an Adjunct's job. Extremely important!!	April 6, 2018 10:42 pm	
Number #24 -reducing the number of semesters to 10 required to attain seniority is Extremely important. Number #21- has to be worked out carefully. The current evaluations done by students anonymously is mainly used by those students who are failing or getting low grades in their courses. They use those evaluations to retaliate against their professors. Those anonymous evaluations are worthless unless all the students participate - the good students and the bad ones. The good students are happy with their high grades and for the most part are not interested in filling out a form. In general, what students care about is their grades. If they are getting bad grades, they will give their professor poor evaluations. Students are not professionals and are not trained to evaluate their professors who are indeed professionals with many years of training and experience and advanced degrees. Those students evaluations are a mockery of the educational system. They should be eliminated.	April 6, 2018 10:18 pm	
Because I am a retired NYC teacher, many of the concerns of the younger staff, who need the benefits the college should provide, are not my needs. I have health and pension benefits they need and do not have. They should have those benefits. Everyone working for the college should be have secure health benefits and a secure pension provision. Teachers are not paid a lot of money. They should not have to worry about health care for themselves and their families. They should not have to worry about their future financial security.	April 6, 2018 6:42 pm	



ANSWERS	DATE	
Many of these items do not address real problems and issues. Longer time to seniority actually will help many adjuncts. Higher pay for top will help everyone later. Stronger adjuncts help the college image but weaker ones hurt it even more. "Adjunct" has a meaning which means they are not full-time. The college should utilize talent to supplement Faculty, not provide adjuncts with career paths. Most adjuncts do great jobs but many just collect paychecks with no quality or effort. I believe a strong union needs to look at both sides to stay credible.	April 6, 2018 9:24 am	
thanks for asking	April 5, 2018 3:49 pm	
I don't think adjuncts receive even 1/15 of the semester in sick time. I could be mistaken. At CUNY, we receive this. That means that we can miss an entire week or 3 hours for every class, whether it's a 3 hour class, or 2 1.5-hour classes or 3 50-minute classes. In the real world, our sick policy is untenable.	April 5, 2018 1:38 pm	
I am only teaching on Saturdays with Continuing Education now, but when I retire from my full-time employment I would possibly like to teach more hours. However, the Foreign Language Dept seems to not be as valued as it was before, so I don't know if that will be an option.	April 5, 2018 12:22 pm	
Considering that the union's primary concern is the FTTE faculty, I understand that adjunct concerns come last. And for that reason, I am reluctant to come to events to support the union, considering that it seems with every negotiation, adjunct concerns mostly get left out of the contract. I responded that training was of little importance, because the administration is very ignorant of what adjuncts need, and the training I have attended was unhelpful and paid at an indecently low rate. Paying me for the training is not enough. They have to not waste my time, also. I am in my 5th year at WCC, and have not completed orientation and was never given an adjunct handbook yet. I was observed for the first time last week, in my 5th year! I have been doing fine on my own without guidance from the administration, and I am doubtful they will do anything helpful anyway.	April 5, 2018 12:07 pm	
Course assignments should be by credit hours and not by course. The phys. ed. department has 1 and 2 credit courses. And assigning them one at a time is not efficient. Faculty should be assigned up to 4 credits at a time. The maximum amount of credit hours should be increased from 10 to 12.	April 5, 2018 10:29 am	
senior adjuncts should have lecture positions like at other colleges where they are paid a yearly salary rather than by the class. Currently I can only teach three classes a semester, if I had a lecture position I could teach four or five would not have to teach during winter session or summer etc. The union or the college or both are preventing me from teaching enough classes to earn a living.	April 5, 2018 10:01 am	
I found whole process of assignment to be unfair and inconsiderate and frankly unacceptable. I made clear my goal at WCC is to give back to the community. When chair changed to Deirdre Verne process was unacceptable.	April 5, 2018 9:24 am	

ANSWERS	DATE	
Nothing particular at this moment.	April 5, 2018 7:29 am	
1) I would like something in the contract stating that the unfair TRS treatment for adjuncts will be fixed by X date 2) Rather than having pay increases based on years of service or educational level, I think pay increases should be performance based. Longevity could simply mean that you haven't done anything bad enough to get fired. And education could mean a diploma which most can obtain but may or may not increase one's performance in the classroom. Although 'performance' is hard to assess, it seems like a more intelligent means of increased monetary compensation. It will help attract and retain more talent as well as motivate everyone to perform to the best of their abilities (rather than potentially get comfortable, complacent and stagnant).	April 5, 2018 2:56 am	
Currently there does not seem to be a mechanism in place to address any errors in course assignment. I had achieved senior status but was not invited to select a course. I brought this to the attention of admin and was essentially told, "Oops."	April 4, 2018 11:36 pm	
Adjunct faculty should have benefits the same as full time faculty.	April 4, 2018 11:01 pm	
Student success hours need to be timed when adjunct faculty are available. Thus, mandatory hours would be an imposition unless scheduled by the faculty member. Also, office facilities for adjunct faculty is more helpful if student success hours can occur in the office.	April 4, 2018 10:51 pm	
I answered a few of the above because I retired from WCC, teach only online now (never on campus), already have some of above benefits, etc. I would answer differently if "in best interest of all" were the purpose. I took them only as they apply to my unique situation. Don Gregory	April 4, 2018 9:09 pm	
It would be wonderful to make a greater commitment to the college; however, I have to work another job to make ends meet. If we were paid for some of these extras, working that job might not be necessary.	April 4, 2018 7:16 pm	
What about being able to teach four courses a semester? Supposedly, that was a rumor years ago, but obviously it never came to fruition.	April 4, 2018 7:01 pm	
More time between emailing adjunct faculty that course selection will take place & sending the list of courses and when course selection actually takes place. More semesters one could go without teaching and maintain one's place on the priority list.	April 4, 2018 6:03 pm	
I have had an excellent relationship with the Director and she informs me well in advance of opening opportunities to offer Workshops/Seminars to Seniors..	April 4, 2018 5:32 pm	

ANSWERS	DATE	
I have been here at the college 22 years as an adjunct. I believe office hours to meet with students to increase their success would be a great benefit. Many students ask to meet but I don't have an office or the hours to meet with the students. I also believe the instructions rules and process for becoming part of the NYSTRS would be a huge benefit. It is often difficult and overwhelming as an adjunct trying to gather info and make your way to these services.	April 4, 2018 5:30 pm	
I love my job. I love WCC. I am very happy with everything the way it is.	April 4, 2018 5:15 pm	
Senior Adjuncts should be able to get two classes per semester for free Full time faculty in many departments actively work to screw adjuncts out of teaching by creating difficult rules ie human services teaching classes with field work for only full time faculty so they can get paid for Field work classes. Adjuncts used to teach these classes	April 4, 2018 4:19 pm	
I wonder if I will ever make senior adjunct level because I keep getting bumped. Last time it was less than a week before the class started and I had prepared for the entire semester. Is there a way to guarantee one class per semester or maybe even every other semester?	April 4, 2018 4:05 pm	
Great job in gains for senior adjuncts. I hope this contract has some provisions for the little recognized nonseniors!	April 4, 2018 3:26 pm	
Like for the system to change from an hourly employee to a pct of fulltime faculty. The 9 days credited for a 4 credit course is really not fair.	April 4, 2018 3:19 pm	
There should be some kind of path that leads to a full time position for adjuncts.	April 4, 2018 3:07 pm	
The array of courses assigned to senior adjuncts should not be a private game preserve where swinish full-timers are free to pick off whatever courses they want for themselves whenever they want.	April 4, 2018 3:04 pm	
I would like to see paid time for snow days and delays. I am not sure how this works for teaching adjuncts, but in my department, as a non-teaching adjunct, we are not paid for this time and it really cuts into the earnings when we have winters like we are having. If teaching adjuncts are paid, then I would like to see the same for counselors.	April 4, 2018 2:48 pm	
Pay for office hours. There should be an extra hour per week besides lecture hours and lab hours.	April 4, 2018 2:45 pm	

I have been teaching only in the evenings for the past 18 years. There is little interaction with the college in that time period. Except that I teach CIS and am usually stationed near computer support staff. I have developed a great relationship with that staff over the past 18 years. It would be great if the administration was available on this basis as well. Recently, I understood that someone was assigned to do this type of work, but have not run into that person (maybe I misunderstood). It would be good if that person made the rounds of evening classes and introduced themselves to the adjuncts.

April 4, 2018 2:23 pm



I have been an adjunct in the Art Department at SUNY WCC since January 2015. I love teaching and truly enjoy the subjects and courses that I instruct. As an adjunct teaching many studio classes, I wish that my hours were not as limited as they are. For example, I can only teach one studio course and two elective courses. Because of the amount of hours in a studio class, I would go over my credit hours if I taught more than 1 studio course and an elective course. The limit on hours is frustrating and I imagine, involves a lot more than I am aware of, or have been explained. Personally, I am very lucky to have a spouse whose health insurance I can be part of, but I know many other adjuncts who are not. In my blessed position of having health insurance I wish there was a way I could teach more courses and essentially a way to override these course hour constraints, if in fact they involve the issue of part-time vs. full-time hours and what each entails (benefits, health insurance, etc.) Often I have thought that I would be willing to sign a waiver or contract that states I do not care for these benefits, I simply want more course hours/classes. Another frustration is not feeling part of the system in an overall sense. As adjuncts, words and phrases like "expendable," often come up, or "getting the shaft." I often am assigned classes very late in the semester but then, upon committing to them, must block out those days/hours only to have found the course cancelled because of lack of enrollment or have been bumped by a more senior professor whose own class did not enroll. I understand this is the nature of the totem pole/seniority rank, but must express the frustration (mentally as well as economically) which arises at times like these. As adjuncts, I think the overall sentiment can be that we are teachers in waiting -- waiting for a course assignment, waiting to see if it runs, and waiting to see what additional classes we can scoop up at said college. In addition, I do not have an office and all too often give multiple hours of my personal time for my students and their personal issues. This time occurs via in-person meetings and hours upon hours of emails. This is not to say that I do not care nor that I do not wish to deal with my students. I truly do care and feel its part of my role as a teacher. I do want to see my students succeed. Unfortunately, all the time I spend doing the aforementioned is unpaid. I spend hours of unpaid time meeting with students outside of class hours whether discussing their grades, catching them up on missed lessons or homework, or giving extra help (often with no designated place to do so). There are also semester/yearly events such as student art exhibitions where I will spend multiple out of class hours working on getting students involved, hanging and de-installing and returning artworks. Overall, I'd love a more full time position at the college and would love to help build up the photography department, possibly create more courses, and have a space where my ideas can be vetted to my superiors (whom I will say that I truly all respect and like). I understand however that they are also toting a full plate -- dealing with their own course schedules, commitments, students, policies,

April 4, 2018 2:08 pm



## ANSWERS

## DATE

scheduling, and then on top of it, finding time for the adjuncts. To be quite honest, in the past I have been contacted by newer adjuncts seeking meetings with me to explain things -- from scheduling to lesson plans and even basic things like how they access their email, where they go for id's, etc. I am happy to do this and help out and consider myself a team player to the fullest extent, but again, it's all unpaid and goes along with the sentiment I expressed earlier about adjuncts not being part of the system and often hired on and left truly in the dark. I hope necessary changes can be made for adjuncts on the whole. If there is any way I can help, even a bit, please contact me. Sincerely, Marisa Scheinfeld ms46@sunywcc.edu Adjunct, Art Department Photographer/Author www.marisascheinfeld.com www.borschtbeltbook.com

The most important matter to me is knowing that I have guaranteed employment of at least two classes per semester and am paid at a level commensurate with my education and teaching experience. It gets very tiring having to sweat out whether I will have any classes to teach each and every semester. Right now this college and other institutions rely on adjuncts to carry the bulk of instruction while offering very little and guaranteeing even less to a very dedicated and captive workforce. I am a PhD from Columbia University and have two Masters Degrees and have taught at 4 year schools, and in graduate programs. Truth be told, I prefer teaching at WCC because I feel that the professors invest themselves in all of their students and provide an invaluable public service. While I can probably teach at part time in other programs, there is something very special about WCC. I should not have to earn less money because of my fidelity to WCC! Our negotiating strategy should continue to seriously represent the needs of adjuncts and aspire to the same goals as full-time faculty.

April 4, 2018 1:19 pm



Class sizes are much too large now. It is destructive for the students.

April 4, 2018 6:42 am



Bumping is a massive issue. Often times, we as adjuncts, have already done the unpaid prep work for the course - putting the syllabus together, gathering the texts, creating assignments, and building our Blackboard site. If we have done that and we lose the class all that work has been done for nothing. There is no compensation for the hours and hours spent putting a course together you will not teach. There should be compensation for bumping that happens closer to start of term to off-set the wasted hours of work.

April 3, 2018 11:00 pm



I would like to see the pilot programs and changes that were implemented in the most recent contract applied more broadly to all departments and to all faculty - full-time and adjunct and regardless of levels of seniority. From what I have observed, adjuncts and full-time work equally hard and provide courses of equally high quality. So, while the number of work hours may differ, the compensation and benefits for the work should be equal. For me, wage increase is #1 in importance. Compensated office hours is #2 in importance.







April 3, 2018 7:28 pm








I think that it would be nice if the college looked to hire full time faculty positions from their adjuncts since we have proven ourselves already rather than seeking from outside the college, like it used to be done at WCC in the past.

April 3, 2018 6:31 pm



ANSWERS	DATE	
I would like to see new pay level between mid-level and senior adjunct.	April 3, 2018 5:53 pm	
We should be paid for more than in class hours. Course prep each week can take a great deal of time and we are not paid for that work. In past teaching experiences I had, we were paid 10 hours a week per course. That covered 3 in class hours, office hours, and some course prep time. It would be great to see WCC follow format!	April 3, 2018 3:24 pm	
I would like to see a change in the way adjunct teaching hours are credited for the purpose of calculating service days in the NYSTRS.	April 3, 2018 2:36 pm	
It might be helpful to have our pay distributed differently. Here's what I mean: For adjuncts, our last paycheck (during the fall semester) is the last week of November, or the first week of December, depending on the calendar year. We don't receive another full paycheck until the second week of February! That's a very long time to go without pay. Sure, we get final exam pay, but then after that (usually after the first week of January) we don't receive any pay at all. This can make life very difficult. Would it be possible to spread out our pay somehow? It's just a thought.	April 3, 2018 1:36 pm	
My top priorities as an adjunct are: 1. Job Security - Multi-year teaching contracts for adjuncts. Reduce Bumping and provide adjuncts with guaranteed teaching appointments and 'cancellation-fees' in the event of a course cancellation/bump. 2. Health Insurance - bring adjuncts into the WCC healthcare pool (perhaps after receiving an multi-year teaching appointment). Allow them to maintain coverage even if they are not teaching every semester (due to bumping, cancellation, etc.) as long as they continue to pay their required contribution and as long as they have indicated a desire to teach at WCC that semester. This will expand the overall health care pool at WCC and in theory (assuming most adjuncts are younger) drive sharing costs down for everyone. Addressing these two issues is key to ensuring the sustained service of adjuncts at WCC and producing a more professional atmosphere in the workplace and classrooms of WCC. Question 20, earlier notice of work assignments is pointless unless something is done to alleviate the possibility that the course will be taken from me the day before class starts. More needs to be done to alleviate bumping and increase the likelihood that listed instructors will remain the listed instructors. Without this advance notice is just more time to stress about whether or not my teaching prospects will change.	April 3, 2018 1:02 pm	
I work a full time job so unfortunately I am unable to attend meetings scheduled for mid day	April 3, 2018 12:58 pm	

ANSWERS	DATE	
<p>I am concerned that the focus of the adjunct community will be solely on the teaching faculty, and will not take the non-teaching faculty into consideration. It would be important to me that the points made for teaching faculty could also be related or rewritten in a way to reflect the non-teaching faculty as well. Before the most recent contract, our sick day was taken away, and I am concerned that because the wording in the new contract refers to "one class," we will again not be able to take the personal/sick day. If phrases like these were reworded to say "one class or shift," it would benefit more of the non-teaching adjunct community. Additionally, non-teaching adjuncts are excluded from attending important professional development opportunities that are vital to perform well in our role. One thing I would like to note is that teaching faculty are able to attend the union meetings because it is held during common hour while there are no classes, but non-teaching adjuncts are unable to attend as our offices do not close.</p>	April 3, 2018 12:55 pm	
<p>I have been with WCC since 2009. I think a senior adjunct should not be based on the number of semesters one has taught, but on the loyalty and the significant amount of years the adjunct has dedicated to the college. I think after 5 years of being an adjunct at WCC, we should have a guaranteed schedule of at least 2 courses per semester. I've been here for 9 consecutive years and still have issues with getting courses assigned, taken, or cancelled. Meanwhile, new adjuncts receive at least 1 course, which that should not be.</p>	April 3, 2018 12:53 pm	
<p>I am very confused. When I started teaching I filled out the form and was advised by HR I am now in the union. Dues were taken from my pay, I found out last week that I was not in union.</p>	April 3, 2018 12:36 pm	
Atencao	March 31, 2018 7:41 pm	
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84 Answered

111 Skipped