

The Portable

The Newsletter of the Adjunct Faculty Association

November 2004

AFA President's Address to the Board

October 4, 2004

John Herndon

Madame Chair, Esteemed Trustees, President Agüero,

Thank you for your leadership in continually making ACC a better place to work and learn.

Five years ago, I last spoke to you as President of the Adjunct Faculty Association. Five years ago, we made historic progress for ACC, for the adjunct faculty, and, in retrospect it's clear, for everyone at ACC. This year, we are poised for history to repeat itself yet again.

Earlier this afternoon, I was looking over some notes from some speeches I made to this body back in 1998 and 99. The themes are remarkably consistent with today. Then, as now, Communication will be at the center of all AFA activities. We are a highly diverse and widely scattered college, and communicating with over 1,200 adjunct professors is no easy task. Many of us, and not just adjunct professors, but members of all employee groups, including administrators, sometimes feel we're operating in an information-poor environment. We'll be working as hard as we can to enrich the information environment.

In those old speeches, I noticed another historic development—the passage of the board's compensation policy. Five years ago, this policy was passed—that all employee groups at ACC would receive “competitive pay.” The targets for competitiveness were set. And it is my understanding that salaries for all employee groups at ACC have met their compensation targets—with one notable ex-

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Compensation Target at Risk

Dan Dewberry and Kitty Henderson, AFA Representatives

In 1998 and 1999, ACC Board of Trustee member Dr. John Worley worked with other Board members to develop a plan to increase the compensation of Adjunct Faculty. The Board passed a resolution that set a methodology for the Human Resources Department to calculate what other Central Texas colleges were paying other Adjuncts teaching lower division courses. In 2001, the AFA and HR began to collect the data necessary to make the calculations and at the November 2001 Board Meeting, the Adjunct Faculty Compensation Target was set. Since then, a three year plan has been in effect to reach that target.

The target was set by employing a weighted average method using seven colleges: Concordia, Huston-Tillotson, Southwestern, St. Edwards, Texas State, Temple, and UT-Austin. Again, only Adjunct compensation figures were collected for instructors teaching lower division courses since that is what Adjuncts teach here at ACC. The Board adopted a target of \$1025/LEH for those with a Masters degree and \$1190 for those with a PhD. Depending upon what step (years of teaching experience) and level (degree) you attain, a grid was developed to make the average ACC Adjunct instructor reach the target by the end of the three year plan. You can find the current compensation grid at this website www.austincc.edu/hr/FY05_Grids_Adjunct.htm

We are in the second year of that three year plan so one year remains to bring the Adjuncts to the level set forth by the Board's policy. This means that this next budget cycle will be critical in fulfilling the plan. **If you are interested in seeing this plan fully implemented, you should make your opinion heard at a Board Meeting (first Monday of each month at 6 p.m. at HBC) and you should write a letter or email the Board Members (board@austincc.edu). Tell them it is important to you that the plan be implemented.**

Many Adjuncts over the past decade at ACC have worked to correct this problem that exists across the entire country and Dr. Worley saw it fit to write such a policy for ACC. If the policy is not fulfilled, the compensation of an Adjunct in 2005-06 will not reach the target set back in 2001 (using data from 2000). This will mean that Adjuncts will again have to push for another plan. Therefore, it could take a few more years to reach the 2001 target while inflation continues to increase.

News from Human Resources

ACC Money Purchase Plan

Each Adjunct Faculty member is enrolled in the ACC Money Purchase Plan.

The plan is mandatory by law. Employees contribute 6.0% and ACC contributes 1.5%.

When you terminate employment with ACC you can request a refund of these funds by completing the Distribution Election form, available in HR Benefits, 223-7800. If you have more than \$3500 in the plan at the time of termination, you can leave your funds in the plan until you request a distribution. For more information, contact HR Benefits.

On Line Orientation

New Adjunct Faculty will want to visit the ACC On Line Orientation that provides information about the organizational structure and faculty support resources. Even continuing faculty may want to visit the site at:

<http://irt.austincc.edu/profdev/orientations/adjunct/>.

OCTOBER: Breast Cancer Awareness Month

October is National Breast Cancer Awareness Month. Show your support by wearing a pink ribbon! Website:

<http://www.komenaustin.org/site/PageServer>

The Susan G. Komen Breast Cancer Foundation recommends:

- Do a Breast Self Exam each month starting by the age of 20.
- Have a clinical breast exam by your doctor or nurse at least every 3 years starting at the age of 20, and every year after the age of 40.
- Have a mammogram (breast x-ray) every year starting at the age of 40.

LIONS CLUB HEALTH SCREENING FAIR

All employees are invited to participate in the annual health fair that provides free screenings for employees and the public.

Location: HBC Parking Lot
Date: NOV 4, 2004, Thursday
Time: 9:00 am- 1:00 pm

Screenings: Hearing Test, Blood Pressure, Blood Sugar, Visual Acuity, Glaucoma (Eye) Testing, Family and the public invited.

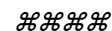


Spotlight

Sandra Fleming is an adjunct professor of drawing. The two poems she shares with us in this month's *Portable* celebrate the childhood ability to turn negative experience into magical encounters with truth.

My Feet Were Higher Than My Head When I Dropped

My feet were higher than my head
When I dropped, edges touched all around me
Diamonds must have framed this sparkly integer
Meaning was clean in the space between a
voice and its moving away
Later this forest ape read
She read things
Smoothly the world spun its lakes and
ranches around itself.
Superballs, fridges, soap suds, and Liddle
Kiddles formed the x & y axis.
(so sadly that beagle became the real life runaway pancake)
When truth was love
and kids were then always dreaming
Kids over there, everywhere
Kids flying in the cool air
Dreaming in God in the grass
And when it all happened, it was an
inexpressable sweetness
That same voice drafted an architecture of hell
"If you remember, come to me", somebody said
Who could forget so completely?
A place of blood with love
A place where desire is not particle, field
nor form anymore



Matlock

Matlock!
You are a fascinating.
severe tot.
In your pajamas,
in the hotel
One clear drop of Hall's
mentholypus
ice tongues on glass.
Your portrait. I've
got chilly bumps. Orange
range controls: Jo eating apples,
Professor Bhaer's sticky stopwatch
Casper on chocolate skis
over the trees,
some more questions
Channel 11

Minutes of the Adjunct Faculty Executive Committee

October 8, 2004

Minutes of the AFAEC

HBC 214

4:30-6:30 pm

In attendance: Don Becker, John Herndon, Kitty Henderson, Laura Hague, Kamil Jbeily, Dan Dewberry, Linda Guzzardo, Bill Cheek, Mary Gilmer, Agnes Robinson, Kelly Petkus, Nancy Fuentes, Cleaburn Zwernemann

1. Welcome
2. Presentation of SASC white paper: Laura Hague and Tobin Quereau
The Student Access and Success Committee has completed its preliminary report on where ACC stands in reaching and retaining students from diverse communities throughout the Austin area. The White Paper is available at austincc.edu/orgref/councils/success.htm. Adjunct professors are invited to contribute ideas for the implementation of the goals set forth in the White Paper.
Discussion comments: OSD should find a way to facilitate student contact with instructors prior to the beginning of the semester so that appropriate accommodations can be made smoothly and be ready on the first day. Adjuncts should be hired on a half-time basis to assist in advising.
3. President's Report
 - Time table for budget planning will be available in mid-December
 - IA positions may be phased out as Summer 99 applicant pool shrinks. This is another reason to re-visit the Summer 99 rule. IA/CA committee to investigate options: Bill Cheek, Kelly Petkus, Mary Gilmer, Don Becker (chair).
 - Brandon Dorsey is no longer ACC Facilities Manager.
 - Aguero looking for faculty assistance in identifying "distinguished alumni"
 - The administration wishes to solicit interesting news about adjuncts.
 - Veronica Obregon will be ACC's executive director of public information
4. Motion to change job titles
 1. Don Becker motioned that the President of the AFA to inform the President of ACC:
 - 1) The AFA desires that the title applied to members of the Adjunct Faculty be changed from Instructor to Assistant Adjunct Professor, Associate Adjunct Professor, or Adjunct Professor according to longevity based on a system that parallels that applied to members of the Full-time Faculty.

2) The AFA supports this change for the following reasons:

- a) It is a fitting recognition of the excellence of the Adjunct Faculty at ACC.
 - b) It is in the interests of our students to associate all ACC teachers with the qualities and the prestige associated with the title of Professor and for the title of Professor to be applied routinely to all members of the ACC faculty.
 - c) The prestige of the ACC Faculty, and thus ACC itself, will be enhanced within our community.
 - d) The morale and self-esteem of the members of the Adjunct Faculty will be enhanced (which may yield the additional benefit of further heightening the level of professionalism manifested by members of the Adjunct Faculty).
 - e) Kitty Henderson seconded the motion.
 - Discussion followed.
 - Becker moved that the request be submitted to adjuncts at large in multiple modalities to solicit support.
 - Henderson seconded.
 - Motion approved.
5. Faculty Emergency Fund:
Herndon requested that the AFA support an effort to contribute to this tax-exempt fund. Henderson will get statistics on the fund from Ben Ferrell. Committee appointed: Agnes Robinson, Linda Guzzardo, Nancy Fuentes, Mary Gilmer (chair).
 6. The General Assembly will be November 12, 2004. The theme will be "Meet the President"
Laura Hague asked for authorization to purchase name tags for AFAEC members. Henderson motioned that this be done, Gilmer seconded, motion passed. Dewberry motioned that a cap be set of \$200, Becker seconded, motion passed.
 7. General concerns:
 - Need improved new faculty advising
 - Lack of support for faculty at Distance Campuses
 - Request that Terry Stewart enlarge the orientation program and create an orientation packet
 - Committee on Mentoring and New Faculty Orientation: Agnes Robinson, Nancy Fuentes (chair).
 - Representatives asked to please make sure that the newsletter is distributed properly
 8. Adjournment

Please send submissions for *The Portable* to:
Laura Hague
lhague@austincc.edu
Secretary, AFA
Editor. *The Portable*



President's remarks continued from page 1

ception. You guessed it—that's us, the adjunct faculty. We are by far the largest employee group, and obviously without us the college would cease to function.

When the compensation policy was passed, we in the AFA were realistic. We knew and accepted that the college could not adjust our compensation to market target overnight. The administration proposed and the board endorsed a three-year plan to bring us to market target. Not long after that, the college went into a fiscal crisis. In the overall interest of the college, the adjunct faculty agreed to delay enactment of the three-year plan by one year.

This year is the last year of the three-year compensation plan for your adjunct professors. We urge and encourage you to fulfill your commitments to your adjunct faculty.

In parting, I was much encouraged to hear you all asking tough questions at the work session two weeks ago. That's what y'all need to be doing more of—asking tough questions. Keep people accountable—please.

Also, from you, we ask that you above all, remain true to your principles, to the core values that you promised the community you will represent. If you do that, if you are who you say you are, then you will hold us all, including yourselves, to a very high standard of accountability and integrity.

VOLUNTEERS NEEDED!

Adjuncts needed for positions on ACC committees

Austin Community College needs adjunct representation on the following committees. To find out more about each committee, visit the organizational chart at www.austincc.edu/orgref/committee.htm. A small stipend is granted to adjuncts for each meeting attended.

Contact Kitty Henderson at kittyhenderson@juno.com or by phone at 453-1358 in order to volunteer.

Benefits Committee
College Wide Technology
Distance Learning
Faculty Evaluation
General Education/Core Curriculum
Web Committee
Administrative Services Council
Campus Police Task Force
Datatel Student Systems
Environmental Health and Safety
Facilities Task Force
Student Services Task Force
Marketing and Outreach

Student Access and Success Committee Seeks Implementation Ideas

The SASC has been working for the past year to identify areas in which Austin Community College can improve its outreach to and retention of students from all walks of life. In October, the SASC finished its report, *The Student Access, Success and Participation White Paper*. A pdf version of the report is available at www.austincc.edu/rvsrss/sasc.html (click on the icon in the left column). The SASC seeks recommendations from faculty toward fulfilling the objectives outlined in the report. You may forward ideas to the adjunct representative for the committee, Laura Hague, at lhague@austincc.edu.

Fall 2004
Adjunct Faculty Association

General Assembly

Friday

November 12

4:30 PM

Eastview Campus

Student Lounge

featured guest:

Dr. Robert Aguero

president of ACC

Food and Drink Provided