

The Adjunct News

Edited By: Anaka Rivera, AFA Secretary

October 2009

Compensation Survey, Your Participation Is Needed!

It's that time again to take the pulse of the AFA on the matter of compensation – salary and benefits. It has been a somewhat turbulent period since the last survey in 2007. ACC has seen tremendous enrollment growth (29% increase this Fall over Fall 2008), increased hiring of new full-time faculty, only a 2% increase in adjunct pay, and zero movement towards including benefits in adjunct compensation.

The AFA needs you now. The AFA needs to ensure that the views represented to the administration are the views of the majority and so we need you to participate in this year's compensation survey. Our target is 500 respondents. Not only should you respond now, but get two more adjuncts to respond also.

This will be another eventful year, what with the proposed changes in compensation methodologies. Only with your help will we make the right decisions. *Survey Closes October 15, 2009.* Respond now!!

Survey link: www.surveymonkey.com/s.aspx?sm=Ac001GAYngzEodlOhKItZQ_3d_3d

---Delland Bartlett, Chairman of AFA Compensation Committee, dbartlet@austincc.edu

Message from the President



As Adjunct Faculty President for the 2009-2010 academic year I want to welcome you back to Austin Community College. Whether you are new to ACC or a seasoned veteran, the AFA is here to serve you. We have a lot to accomplish this year, and each and every one of you is needed to help meet our goals. This summer your AFA representatives and officers held our first annual AFAEC retreat. We discussed how we could better serve each of you and what priorities and goals the AFA will work toward in the coming year. As a result we start the year eager to continue our ongoing conversation with Administration on compensation, in particular compensation methodology. Our goal in this conversation is to represent you – to do that the best we can - we need your help. So we are asking that you take five minutes to respond to a short anonymous questionnaire. Your responses will help us to understand what variables define the compensation issue. The link to the survey can be found above, please be sure to complete it as soon as possible so we can effectively represent you!

In addition we will be working to reach out to you in person with meetings on each campus to discuss concerns, ideas and suggestions and to share with you what we're doing. We're looking forward to presenting you with another informative Fall General Meeting in October. AFA representatives will continue to represent your interests in college wide councils, committees and board meetings. We invite anyone interested in getting involved in these meetings to join us. You can contact me at atawwate@austincc.edu. I'd like to extend a personal invitation to our monthly AFA executive council meetings on the first Friday of the month. Announcements will be made via e-mail the week prior to each meeting. Finally I encourage each of you to consider joining and supporting our local union – ACCAFT (www.accaft.org). We have distinct and mutual purposes on campus – both important!

Thanks and have a great Fall!

Dawn Tawwater, AFA President

Fall General Assembly

When: October 16, 5 – 7 p.m.

Where: HBC, Room 201

This year we will co-sponsor a reception to offer new and returning adjunct faculty the opportunity to meet President Kinslow and his executive team. It is a good time to meet these folks up close and have them meet you. The theme for the evening is "Wellness." Adjunct faculty know only too well the importance of remaining healthy in order

to show up every day and withstand the rigors of being nomadic pedagogues. We take on personal responsibility to be healthy and fit whether or not we have medical benefits, because we are no good for students unless we proactively take care of our own well being. That's where a wellness program comes in. The objective of the AFA is to assemble a program that is informative, inspiring, and qualifies for professional develop-

ment credit. Beyond programming we will also offer a unique dining experience that will include a variety of healthy food options. The goal for the evening is for each attendee to find a resource, an exciting program, or a discipline designed to enhance quality of life for all of one's life. Cheers to good health!

Richard Cutler, PhD., Department of Radio, Television, and Film, rculter@austincc.edu

Religious Holidays, Friendly Reminder

Austin Community College is an increasingly diverse community with a great variety of religious traditions. In this environment, it is crucial that we find ways to accommodate the wide variety of faith communities in an open and respectful manner. I'd like to encourage all faculty members to consider including language on their syllabi spelling out policies that allow students excused absences for religious holidays, and providing for opportunities to make up missed work without penalties. At this time of year, Jewish students are celebrating the



High Holidays and it would be very helpful if faculty didn't schedule exams on Yom Kippur which this year falls on Monday, September 28. We are also at the end of Ramadan – a month long holiday in which Muslim students abstain from eating and drinking during daylight hours. Faculty should consider finding ways to allow Muslim students to reschedule exams – especially if their exams are scheduled late in the afternoon.

More important than specific accommodations is finding a ways create a caring and supportive environment that will allow

students of minority faiths to feel respected and welcomed. A wonderful step is simply learning the proper greetings for these festivals and briefly acknowledging them in class. For the Jewish holiday of *Rosh Ha-Shanah*, a simple "*L'Shanah Tovah*" (Happy New Year) is appropriate. For Muslims the appropriate greeting for the end of Ramadan – *Eid Al Fitr* - is *Eid Mubarak*. It is okay if you can't quite pronounce the words exactly right or you are a day or two late, because regardless the effort at inclusiveness will be very much appreciated.

David Albert, PhD., Department of Government, dalbert@austincc.edu

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Who We Are

Every adjunct faculty member is automatically a member of the AFA. Adjunct faculty often join the Texas State Teachers' Association (TSTA), the AFT (American Federation of Teachers) and/or the Texas Community College Teachers' Association (TCCTA). None of them are affiliated with the AFA.

Stay Informed, AFA Listserv

To stay abreast of issues that affect you and to share your opinion, subscribe to AFA's listserv. Managed by the AFA president and secretary, the AFA listserv is open to current adjunct faculty. Discussion topics are issues of immediate interest to adjunct faculty.

To contribute to and receive email from the AFA list, address an email message to:
LISTSERV@AUSTINCC.EDU

Type "Subscribe to AFA" in the subject line of the email message (without the quotation marks). In the body of the message, type the command:

subscribe AFA (your) first name (your) last name . *If you have an email signature, remove it.

You will receive notification that you are subscribed.



Adjuncts for a better ACC!

We are on the Web!

www.austincc.edu/afa

ACC Computers *for* ACC Business

Two adjunct faculty were recently reprimanded for inappropriate use of ACC computers in the adjunct faculty offices. Please be aware that though the College understands that these computers are being used for limited personal business, the College also expects that ACC policies and procedures are being upheld. Be aware that you can be held accountable for inappropriate use of ACC computers. Please use good judgment. Computer usage policy can be found at:

<http://www.austincc.edu/admrule/3.05.002.htm>