

TOWARD A UNITED LEHMAN FACULTY

LEHMAN COMMITTEE OF ADJUNCTS AND PART-TIMERS (CAP)



ADJUNCT FACULTY @ LEHMAN

FISCAL YEAR 2016-17:

708 ADJUNCT FACULTY, 361 FULL-TIME FACULTY

~66% OF FACULTY HIRED ON ADJUNCT LINES

~58-60% OF COURSES TAUGHT BY ADJUNCT FACULTY



ADJUNCT FACULTY AND GRAD ASSISTANTS HELD A SERIES OF MEETINGS LAST YEAR



LEHMAN CAP REPORT

THIS REPORT IS ABOUT NON-CONTRACTUAL ISSUES RAISED IN THOSE MEETINGS.

FACULTY RIGHT HERE ON CAMPUS CAN ADDRESS THESE AREAS:

- CULTURE
- PROCEDURES
- BUDGET PRIORITIES

CULTURE: FACULTY UNITY

- FIND WAYS TO HAVE ADJUNCT AND FULL-TIME FACULTY GET TO KNOW EACH OTHER
- DEVELOP BEST PRACTICES THAT MAXIMIZE PROFESSIONALISM IN RELATIONSHIPS
 - REDUCE UNINTENDED CONSEQUENCES OF PRECARIETY (CONTINGENCY), E.G., DEPENDENCY, SYCOPHANCY, "LITTLE FIEFDOMS," EVEN FEAR

DISCUSS THE AAUP "ONE FACULTY" VISION

INVITE A GUEST SPEAKER FROM AAUP TO START THE CONVERSATION AND DEBATE



CULTURE: THINK ABOUT SYMBOLISM

- AVOID THE USE OF THE WORD “FACULTY” TO REFER EXCLUSIVELY TO THE 34%
- TRY USING “ADJUNCT” AS AN ADJECTIVE RATHER THAN A NOUN
 - “ADJUNCTS” MAKES PEOPLE SEEM “OTHER” -- “ADJUNCT FACULTY” IS BETTER
- DESEGREGATE SPACES; CONSIDER ALPHABETICAL ORDER FOR MAILBOXES



Photo credit: AAUP "One Faculty" website

CULTURE: DIGNITY AND INCLUSION

- POST ADJUNCT/GA FACULTY NAMES ON OFFICE DOORS
- USE DOOR LABELS THAT LOOK PROFESSIONAL
- INCLUDE ADJUNCT/GA FACULTY NAMES ON DEPARTMENT WEBSITES
- PROVIDE LEHMAN COLLEGE BUSINESS CARDS

PROCEDURES: INCREASING REPRESENTATION AND PARTICIPATION

- INVITE ADJUNCT FACULTY TO DEPARTMENT MEETINGS
- INCREASE ADJUNCT FACULTY AND GA REPRESENTATION IN GOVERNANCE, E.G., SENATE

PROCEDURES: DEVELOP AND PUBLICIZE “BEST PRACTICES”

- TRANSPARENT AND REGULARIZED PROCEDURE FOR REAPPOINTMENT, PERHAPS THROUGH P&B COMMITTEES
 - CONSIDER SENIORITY LIST, “JUST CAUSE,” ETC.
- APPROPRIATE CRITERIA FOR PROMOTION FOR ADJUNCT FACULTY
 - E.G., FROM ADJUNCT ASSISTANT PROFESSOR TO ADJUNCT ASSOCIATE PROFESSOR

PROCEDURES: INCLUSION AND RESPECT

- AT THE BEGINNING OF THE 2018-2019 SCHOOL YEAR, SEND OUT AN EMAIL WELCOMING AND MAYBE EVEN INTRODUCING ALL THE NEW FACULTY
- AT THE FIRST GENERAL FACULTY MEETING, ASK ALL NEW FACULTY TO STAND AND BE WELCOMED

WISH LIST: IF WE HAD PARTICIPATORY BUDGETING AT LEHMAN ...

- OFFICE SPACE –
 - FIND OR CREATE OFFICE SPACE FOR EVERYONE WHO TEACHES AT LEHMAN (SOME DEPARTMENTS HAVE NONE FOR ADJUNCT FACULTY)
 - PERSONAL SHELF, DRAWER OR LOCKER FOR EACH INSTRUCTOR IN SHARED OFFICES
 - MORE COMPUTERS AND PRINTERS

BUDGET WISH LIST, CONT'D

- PAID ORIENTATION AND OTHER TRAINING FOR ADJUNCT AND GRADUATE STUDENT FACULTY, INCLUDING FOR MANDATORY CURRICULUM UPDATES
- REDUCED RATE PARKING
- TECHNOLOGY FUND FOR HYBRID/ONLINE INSTRUCTORS

BUDGET WISH LIST, CONT'D

- BEEFED UP DEPARTMENTAL TRAVEL FUNDS
 - ADJUNCT AND GRAD ASSISTANT FACULTY WOULD LIKE TO BE ABLE TO APPLY WITHIN THEIR OWN DEPARTMENTS FOR TRAVEL FUNDS TO GIVE PAPERS AT CONFERENCES
- CLASS SIZE CAPS, INCLUDING FOR ONLINE COURSES



IT MIGHT TAKE A WHILE

BUT, IF IT'S THE RIGHT DIRECTION TO GO, THEN WE CAN TAKE COMFORT IN THE FACT THAT THERE ARE QUITE A LOT OF US

THANK YOU

SÍ, SE PUEDE