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
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 PRECARITY (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
- De-segregate spaces; consider alphabetical order for mailboxes
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