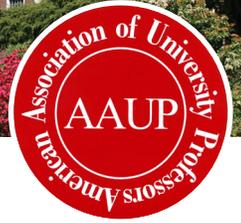




AU Adjunct Newsletter

Spring 2019



THIS EDITION:

- Adjunct Wins!
- Current Issues We're Working On
- Senior Adjunct Profiles
- Save the Date! Adjunct Meetings and AAUP Meeting
- Adjunct Steering Committee
- Why Join the Union?

ADJUNCT WINS!

• NO LAST MINUTE ADJUNCT BUMPING:

The scheduling policy issued by AU Provost Steve Everett, in November 2018, prevents the last minute "bumping" of Adjuncts from assigned courses. Now Adjuncts cannot be "bumped" within a month before the first day of classes. This new university policy ensures that Adjuncts can plan their professional and personal lives without the fear of last minute changes to their schedules and finances.

• SHARED GOVERNANCE THAT INCLUDES ADJUNCTS:

Our increased voice has led to the establishment of a **Faculty Senate Subcommittee for Adjunct Affairs** to better address Adjunct needs.

• FACULTY MEETINGS:

Adjuncts can participate in general department faculty meetings

When we organize we win!

CURRENT ISSUES

Improved Scheduling:

Course scheduling is a major concern for Adjunct faculty. It directly affects job security and planning. Currently, Adjuncts have semester-long contracts and do not have to be reassigned a class every semester. They also can also be scheduled to teach a course at any moment before the beginning of the upcoming semester. For Adjuncts, it's important to have a set schedule assigned within a reasonable window before the semester begins. We have therefore developed a proposal that establishes a uniform process for timely scheduling of courses for Adjuncts.

Bi-Weekly Pay:

The need to modify the current pay structure from monthly pay periods to a **bi-weekly pay period** is an important issue for Adjuncts. Currently, Adjuncts have to wait five weeks for their first paycheck and receive subsequent paychecks once a month during the semester. Many Adjuncts have shared that they struggle financially due to low pay and job insecurity. Having to wait a month for the first check further aggravates this reality. We are asking for the same bi-weekly pay period that every other Adelphi employee enjoys.

RECENT SENIOR ADJUNCT PROMOTIONS

Join us in congratulating this year's most recent senior adjunct promotions! Congratulations to each of these committed and excellent professors that have served Adelphi over the years and have demonstrated excellence in teaching:

- **Mark Fogel, Robert B. Willumstad School of Business**
- **Idit Forkosh, Department Of Biology, College of Arts And Sciences**
- **Rosemary Mckay, College Of Education and Professional Health Sciences**
- **John Ozehosky, Gordon F. Derner School of Psychology**
- **Deseree Wiltshire, General Studies Learning Community**
- **Deborah Serani, Gordon F. Derner School of Psychology**

IN THE UNITS

- College of Arts and Sciences launches **ADJUNCT MOODLE SITE FOR CAS ADJUNCTS.**
- College of Arts and Sciences creates **ADJUNCT PROFESSIONAL DEVELOPMENT GRANTS:** Congratulations to the two grant winners; Evangeline Whitlock (Adjunct Theater Department) and Pamela Koehlar (Adjunct Art and Art History Department)!
- Congratulations to Professor Joseph Celentano (Adjunct Business) for receiving the **ADELPHI UNIVERSITY MENTOR OF THE YEAR AWARD.**

SAVE THE DATE! Adjunct Unit Meetings and Next AAUP General Meeting

College of Nursing and Public Health
Wednesday, March 20th • 6:00-7:00pm

School of Social Work
Tuesday, March 26th • 3:30-4:30pm

College of Arts and Sciences
Tuesday, March 26th • 4:30-5:30pm

Derner School of Psychology
Wednesday, March 27th • 4:30-5:30pm

College of Education and Health Sciences
Tuesday, April 2nd • 3:00-4:00pm

*College of Professional and
Continuing Studies (Online)*

AAUP General Membership Meeting
April 10th • 12:00-2:00pm • UC 201

**We want
to hear from you!**

**Please e-mail
scastro@adelphi.edu**

**Thank you to the AAUP Adelphi
Chapter Executive Committee
and Executive Director for
their continuous support in our
organizing efforts.**

Special thanks to Asya Blue, Adjunct Art Department,
for designing this newsletter • asyablue.com

CONTACT AND MEET YOUR ADJUNCT STEERING COMMITTEE MEMBERS

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WHY JOIN THE UNION?

As adjuncts have organized over the last year and a half, we have heard a number of concerns that can only be addressed if we continue to organize. Many have shared feelings of being marginalized in their departments, unsupported, under-valued, and that they would like more professional development, an improved scheduling process, more classes, higher pay, benefits, and more recognition.

Adjuncts across the US have organized to form strong unions to negotiate better contracts. Change is possible only if we organize. At AU we are fortunate to have a faculty union in the AAUP that represents both full-time and part-time faculty. Dues paying union members gain voting rights, and therefore will have more of a say in the upcoming contract negotiations. The next contract will determine the quality of our working conditions and terms of employment. There are almost 1,200 faculty at AU and adjuncts are the overwhelming majority

(close to 800 representing about 65% of faculty). Despite this, adjuncts will not have an effective voice during negotiations and beyond until we are active union members with voting rights. Currently, the privilege to be an active (voting) member requires an annual payment of \$30.

Join us!

Join the movement! Your fellow adjuncts are counting on you to finally reverse the trend, and have the adjunct faculty recognized for the value we bring to Adelphi University. Fill out the membership form and send a \$30 check made out to "AAUP Adelphi Chapter" to your **Adjunct Steering Committee** member listed in this newsletter or to:

Cathy Cleaver
AAUP Adelphi Chapter
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