Presentation to the Board of Trustees
January 19, 2017
By the College of DuPage Adjuncts Association (CODAA)
Cheryl Baunbach-Caplan
CODAA President

Jim Marseille
Vice President for Policy
College of DuPage Adjuncts Association History

- CODAA was established in 1998, led by adjuncts from the Communications Department. (Liberal Arts and English)

- In 1999 and 2001, CODAA was denied voluntary recognition by the College as the organization to represent adjuncts.

- May 30, 2001: CODAA filed its first petition with the Illinois Educational Labor Review Board (IELRB) to represent the adjunct faculty.
In July 2001, six past and current Presidents of the Faculty Senate urged the Board of Trustees to recognize CODAA.

After 3 rounds of hearings with the IELRB, CODAA was granted the right to hold union elections, which it did in December 2001.

The vote was 85% in favor of establishing a bargaining unit.

CODAA was one of the first adjunct associations in Illinois, following a change in the labor law which recognized adjuncts as employees for the first time.
In 2009, the IELRB ruled that part-time counselors and advisors also had the right to be represented by CODAA.

The first contract including the part-time counselors and advisors was negotiated in 2010.
CODAA: Who We Are

- Part-time Faculty, including Adjuncts and part-time Counselors and Program Advisors

- Today, CODAA represents more than 700 members in our bargaining unit
CODAA LEADERSHIP

- Cheryl Baunbach-Caplan, President, Counseling and Advising
- Jim Marseille, V.P. for Policy, Accounting
- Bonniejean Alford, V.P. of Operations, Sociology
- Sue Dreghorn, Secretary, English (Past President)
- Joe Trahey, Treasurer, ABE/ESL
- Debbie Rogers-Green, Grievance Chair, Math
- Vicki Root Wajda, Membership Chair, Anthropology, (Past President)
- Regina Rogers, Communications Chair, Psychology
- Mike Dusik, History (Past President)
- Jim Ryan, IEA Regional Council Reps, Counseling and Advising
- Peter Chen, Webmaster, Biological Sciences
- Rob Robson, Elections Chair, Economics
- Bill Enright, Legislative Chair, Political Science
Your Adjunct Faculty

- 2,500 adjuncts are eligible to teach each term in the classroom

- In the Fall 2015 and Spring 2016 terms, there were just over 1,200 of us teaching in each of those terms

- In the Summer 2016 term, 722 of us taught
Your Adjunct Faculty

Academic Year 2015-16
Adjunct faculty taught 59.6% of the 44,213 contact hours
Part-time Counselors and Advisors

- Responsibilities of part-time Counselors and Program Advisors. Key differences.

- Part-time Counselors and Program Advisors work year round.

- Between 7/1/2015-6/30/2016, 24 part-time Counselors had 35,079 face-to-face student contacts.

- During the same period, 8 Program Advisors had 7,013 face-to-face contacts.
WHO ARE CODAA MEMBERS?

Authors and Artists

- **Dr. Amanda Smothers, English**: The Real Thing: Essays on Tom Stoppard in Celebration of his 75th Birthday

- **Johnson Lawrence, Philosophy**: Two religious critiques of liberal democracy: a comparison of the political theories of Mohandas Karamchand Ghandi and Franklin I. Gamell,

- **Rick Polad, Earth Science**: The Spencer Manning Mysteries


- **Gary Schirmer, Fine Arts**: Commercial photographer and painter; Awarded Best in Show in 2016 in an annual exhibit organized by the Alliance of Fine Arts of the Greater Chicago Area
WHO ARE CODAA MEMBERS?

Award Winners

- **Candace McCreary, Sociology:** Recipient of a $1000 grant from Illinois Education Association’s Schools and Community Outreach by Educators (Score) Program. The grant will support the Poplar Creek Public Library District’s work with *El Centro Informacion*

- **Naveeda Athar, Ed.D, LCPC, CADC, CDVP, ACS, NCC, CPAIP, Human Services Department:** Received a scholarship from NBCC (National Board for Certified Counselors) to get a coaching certificate. Will soon be taking the Board Certified Coach exam.

- **Monika Gadek-Stephan, ESL/ABE/ASE:** Received a 2016 Mentoring Recognition Award from the TESOL Program, Department of Linguistics, from the University of Illinois at Chicago.
WHO ARE CODAA MEMBERS?

Volunteers

- **Ruby Kaur, Anatomy and Physiology:** Active in the DuPage County Unity and Partnership Group, collaborating with law enforcement to develop diversity programs for youth and the community.

- **Zerrin Bulut, Humanities:** Chapter leader of the Bridge to Turkey Fund and active in the Suburban Unity Alliance of Oak Park, River Forest, and Forest Park.

- **Kelly Stokes, Ed.D., Humanities Department:** Kelly is the Community Engagement Coordinator, Salt Creek Ballet. She also met with staffers for U.S. Sen. Dick Durbin (D. IL) and Mark Kirk (R.IL) and Congressman Peter Roskam (R, Dist. 6) to discuss their support for the Every Student Succeeds Act (ESSA) and to request expanded funding for the NEA.
WHO ARE CODAA MEMBERS?

Volunteers

- Barb Dion, Counseling and Advising: Volunteer Hospice Counselor and COD employee for 30 years.

- Caitlin Luetger, Lecturer, Humanities Department: Recently completed the college’s Safe Zone training to better serve her students and community. She also volunteer-manages a program that benefits low-income communities impacted by AIDS & HIV through Chicago Cares.
WHO ARE CODAA MEMBERS?

Other:

- **Edward Bates, History**: Redesigned, without additional pay, online classes for History 1130, 1140, and 2260 and shared his work with fellow adjunct instructors. In 2016, he earned his PhD from NIU. The title of his dissertation is: "Disposable Labor: Urban and Rural Agricultural Migrants from the Monterrey Center through the Nuevo Leon Corridor to San Antonio, 1915-1925."

- **Wendy Pavlick, M.S. Ed., NCC, LPC, Counseling and Advising**: Was recently awarded the National Certified Counselor (NCC) credential.

- **Jessica L. Rangel, Spanish**: Jessica qualified for the International Triathlon Union's World Championships. She represented Team USA in her age group in Cozumel, Mexico, and came in 24th place in the world.

- **Edlira, Gjata, ELA/ABE/GED Department**: Is passionate about teaching and provides her students with many community resources to help make their transition in our country easy. She assisted in writing the curriculum for the EL Civics, reading, and writing classes for the ELA/ABE/
WHO ARE CODAA MEMBERS?

Each semester, Gloria Kas coordinates and hosts a commencement and pinning ceremony for graduates of COD’s CNA program.
CODAA Today: Progress

- An early priority for CODAA was to have representation on internal academic and leadership committees in order to participate in decision-making.

- CODAA currently represents part-time faculty on all major campus-wide committees and task forces.

- CODAA leadership meets regularly with the Vice President of Academic Affairs and the Director of Labor and Employee Relations.
CODAA Today: Progress

- In 2004, adjunct faculty were invited to participate in graduation ceremonies.
- 2006: “steps” for pay based on length of service were introduced into the contract.
- 2009: some paid personal leave, jury duty, professional development funds and “extra duty” pay was added.
- 2014: Lecturer positions created.
- 2015: Participated on the Parking Task Force
- 2016: Accreditation Task Force Participation
  Presidential Search Committee
CODAA Today: The Issue of Compensation

- A key priority has been the issue of pay parity (equity) with full-time faculty.

- While full-time faculty have additional responsibilities, there are many key aspects of the roles that are identical for full-time and adjunct faculty.
CODAA Today: The Issue of Compensation

- Some progress was made in the early years of CODAA’s existence.

- In more recent years, pay increases have paced those of the other college bargaining units.

- **TODAY:** There is still a wide pay disparity between CODAA and FT faculty at any level of experience teaching (or degrees held)

  (even when viewed against comparable non-tenured full time faculty in their 1st through 3rd year)
CODAA Today: The Issue of Compensation

- Adjuncts are required to hold the same qualifications for teaching as full-time faculty and many also bring extensive professional experience to the classroom.

- There is just $567 per year in difference between the entry level for CODAA adjunct faculty versus those who have been teaching for as many as 40 years.
CODAA Today: The Issue of Compensation

- At the maximum 27 contact hour per year teaching load, CODAA adjuncts can earn a maximum of $29,943 per year.

- While these figures are not atypical for adjunct pay nationally, as the second largest public institution of higher education, College of DuPage can do better.

**NEEDED:** An analysis of pay equity between adjunct faculty and non-tenured full time faculty (those in their first three years).
CODAA Today: The Issue of Compensation

Some issues for thought and future discussion:

1. Adjunct faculty, at 55-60% of the teaching load, are vital to the College --- not just “contingent”.

2. Each classroom adjunct contributes incremental revenue to support the college.

3. We seek movement toward *pay equity* with our full-time counterparts -- taking into account differences in responsibility.

4. Given the College’s reliance on Adjunct faculty, a move toward greater equity in pay and resources is appropriate.
CODAA Today: The Student Experience

- Many students would be surprised to learn the extent to which they experience adjunct instructors in the classroom.

- The student experience should not be diminished due to inequities in the pay and resources afforded Adjuncts.
Nevertheless, there are certain differences a student will experience between the full time and adjunct faculty:

1. Having available office hours benefits those students who won’t ask questions during class times or otherwise “hit a snag” in their homework.
   • Keeping office hours is optional, unpaid time for adjunct faculty.
   • There are just two offices located in the Adjunct Centers to meet one-on-one with students for the 1,200 adjuncts who are teaching in the Spring and Fall terms.
2. Uncertainty of Adjunct Assignments term to term

- Due to the fact that adjunct course assignments may appear later than full-time assignments and can be cancelled two days before the start of the term, students who prefer to take a subsequent course with an adjunct may not have the choice.

- Also due to course assignment uncertainty, it is difficult to rely on adjunct faculty for mentoring and references.
We may be part-time faculty, but we are full-time contributors to the College of DuPage and the larger world.