

Part-Timer Committee

September 2012 Report

Meeting date: 9/15

Attendance: 16

Note: For those interested all committee minutes have been posted for the past year, and our agenda is posted when it is prepared. Meeting times are on the part-time section of the website.

This was mainly a planning and orientation meeting. We discussed research suggesting that there are 5 major categories of part-timers in community colleges + 1 (the +1 are full-time community college employees picking up extra pay, and not generally considered to be "part-timers"). We will use these general categories, with the caveat that people are not categories, to see if we can target some efforts to provide special assistance to some people.

5 Categories of Part-Time Faculty

1. Lifestyle – frequently a young parent or an older caregiver who does not desire a full-time job at present
2. Teaching part-time at multiple institutions to make up a full-time job
3. Employed in career of choice (or at least relatively 'of choice') and hence *do NOT* wish a full-time community college teaching position
4. Employed, but wish a teaching career in community colleges
5. Semi-retired

ACL's do not generally fit into all 5 categories, although there has been far less research done on them (since there are far, far fewer). It seems that most fit into categories 1 and 4 (4 – ACL career, not a teaching career).

Based upon our discussions, there are a number of areas where we will attempt to move ahead immediately.

- Flash drives: Our suggestion from last year has proven to be highly successful already. We urge all campuses to get drives and give them out. We hope the union can do this annually.
- Health care for Part-Timers: Category 2 heavily, 1 & 3 possible. Certainly a long term project, not something we will probably get through negotiations, requires political action probably.

- Survey: The committee continues to work on a survey for part-timers to gather initial information and assess the value of using surveys. We plan to have one ready for approval this fall
- In-person professional development for Part-Timers - faculty: Categories 1, 2, 4 especially. We will see if we can renew our old cooperative work with the Center for Teaching to provide professional development activities especially targeted at part-timers. There is no similar organization for ACL's so not much we can do there.
- Online professional development - faculty: Categories 1, 2, 4 especially. We will seek out resources to put online.
- Online professional development – ACL's: Categories 1 & 4 especially. We will seek out resources to put online.
- What bargaining unit am I in – what union am I in?: All categories, target especially merged campuses. There is confusion about being in a union, and then which one. We will develop information and an approach to disseminating that information.
- Seniority Pool explanations: All categories. We will work to strengthen the already very good pool Q & A online.
- "7 Contacts": Robyn Brooks, PT Officer will continue her very successful newsletter for part-timers.
- Chronicles: Robyn and Bill will make sure that Mary has material on the part-timer committee for the newsletter.
- Part-Timer Contracts: We will seek out part-timer contracts from around North America, Canada may be more advanced here than the USA, to find 'best practices'.
- Office hours: Our grievance last year was successful. We need help to ensure that colleges are all in compliance and not requiring, intimidating, or suggesting that part-time faculty have office hours.
- Webcasts to help part-timers prepare resumes and for interviews – to prepare for getting a full-time job: Categories 1, 2, 4 especially. We will start work on these this year.

Bill Searle, Chair
Part-Timer Committee