



## Part-Time Faculty Committee Notes

October 6, 2023  
9:00 - 10:20 am

Attending: Sue Broxholm, Donna Frankel, Deirdre Frontczak,, Desiree Montenegro, Dennis Smith, Arnie Schoenberg, Jacob Traugott, Carol Whaley  
Guests: David Milroy, Cynthia Mahabir came for part of the meeting.  
Absent: Linda Sneed, Cornelia Alsheimer-Barthel  
Staff: Herlim Li

### Overview

#### Approval of agenda

Donna, Jacob M/S/U

#### Edit meeting notes

Edit and send the raw meeting notes from the previous meeting and send the edited version to all committee members.

Donna Frankel, Herlim Li

#### Organize second symposium

Organize the second symposium, focusing on the results and steps towards a one-tier system. The symposium is scheduled for December 8th, from 1 to 4 PM.

Donna Frankel

#### Form a committee to research hiring process

Form a committee with Sue, Desiree, Arnie, and Deirdre to research and address the hiring process issues. The committee will request to work with legal and Herlim to explore potential avenues for change.

#### Advertise symposium

Share the date and time of the symposium with various organizations and encourage them to participate. The symposium is scheduled for December 8th, from 1 to 4 PM.

All Committee Members

#### Draft panel discussion proposal

Draft a panel discussion proposal to include all the topics discussed in the meeting, with a central theme that represents all the topics the speakers will discuss.

Desiree Montenegro

#### Consult with FACCC Legal Counsel

Consult with FACCC Legal Counsel during the next staff meeting to explore legal avenues that faculty can use to obligate institutions to provide part-time faculty with a transparent, fair system.

Herlim Li

#### Check SurveyMonkey subscription status

Check the status of the SurveyMonkey subscription for potential use in the upcoming healthcare survey.

## Overview

- Discussions from the FACCC PT Faculty Committee meeting included the integration of a **one-tier** system replacing the **two-tiered** faculty system, planning the **second** Part-Time Faculty Symposium focusing on the **one-tier** system.
- Concerns about potential discrimination in the faculty hiring process were shared. An issue of "ghost vacancies" and the lack of progress in academic careers.
- A smaller committee was formed to research solutions for part-time to full-time faculty progression issues.

## Meeting Attendance

- Donna Frankel detailed the attendance policy, stating members may have **two** absences per year, including A&P, symposium, and meeting absences.

## Meeting Recordings and Notes

- The use of recording software in the last meeting was discussed and positively reviewed by Herlim Li and Dennis Smith.
- Donna Frankel reported that the previous meeting's notes needed editing before sharing.

## One-Tier System Proposal and Development

- Deirdre Frontczak proposed a one-tier faculty system to better serve students by establishing a unified faculty voice.
- A policy white paper is being developed to represent this unified opinion, and Dennis Smith requested to see the latest version.

## Part-Time Faculty Symposium

- The **second** Part-Time Faculty Symposium is planned to focus on the one-tier system.
- The Symposium is scheduled for **December 8th**, from **1 to 4 pm**.
- Donna Frankel announced the inclusion of a new organization, the Campaign for Faculty Equality (CFE), which is devoted to promoting a one-tier system.
- Frankel asked for speaker suggestions, particularly those conducting research regarding part-time faculty needs or issues.
- A rehearsal run for the Symposium was suggested to ensure technical smoothness. A call for volunteer tech help since Lidia Stoian will be on vacation then.

## Issues in Part-Time Faculty Hiring Process

- Adjunct Faculty Hiring Pool were highlighted as a concern in the hiring process. PTF pools are different from advertising for FTF positions when the dept. is terminated, the president of a college insists they are not bringing back a dept. but HR is still advertising. This is not illegal, many companies do this, but it is frustrating for PTF eager to apply—which is a cumbersome process with every district and dept. having different forms and rules.
- Desiree Montenegro discussed the potential hindrance of lacking feedback from interviews.

- Montenegro suggested appreciating part-time faculty advocating for their colleagues with certificates of appreciation.
- Sue Broxholm expressed concern regarding the lack of internal promotions at educational institutions.

### **Action Plan for Hiring Process Issue**

- A smaller group was formed to research hiring process issues, headed by Desiree Montenegro and comprised of Sue Broxholm, Desiree, Arnie, and Deirdre Frontczak.
- Montenegro recommended assistance from legal guidance, agreed upon by Herlim Li.

### **A&P Part-time Committee Conference Proposals**

- Desiree Montenegro proposed a conference session to advise part-time staff on succeeding in full-time interviews.
- Dennis Smith suggested including the future of the one-tier faculty structure in the proposal.
- Montenegro suggested a panel discussion under a broader theme.
- The meeting time was extended for an extra **15** minutes.
  - Dennis, Sue M/S/U

### **Voting Quorum Concerns**

- Donna Frankel queried the existence of more proposals due to Linda Sneed being absent.
- Herlim Li and Dennis Smith expressed concerns about having a quorum for voting.

### **Future Meetings and Proposals**

- Donna Frankel advised participants to start working on their own proposals due to the approaching proposal deadline the end of Oct. for the February A & P.
- Desiree Montenegro was open to collaboration on drafting a proposal for a panel discussion, and Dennis Smith agreed to join.
- Donna Frankel proposed another meeting for the last week of October due to many agenda items.

### **Adjourn 10:20**