



Adams State University Contingent Faculty and Instructor Council

June 18, 2015
Meeting Minutes

Members Present: Phil Ray Jack, Danny Ledonne, Jess Gagliardi, Kathy Woolbert.

Minutes

At 11:00 a.m., committee meeting commenced; Kathy Woolbert was introduced and members updated to the committee on their status within the committee.

Members reviewed issues from the previous meeting, adding to the discussion that we will have a focused list of action items going into the new academic year in August.

Phil Ray Jack discussed his views on the value of instructors for a campus. Discussion included: hiring practices, assessment both for retention and within the department, and the quality of education.

Discussion on assessment included a push for aligning a universal protocol across the board through each department. Things to consider include: professor evaluations, peer evaluations, mentors for all faculty, and more power and security across campus. On the issue of more power and security, advancing practices such as 3 year contracts for instructors, changing the faculty handbook language, etc.

Discussion on employees files. Phil discussed the standard practice of this at different institutions he has worked at. Danny explained his personal dealings with getting his per his employment situation. We discussed what this means as far as being able to see our employment files and what best practice there is to it.

Discussion on professional advancement including extended contracts for instructors, such as a 3 year contract. Phil discussed some practices that have been used at other institutions. We discussed the seniority rule and class allocations. We also discussed opportunities for professional development within professional advancement.

Discussion on healthcare and other benefits as instructors. Being the status of the way the institution has it, healthcare and other benefits are not given to many instructors, per the institutional rules. Full-time adjuncts do not qualify for healthcare; different practices can be looked into to extend coverage to all faculty of ASU.

Discussion on instructors having more presence on campus. Items we can have are Adjunct Appreciate Day. As a standing committee, we have a seat on the President's Cabinet. Will address President McClure on this matter.



Discussion on maybe adding an event/ joining an event with the Common Reading Experience Committee for the upcoming book, *After Shock*, which deals with economic inequalities. This connects to the above item on more adjunct presence on campus.

Discussion on payments and contracts. We discussed going forward with looking into best and better practices for instructors to receive their contracts and be paid in a timely manner. This extends to other forms of income coming through Extended Studies, Summer pay/contracts. This all ties to the value and connection to ASU.

Discussion on exit interviews for non-retained or terminated instructors. There seems to not be a practice we are aware of; creating an exit interview for all employees of ASU needs to become a standard practice.

Discussion on including new instructors to New Faculty Orientation needs to become a standard practice. Connects to value and presence on campus.

In concluding the meeting, Phil shared his vision for the committee, including taking on the issues of pay/contracts, assessment alignment and job security.

Members are encouraged to bring more ideas to the next meeting on issues we should address in the upcoming academic year.

Next meeting will be a working meeting where we will come up with our agenda and projects for the upcoming academic year.

Meeting adjourned at 12:30 p.m.

Next Meeting: July 30, 2015, Cooper Room in Nielsen Library at 1pm.

Respectfully,

Jess Gagliardi
CFIC Secretary
AAA Department