**CODAA Items – Dr. Rondeau**

1. Would you consider stronger policy hiring adjuncts into full-time positions?

*Answer: This should not be necessary, as we have a practice of hiring adjunct faculty for full-time faculty positions. As an example, we hired 19 new full-time faculty this fall and 13 of them (68%) came from the ranks of the adjunct faculty.*

1. The number of classes are shrinking, yet new adjuncts are being hired when current adjuncts are available and not getting additional class assignments.

*Answer: We hired 95 new adjuncts for AY16-17. We estimate that we have about 40-50 adjuncts that do not return each year. While it appears we are adding to our total number of available adjuncts, the deans report that it is mostly dependent on discipline needs. Another factor is adjunct availability. We may have need for two or three faculty to fill one 12-hour load because a single faculty is not available for all of the available class times.*

1. Would you look into the class assignment process? It is impersonal and seems somewhat arbitrary.

*Answer: Obviously, we do not want an impersonal or arbitrary process. I will ask VPAA to follow up on this question and I will get back to you. Given the number of classes that are scheduled and the number of faculty that are employed and assigned, this is a very big and complex process. This is a process that is important for faculty and student success. We do have a number of associate deans, and while they all are independent in their approach to hiring and scheduling adjuncts, they do all use a process to match qualified and available adjuncts with the classes that are scheduled.*

1. Is it possible to have sessions in the evening? (discussions, professional development, other)

*Answer: Adjunct faculty development is held at times during the evening by the Adjunct Faculty Support Office, however enrollment is very low and of those that have attended they are the Adjunct faculty members who are new to the College. I am very open to exploring this more. I was very impressed with the training program we had for Adjuncts (“Writing on the Edge”) on Saturday, Sept 24th, including the number of Adjuncts from around the state who attended, in addition to our own. Let’s discuss this at more length with a view toward understanding opportunities that will be well attended.*

1. The College had a medical department for students, faculty and staff. Why don’t we have one anymore?

*Answer: We had a College Nurse operation, but found that she had so little actual work to do that it simply did not make financial sense to keep this position. As you are aware, we discussed this recently during a Shared Governance Committee meeting.*

1. What is the future of the lecturer position? Why is the lecturer position only for a three year period?

*Answer: We are moving forward with assigning lecturers for calendar year 2017. We will have approximately 50 lecturer appointments. The position is actually is appointed annually for a one-year period with a possible extension of an additional year. Lecturer appointments beyond two consecutive years require VPAA approval and are only considered on an exception basis. We limit the appointment duratoin so that we can offer this benefit across a larger number ofAdjuncts.*

1. Adjuncts would like to see the tuition benefit restored to the previous level.

*Answer: This is a negotiated benefit and can be addressed at future negotiations. Please note that the 2/3 tuition waiver is a benefit across all employee groups.*

Allow me to add one matter that was raised during my session with CODAA reps that is not on the above list: the broader use of the term “Adjunct.” I readily agreed with the comment about referring to our part-time Faculty as Adjuncts. The word “Adjunct” more aptly fits and is aligned with the expectations of these professionals alongside their contributions to the life and professional activity of learning at the College of DuPage. I have asked that all signage eventually reflect the word “Adjunct” throughout the College. Where “part-time faculty” is used (not universally around the campus, by the way), we will iteratively replace with the word “Adjunct.” I have reliably used that term when speaking and writing and will continue to do so and have asked Cabinet to do the same. I do note that occasionally our Adjuncts call themselves “part-time faculty’ and suggest we as leaders try to help with alignment of the more professional terminology within the Adjunct Faculty cohort.