



Meeting 3 - MINUTES

Name of Committee or Team: Adjunct Advisory Committee

Support Documents Link:

Recording link:

- **Committee Members Present via WebEx:** Ian Leighton (ENGL), Iskander Zakirov, Lisa Whiting Dobson, Don Alexander Eckford, Willie Davis, Robyn Corey, Rick Caprario, Laura Bishop, Tamra Hunt.
- **Resource Members Present via WebEx:** Eva Menefee
- **Guest(s):** Zakir Ahammad, Martine Rife
- **Scribe:** Martine Rife

Date: Thursday Feb 27, 2025

Time: 8pm – 9:04pm

Room: WebEx:

<https://lccedu.webex.com/lccedu/j.php?MTID=m701672223e6ca51f4c77d2a98abe69ec>
<https://lccedu.webex.com/lccedu/j.php?MTID=m487b573430ed9bf472e883342300045f>

Agenda Item	Tentative Time	Discussion	Next Steps
Approve Minutes from last meeting (not sure if this is possible, as we do not officially have members vs. visitors)	8pm-8:01pm	<ul style="list-style-type: none"> • Approved without objection 	
Vote on Rick (or another) being vice-chair	8:01pm – 8:02pm	<ul style="list-style-type: none"> • Approved 	
Identify members & Departments & Senators (and guests) Senators vs. Members	8:02pm – 8:10pm	<ul style="list-style-type: none"> • Will be add to discussion after meeting 	
See if we have quorum (this will be done after we identify who members are vs. visitors)	8:10pm- 8:11pm	<ul style="list-style-type: none"> • Met 	
Assign a scribe	8:11pm – 8:15pm	<ul style="list-style-type: none"> • Martine Rife (non-permanent scribe) 	
** NEW - Adjunct Payment at LCC - talk to Eva and use the adjunct	8:15pm – 8:30pm	Rick brought up the pay issue and at senate he was told not to discuss it. Sally said to speak with Eva, because all other avenues	

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<p>committee as the vehicle to talk to Eva</p>		<p>have been exhausted. Rick brought it up because of the adjuncts that have come to him, regarding the disparity issue. Rick talked about litigation at Community Colleges, the issue is that there isn't a methodology to capture efforts, such as in 15 minute increments on the work adjuncts do to prepare and teach their courses. Rick just learned about the Green Sheet. Rick has to follow-up because of the Green Sheet issue. Rick put forth around 120 hours to create a class. He says he wasn't compensated for it. Rick says past and present adjuncts aren't being adequately compensated for their efforts. A man put together a five-course program and wasn't compensated for it.</p> <p>Adjuncts are hourly employees not salaried employees.</p> <p>Eva said, adjuncts should be paid for office hours – she was told it is part of their pay. She said when an adjunct has a new class they are teaching, they are supposed to get paid extra. She wanted adjuncts to be able to attend meetings without asking.</p> <p>Rick said it was acknowledged by the Provost that he could discuss with Eva. Having a universal documentation process for effort might be good. That might create evidence for unpaid work.</p> <p>Eva said the college is sad and how do we get our energy back.</p> <p>Rick was talking about having one procedure for adjuncts getting paid. Laura was talking about how all areas use different methods.</p> <p>The Green Sheet – is a sheet you submit when you work extra hours, as an adjunct.</p> <p>Ian: The lead faculty will document your time. In English the meeting time has to go on a purple sheet. Many hours are spent documenting things.</p>	

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		<p>Ian asked people who hadn't said much to speak. Don said he had to ask permission to be at the meeting. Don said he feels the vibe is a bit different in math and that one has to ask to get paid and it seems like money is tight, and there is almost a negative vibe about asking.</p> <p>It was expressed that when adjuncts are asked to do extra work, others don't obtain funding for the adjuncts, and seem to expect them to do the work.</p> <p>Don said it seems like he is expected to create materials while working in the learning commons and then bring them to the math department.</p> <p>It was discussed that we aren't given credit for what we do right. We are only contacted to be told negative things.</p> <p>Don reported that he has been told not to go to a meeting because he "didn't need to go."</p> <p>Rick was talking about having a process in place so that turnover might be less.</p>	
<p>Concerns that we can bring to the senate for our report. i.e. is there anything that would make an adjunct's role better?</p>	<p>8:30pm – 8:40pm</p>	<ul style="list-style-type: none"> • What would make an adjunct's role better? • Adjuncts should be more included and be welcome to be in program meetings (for example, in 2023, English didn't invited adjuncts to the annual syllabus review meeting). • Adjuncts should be integral to the construction and creation of Operating Plans in their area. They should sign the operating plan in their areas. • LCC needs appropriate processes to assure adjuncts are getting credit for their contributions. • We need to do affirmative actions to address the isolation adjuncts are currently feeling. 	

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		<ul style="list-style-type: none"> How do we survey adjuncts specifically – can we target their specific issues? We can't solve problems for people when we don't know for sure. Some adjuncts feel supported and some adjuncts don't feel supported. We could use a premade survey to learn about how our adjuncts are feeling. 	
Priorities for next year	8:40pm – 8:55pm	<ul style="list-style-type: none"> 	
Time of next meetings	8:55pm – 9pm	<ul style="list-style-type: none"> 9:04 pm meeting adjourned 	

Meeting adjourned at

WebEx Chat Information:

Polling Results:

Lisa Whiting Dobson – Senate – pay for a D2L class for students.

Nancy & Rafeeq in Senate – The student is the customer who pays for a well structured class vs. them NOT being a “customer”.