

ADJUNCT FACULTY SURVEY COMMENTS

13 Positives about working as adjunct faculty at Gavilan College

- Beautiful campus, good work environment
- I like teaching, always have, but I refuse to join a union.
- Close to home, otherwise not much. Pay is abysmal—30 percent lower than my other college, evening facilities—library, bookstore—closed.
- Don't have to work fulltime; don't have to serve on committees
- I choose to work part time and enjoy not having any other obligations/responsibilities related to the college
- Interact with students/faculty, enjoy teaching
- I like my schedule and the courses I teach
- Enjoy teaching
- Getting a paycheck
- Enjoy teaching and other faculty/staff
- Time; opportunity to teach the course that meets needs of students and myself—my choice.
- Good people, beautiful hills
- Hope to easily become ftime faculty some day.
- Enjoy my work, student contact, environmental settings, colleagues.
- Great students, I teach interesting classes. I LOVE teaching and am good at it.
- I love teaching and I love Gavilan
- Small school
- Very nice college and people
- I like working with the students here
- Opportunities for training (technology, course design, mediation) support my professional development; opportunities to advance myself by grant work, project, and committees is welcome; fulltime faculty do not seem to look down or as a lesser valued instructor just b/c I'm part time.
- Enjoy the work.
- Teach what I love to teach.
- I get to teach Spanish speakers and I really enjoy it! I feel that I am contributing to my field. I like my chair—department; I like my students; I enjoy teaching; Gavilan has a high Latino population.
- Like the value for the students and inclusion of adjuncts as part of the team. Like the collegiality. Email communication keeps me informed.
- Enjoy the students. Opportunity to get CC teaching experience (have lots of private 4 year college experience.)
- I love the students and other teachers. It's a nice, open, friendly school.
- Flexible schedule
- I get to keep active in teaching. This is a part ime job for me, but is very different from my daily job. It's refreshing.
- I enjoy teaching and the students.
- Gavilan is a very friendly welcoming campus. My department is extremely professional—It's fun. I like my peers. I have always wanted to be a teacher, but I refuse to pay dues to ANY union.

--the challenges of teaching. Interchange and students. Income. Freedom to not have to participate on committees, etc.

--Work well with faculty and staff; lots of extra learning; having taught my own course; nice environment.

14. Negatives about being adjunct at Gavilan College

—Lack of pro rata compensation

--Cannot think of any

--College has not until recently finalized a calendar for next semester; lack of professionalism; never offered funds for travel to conferences, even when a speaker.

--poor pay, no benefits

--No sick days; terrible “retirement” program

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--I don’t always feel “a part” of the dept. It would be good to have dept. meetings where all faculty are included so everyone is working together for a goal or direction. Another negative is not getting paid for the many hours of grading and course prep work.

--Schedule is made without your input

--Fulltime faculty who don’t care or simply treat ptime people like second class citizens.

I am surprised Leah Halper would care about us.

--Pay is low; support is minimal; commute is long.

--Professional status among students and faculty; access to office space; benefits, job security; voice—to be heard, representation, lack of part time associations, representation.

--The worst pay in the Bay Area!

--Are not always aware of everything going on.

--Not included in faculty decisions, hiring, benefits; no part-time faculty orientation; no office hours.

--Shockingly low pay; no health care; I don’t feel like the school cares one wit about how I will survive on pay.

--I work at night. It can sometimes be lonely. No library after 6! Low hourly rate.

--Low hourly pay

--Low pay and lack of seniority system

--No career path, no salary incentives, head count issues, many committees I’m interested in meet on my non-class days and I don’t get paid to participate so I’m not doing as much as I could and want to.

--Out of the loop—time constraints.

--Pay! No support from the college as a whole. Lack of resources/office space.

—Poor pay, no benefits.

--Really aren’t any. Occasionally bureaucracy kicks in but Gavilan seems to keep bureaucracy from overwhelming the college.

--Prep time/office hours not compensated. Direct deposit not available.

--Lack of support/lack of orientation to learn of resources available. At Evergreen, there’s a paid orientation and pay for first meeting of each semester.

--Poor wage, lack of job security, little to no pay to offset office hours and grading (English classes require extensive grading time), no mileage pay for commute.

--Lack of benefits (insurance, sick leave)

--Poor communication from the main office. I never receive a contract to teach.
Communicate is late and/or untimely.
--Being treated like second class citizens.
--30 minute commute (you can't do anything about that.) The real negative is the lower pay compared to other CCs.
--No guarantees of future work.
--Feel somewhat excluded/outside the real core community; retirement benefits not good; no assurance of job security.
--No job security; lower pay; not enough office space; no benefits.
--How to rise on pay scale
--effects of 16 week calendar
--short term classes paid on hourly rate now

Other:

--Will a part timer be paid to sit on union negotiating team? Without true representation, paying dues is worthless. We cannot expect ft faculty to advocate for us—conflict of interest.
--No union NEVER NEVER NEVER. Drop it!
-- [Gavilan pays] \$10 less per hour than other CCs
--GCFA has never done a thing for me. As a CCFT member, this college is the most oppressive low paying institution in the area. Part time faculty are treated like African-Americans during the Civil War.! The only reason we are paid is because slavery is illegal. I would never work full time at Gavilan College. After the reign of Mayle and Joyce, who would want to subject themselves? At least Kinsella is a gentleman, unlike his arrogant predecessors. [Re answering question about benefits:] This is ridiculous as we will never receive these things.
--We're exploited.
--Pay, benefits, and uncertainty about getting classes.
--Dues would depend on how much impact a union will have.
--It took 3 semesters before I got a key to the office with— phone and message.
--I don't have time [to get involved in union?] due to commute etc.
--Positive about a union as long as events and activities are scheduled to include many of the faculty part timers and full timers.
--Whenever I retire from my fulltime job I'd be more interested [in a union].
At Evergreen I get \$66 per hour; here I get \$53.