

NEA Higher Ed Conference Report  
March 16 – 19, 2017  
Submitted by Josie M. Meza Malik  
March 20, 2017

The following is information that I think is important to share with our CCA membership.

### **Part-Time Issues**

At the Saturday morning NCHE meeting Judy Olson, shared that the Department of Labor has finally shared the letter that NEA created in regards to Unemployment Benefits for Contingency Faculty nationwide. Judy Olson has been a primary advocate to get this letter into the hands of all states and was one of the creators of the NBI that was approved a few years back to address this issue. This letter will hopefully open the door in all 50 states for Contingency faculty to claim Unemployment benefits when they are not able to work. I am trying to get a hold of a copy of this letter. I have a message in to Judy Olso.

Sessions: I am only sharing the ones I felt were informative

### **Strategic Planning for Adjuncts –**

Presenter: Heather A Clements, NYSU, New York

Adjuncts United (UL) is the union of part-time faculty at Syracuse University. Syracuse University is a private university in New York State. UL is They are an affiliated with the New York State United Teachers (our CTA). They organized and bargained their first contract in 2008 and have successfully negotiated three more through 2017. Beginning in their 2016 – 2017 their contract stipulates that any new hires **have a year to join the union or to declare they are a fee payer or they will NOT BE REHIRED!** Every new hire is given a packet of information and a letter signed by the Director of Human Resources and the Union Presidents indicating the above information. They do worry that the first contact from the union is that of if you don't join you will lose your job but decided it was worth the try. The university hires about 100 new hires each Spring and Fall Semester.

UL realized that they did not have a brand, no mission statement, and no plan in regards to their union so they created a union logo, AU Adjuncts United, a voice for part-time faculty which they have placed on canvas bags, cups and a variety of "give aways". They also did a self-analysis and from this created a plan to get themselves organized and pointed in the correct directions. The organizing/membership plan is ongoing and reviewed regularly;

Every new member is given a canvas bag with the union logo and union swag inside when they return the membership card. They are also in the planning stages of

creating a variety of swag that will recognize the longevity of members and give out union swag at each and every function.

This session just reinforced for me that the membership strategies we are using in our CCA Membership Drive are universal. I am attaching the power point and handouts for further review if anyone is interested.

### **From Panic to Purpose: Organizational Transformation Past Friedrichs**

Presenter: Gretchen Long

Minnesota State Community and Technical College Minnesota

This session gave an overview of what Minnesota State College Faculty (MSCF) (our CTA) which represents all the 2 year colleges in the state of Minnesota. They are attempting to implement strategic, purpose driven changes that will lead to greater organizational support and capacity for recruitment and engagement efforts. MSCF. They have 39 chapters, 30 colleges and 4,000 – 4,500 membership depending on the semester. They average a 72% membership rate – 95% of these are full-time faculty and 50% are part-time faculty. They have the same issues as CCA does in regards to getting correct membership data and that 50% of their part-timers are fee payers.

Not all chapters have a full Ex Board. Many only have a President and Grievance Chair, some only have a Grievance Chair, which, if I heard correctly, is the only mandated position every local must have. How they are able to function I do not know but it appears to work for them. The mandated position are “full release” positions paid by the individual locals.

MSCF created local membership plans/drives and then decided they needed to have a state level membership team to provide training and support for the local affiliates. Each member of the state membership team has been assigned 6 colleges that they are responsible for membership issues/support/trainings. They have focused their recruitment efforts on the part-time faculty because 50% of them are fee payers.

### **Engaging & Communicating with Millennials**

Presenters: Jill Dupy, Southern Illinois University Edwardsville, Ill

Steve Campbell, Lewis and Clark Community College, Ill

This session was simply a review of all the generations and their characteristics. The basic information that I took away from this session was that – Millennials want to help but they need to be asked and told what to do.

I found their handout “Engaging & Communicating with Millennials” quite informative (see attached)

I also liked their Experience Inventory – which gives membership teams a basis for what it is their members do, could do, might like to do (see attached)

**Using Member Benefits for Higher Ed Growth and Retention**

Presenter: Antonio Galindo, NEA Member Benefits, Maryland

In this session I discovered that we can get a list of members from NEA who have never filled out their beneficiary forms for their free \$1000 life. We can get this list by simply contacting our NEA Member Benefits representative, Sean Mabey. Membership. Antonio suggested that we use this as a way of engaging our membership with 1:1's – telling them see here “You can have a free \$1000 life insurance policy and all you need to do is sign this membership form (for fee payers) and for members – “did you know you have a \$1000 life insurance policy though NEA but you have never designated a beneficiary”? Antonio also suggested that we have our NEAMB representative come to our locals and give presentation on a variety of topics but specifically “Pre-Retirement.”

## **What is Adjuncts United?**

Adjuncts United is the union of part-time faculty at Syracuse University. Our membership is made up of Part-Time Instructors (whose primary employment is teaching under contingent contracts), and Adjunct Faculty (who have full-time employment off campus, in addition to their teaching). We are a voice for part-time faculty on campus.

## **Who is Adjuncts United?**

If you are a part-time faculty member of Syracuse University, you are Adjuncts United! Since our first negotiated contract in 2008, members have benefited from our advocacy.

## **Mission Statement**

Adjuncts United's mission is to promote, protect, and expand the terms and conditions necessary for the effectiveness and dignity of our members.

Adjuncts United is committed to growing its leadership for the benefit of an engaged and well-informed membership.

Get in touch to get involved!

Contact:

Laurel Morton, President  
lmorton@syr.edu

Membership Forms and Questions:

Kari Shaw, Treasurer  
keshaw@syr.edu



for more information, visit:  
[adjunctsunited.wikidot.com](http://adjunctsunited.wikidot.com)

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Syracuse University Local  
A NYSUT Affiliate

Syracuse, NY

## History

Part-Time Instructors (PTI) and Adjunct Faculty began talk of organizing at Syracuse University in 2005. Adjuncts United unionized with the New York State United Teachers (NYSUT) in 2006, and is affiliated with the National Education Association (NEA) and the American Federation of Teachers (AFT).

***“Unionizing was supported by three-quarters of the voting members of the part-time instructors. That to me was a clear mandate.”***

*Founding President, Jeanette Jeneault*

Prior to Adjuncts United's first negotiated agreement in 2008, Part-Time instructors and Adjunct Faculty worked at the whim of administrators. Before unionization, contingent faculty did not have uniform hiring practices across schools and colleges, defined length of contracts, access to benefits or job security, grievance rights, nor access to University funded professional development opportunities.

Since organizing, we have successfully negotiated a contract every three years on behalf of our members—making beneficial gains with each contract!

## What does AU do for you?

### Compensation Rates, Merit Increases and Professional Development Funds:

- *Since our first contract, AU bargained mandatory per-credit rate minimums, which continue to increase;*
- *Negotiated annual pay increases;*
- *Identified, advocated, and ensured the payout of over \$80,000 in retroactive pay to more than 350 negligently underpaid unit members;*
- *Secured over \$270,000 in Professional Development Funds for post-probationary unit members across campus;*
- *And continuously monitors and enforces pay-related provisions of the contract.*

### Benefits and Scholarships:

- *In a recent contract, AU shortened the probationary period to 4 semesters—resulting in quicker access to benefits and job security;*
- *Promoted access to Standard University Benefits to those who are eligible under the Contract Agreement;*
- *Negotiated post-probationary access to Modified Benefits (including dental & vision coverage) for members not eligible for Standard University Benefits;*
- *Enforced federally mandated retirement benefits compliance, by ending incorrect usage of “Overload” and “Extra Service” classifications;*

- *And established an AU Scholarship Fund, which awarded over \$7,000 to support post-secondary educational needs of members' children!*

### Rights and Representation:

- *In our short history, AU leadership has negotiated two seats for AU representatives in the University Faculty Senate—ensuring a voice in faculty governance;*
- *Pushed for clearly written appointment letters containing specifically detailed duties and expectations;*
- *Established standardized evaluation and remediation procedures;*
- *Guaranteed seniority protections;*
- *And defined informal and formal grievance procedures—proven to ensure due process for members.*
- *Additionally, we meet monthly with University representatives to discuss issues, present grievance situations, and advocate for fair treatment of contingent faculty;*
- *Hold regular Executive Committee meetings with representatives from schools and colleges on campus;*
- *Meet regularly with members to help navigate difficult employment or contract-related issues;*
- *Continue to engage with other Higher Education organizations to connect to the growing national movement to improve labor conditions for part-time faculty;*
- *And so much more!*

## Experience Inventory

Put a check by any of the following that you currently do or have ever done.....

- Design a website
- Update a website regularly
- Upload photos to a website
- Act as a cooperating teacher for a student teacher
- Provide time to support student organizations
- Volunteer time for a local cause or perform other community service
- Serve on a board of a not for profit organization or agency
- Be a presenter, facilitator or panelist at a conference, training, and/or large group meeting
- Act as an officer in another organization (neighborhood group, PTO, religious, hobby, etc.)
- Been a part of search committee to hire someone
- Act as a mentor to a new employee
- Serve as department chair
- Participate in a curriculum committee, special task force, or other job related group
- Attend an administration meeting (Board of Trustees, local school board, etc.)
- Represent employees on a joint administration/local union committee to review benefits or monitor insurance
- Work on a political campaign
- Attend a political rally
- Attend a political fundraiser
- Attend an IPACE recommendation meeting
- Attend IEA Lobby Day
- Organize a school/building/job site tour to host a legislator or other local official
- Act as the IEA Grassroots Political Activist (GPA) for your region
- Member of the region Grassroots Organizers (GO) team after being recruited by the GPA
- Attend an IEA Region Council meeting
- Encourage a new employee to join your local association
- Have you ever attended an IEA training at the local, region, or state level?
- Member of your local bargaining team
- Member of your local bargaining support team
- Serve in any office/position on your local's executive committee
- Serve as an Association Representative (also known as a Building representative, steward)
- Have filed a grievance
- Attend the NEA Representative Assembly (RA)
- Attend the IEA Representative Assembly (RA)
- OTHER \_\_\_\_\_
- OTHER \_\_\_\_\_

# Engaging & Communicating with Millennials

## *10 Tips to Reach Those Millennials*

Presented by Jill Dupy ([jill.dupy@gmail.com](mailto:jill.dupy@gmail.com)) & Steve Cambell ([scampbel@lc.edu](mailto:scampbel@lc.edu))

1. Brief & Meaningful Messages
  - a. Millennials have mastered the art of saying something meaningful in 140 characters or less. The more concise your own message, the more likely they are to relate to or appreciate what you say.
2. Be Cooperative
  - a. Informative
  - b. Honest
  - c. Relevant
  - d. Clear
3. Understanding – We are Always Communicating
  - a. 24/7 Communication cycle with technology
  - b. Not communicating = Communicating
4. R-E-S-P-E-C-T
  - a. No 'age' jokes
  - b. Millennials have insight to offer
  - c. Want to be taken seriously
5. Nurture their passion
  - a. Desire to be involved – direct them
  - b. Mentor them; invite them
  - c. Concerned about Social Justice/Change
  - d. "We" language conveys closeness
6. Fairness & Equality is Important
  - a. View their involvement as opportunity
  - b. Sensitivity
  - c. Perspective-taking
7. Meet them where they are
8. Listen
  - a. Active – listening (focus)
  - b. Paraphrase for understanding
  - c. Respond & follow up
9. Strive for Understanding
  - a. Attributions
  - b. Learn their story and what motivates them
  - c. What we did today!
10. Give them an Opportunity to make a difference!
  - a. Remember: they are the future
  - b. Encourage a new perspective
  - c. Don't be stingy with praise/encouragement
  - d. Remind them how they make a difference
  - e. Brag on them....