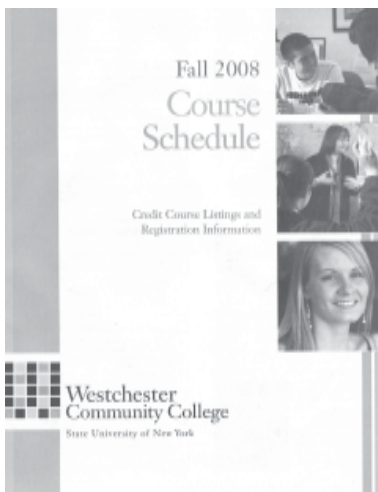




WCCFT *Union* NEWS

October 2008

Monthly Newsletter of The Westchester Community College Federation of Teachers



“Who in the World is **STAFF?**”

REF.#	CATALOG #	COURSE TITLE AND COMMENTS	ACADEMIC CREDITS	CHARGE CREDITS	MEETING DAYS	MEETING TIME AND PLACE	INSTRUCTOR	LAB FEES	
ENGLISH						DAY SCHEDULE		CONTINUED	
6802	ENG 002	BASIC WRITING II	0.0	3.0	M	10:00A 10:50A AAB 0414	STAFF	STAFF	
				T	10:00A 10:50A AAB 0504				
				TH	10:00A 10:50A AAB 0413				
6805	ENG 002	BASIC WRITING II	0.0	3.0	M	10:00A 10:50A TEC 013L	PADAWER C.		
				W	10:00A 10:50A TEC 0117X				
6730	ENG 002	BASIC WRITING II	0.0	3.0	TH	10:00A 10:50A TEC 0025F	OSTMAN H.	STAFF	
				T	10:00A 10:50A LIB G16A				
				TH	10:00A 10:50A AAB 0305				
6787	ENG 002	BASIC WRITING II	0.0	3.0	F	10:00A 10:50A CLA 0208	STAFF	STAFF	
6733	ENG 002	BASIC WRITING II	0.0	3.0	MTTH	11:00A 11:50A TEC 013L			
				MF	11:00A 11:50A AAB 0307	STAFF			
6736	ENG 002	BASIC WRITING II	0.0	3.0	TH	11:00A 11:50A LIB G16A	STAFF	STAFF	
				M	11:00A 11:50A AAB 0413				
				T	11:00A 11:50A AAB 0307				
6793	ENG 002	BASIC WRITING I	0.0	3.0	F	11:00A 11:50A AAB 0306	STAFF	STAFF	
				T	11:00A 11:50A LIB G16B				
6739	ENG 002	BASIC WRITING	0.0	3.0	F	11:00A 12:50P AAB 0415	ZALUDA S.	STAFF	
				TH	11:00A 11:50A SCI0245				
				F	11:00A 12:50P LIB G16A				
6751	ENG 002	BASIC WRITING	0.0	3.0	MTTH	12:00P 12:50P TEC 013L	STAFF	STAFF	
6757	ENG 002	BASIC WRITING	0.0	3.0	MTTH	12:00P 12:50P AAB 0311			
6826	ENG 002	BASIC WRITING	0.0	3.0	MTTH	12:00P 12:50P HSC13	STAFF	STAFF	
6796	ENG 002	BASIC WRITING	0.0	3.0	MT	12:00P 12:50P AAB 0308	STAFF	STAFF	
6823	ENG 002	BASIC WRITING	0.0	3.0	F	12:00P 12:50P AAB 0309	STAFF	STAFF	
6754	ENG 002	BASIC WRITING I	0.0	3.0	MTHF	12:00P 12:50P HSC 02			
				MTH	12:00P 12:50P SCI0370	STAFF		STAFF	
6745	ENG 002	BASIC WRITING II	0.0	3.0	F	12:00P 12:50P AAB 0504	STAFF	STAFF	
				MF	12:00P 12:50P LIB G57				
				T	12:00P 12:50P LIB G16A				
6742	ENG 002	BASIC WRITING II	0.0	3.0	M	12:00P 12:50P HSC 07	STAFF	STAFF	
				T	12:00P 12:50P HSC 03				
6748	ENG 002	BASIC WRITING II	0.0	3.0	TH	12:00P 12:50P LIB G16A	STAFF	STAFF	
				M	12:00P 12:50P SCI0218				
				F	12:00P 1:50P LIB G16B	STAFF		STAFF	



A Monthly Newsletter of
Local 2431 American Federation of Teachers (AFL-CIO)
Affiliated with New York State United Teachers

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President's Message

We're In This Together

By Anne D'Orazio

In putting together the Newsletter for October, we wanted to concentrate on the faces of the adjuncts. It seemed consistent with the FACE campaign and in general with our attempts to introduce adjunct faculty to the full timers so that their credentials and experience as well as their issues and problems could be shared. As the copy for the Newsletter developed, it became apparent that we also needed to put the focus on adjuncts in a larger context. Our motto, One Faculty, encourages us not only to know each other, but to remember that all the concerns we have in higher education today—budget cuts, large classes, the health benefits crisis, retirement options, increasing student academic needs, diversity campaigns, academic freedom and due process standards, evaluation and course selection—apply equally to all our faculty at Westchester Community College.

Our keynote speaker for the Year of Diversity, Professor Lani Guinier of Harvard Law School, spoke persuasively about the value of bringing a wide range of perspectives to problem-solving. Among her examples was her suggestion that if you are choosing two people to join you in addressing a problem, and you are basing your choice on a test, it is better to choose the two people who got different questions right and wrong on the test, even if those particular test takers are not the number 1 and number 2 scorers on the test, because they bring different perspectives to the table. Although this might seem counterintuitive, it is really a novel idea and should be considered in all our future discussions about the value of diversity. Over the course of this school year, all faculty, adjunct and full-time, will be enlisted to contribute to our dialogues about diversity on campus.

The speech by Professor Guinier was important in our thinking about diversity because statistics at the college show that our adjunct faculty is only slightly more diverse in racial and eth-

nic composition than our full time faculty. One of the difficulties in attracting minority candidates is the package we are offering new hires: Instructor status and \$52,000. Adjunct salaries, based as they are on hourly pay without compensation for preparation time, grading or talking to students, are also inadequate for the time that any serious educator spends on a course in a semester.

We have record student enrollments at the college which is predictable in an economically strapped environment. It is clear that the dramatic influx of students requires more faculty, typically adjunct faculty, who are hired at the last minute to accommodate more classes. In addition to bringing new adjuncts in, the higher student population leads the administration to feel it is justified in putting more students into every class, this in spite of all the exhortations about the high rates of remediation necessary for our student body. What is not clear is how the revenue from these increased numbers translate into increased benefits or reduced workloads for the faculty, both adjunct and full-time. What are faculty realizing by way of relief in class-size, better working conditions, improved accommodations?

The American Federation of Teachers and the New York State United Teachers, our national and state affiliations, are working on legislation to address all these issues. We have more on the FACE legislative campaign in this issue and will be discussing the state budget in greater length in the November Newsletter. What can we do here in Local 2431 to keep from being divided against each? What can we do to help write the rules of the game so that everyone can be winners? One priority is for us to call on the great reservoir of talent we have in the full-time and adjunct faculty in dialogues about rethinking the needs of higher education. We can start by getting to know each other so that we can face our problems together, head-on.



Calendar of Events

Monthly Meetings:
First Wednesday, 11:00 a.m.
Science Building 102
(Lunch is served)

November 5, 2008:
The Politics of Labor

December 3, 2008:
Holiday Party

February 4, 2009:
Labor/WCCFT History

March 4, 2009:
Committee Updates

April 1, 2009:
Health and Safety

May 6, 2009:
Legislative Luncheon





It's Time to FACE the Facts About Adjuncts

By Diane Urban
Adjunct, Psychology

As we reflect on Adjunct Month here on campus, I encourage all of you to take the time to familiarize yourselves with the American Federation of Teachers FACE campaign. Consistent with the WCCFT theme of "one faculty", the FACE campaign has established goals that would benefit both full time and contingent faculty. One goal is to increase the percentage of undergraduate classes taught by full time faculty to 75%. Another is to provide adjunct faculty who possess the proper qualifications an opportunity to move into those full time openings while simultaneously providing full equity in terms of compensation for those who remain part time.

What the AFT is trying to do is to restore a balance that once existed. In 1960, 75% of college faculty had full-time tenure track positions. Today, that number has been reduced to 30%. For full timers, that means an incredible increase in the burden of committee work. For part timers, it means scrambling from one institution to another to create a full time load at a fraction of

the salary and no health benefits. For students, it means less opportunity for mentoring. Who, then, benefits from this system?

It is clearly time for all of us to work together toward legislation that establishes better working conditions for all of us. FACE is about a national campaign, not simply a local one.

Many of these issues cannot be solved on the local level. We cannot sit by while so many struggle. The essence of union is caring about each other. How can we justify in our minds that across the country thousands of adjunct faculty go to sleep at night without healthcare coverage? We cannot allow the "representativeness heuristic"

to control our actions on this. Many believe that adjuncts do not need to teach; they do it for fun or extra income. All of us know someone who fits that picture; but, that is not the whole picture. It is essential that we all take the time to learn the facts. Visit www.aft.org and www.aftface.org and familiarize yourselves with the facts.

Union is about sharing the strength we have with those who would have no strength without us. It is about looking out for each other. We cannot be afraid to rock the boat, afraid that our own benefits will be lost if we support others gaining ground. Sometimes the only way to make progress is ride the wave and put out our arms to help others get in the boat.

"In 1960, 75% of college faculty had full-time tenure track positions. Today, that number has been reduced to 30%. Consistent with the WCCFT theme of "one faculty", the FACE campaign has established goals that would benefit both full time and contingent faculty. One goal is to increase the percentage of undergraduate classes taught by full time faculty to 75%. Another is to provide adjunct faculty who possess the proper qualifications an opportunity to move into those full time openings while simultaneously providing full equity in terms of compensation for those who remain part time...."



***IMPORTANT*
NOTE TO ADJUNCTS!**

Adjunct Faculty Eligible for Retirement Benefits

All Adjunct Faculty teaching at Westchester Community College are eligible to sign up for retirement benefits under the State Teachers' Retirement System (STRS) from the first day of employment. This

is a right under state law and cannot be denied by the Administration of Westchester Community College. Adjunct Faculty should not sign a waiver of their rights to retirement benefits without clearly understanding what their

rights are. All questions should be directed to the State Teachers' Retirement System at 1-800-348-7298, extension 2918 or www.nystrs.org.

How STRS works:

After enrolling, 3% of your gross salary will be deducted from all your WCC paychecks by automatic payroll deduction. After five years of credited service you will be vested. This means you will be eligible to receive a pension based on your years of service when you reach the age of

62. The retirement allowance for those who have less than 20 credited years of service is 1.67% of your Final Average Salary times your years of service. The retirement allowance for those who have over 20 credited years of service is 2% of the Final Average Salary times years of service.

Taxes

NY State pension payments are exempt from state and city taxes.

Additional Benefits

Under certain conditions, death and disability benefits may be available.

Winnie Nelson from the State Teachers' Retirement System will conduct a workshop on the issue of retirement benefits

Thursday, October 16, 2008

**Science 102
4:00 p.m. – 6:00 p.m.**

Refreshments

Union Helps Launch Year of Diversity

The keynote speaker for the Year of Diversity was Professor Lani Guinier, the first black woman tenured professor at the Harvard Law School. She spoke to an audience of almost 400 attentive listeners on Wednesday, September 24 and met with members of the Board of Trustees and the Cabinet after the speech to elaborate on her ideas of strategies to diversify the teaching faculty at Westchester Community College. The event was co-

sponsored by the Affirmative Action Committee of the College and the Westchester Community College Federation of Teachers.

In her speech, Professor Guinier spoke of the value of diversity in problem solving. She gave specific examples of how bringing different perspectives and approaches to the table, increases the chances of any group's finding creative solutions to unresolved issues. Consistent with her social activism and

academic scholarship, Professor Guinier elaborated on how fundamental fair play is to a democratic society and how fair play means that all points of view are heard and respected.

Professor Guinier's speech sparked lively discussions in the hallways and classrooms of Westchester Community College and will continue to inform the dialogue as the Year of Diversity unfolds over the course of the 2008-2009 school year.



Adjuncts Answer The Question “What would you like your co-faculty to know about you?”

by Patti Sehulster, Full-Time, English



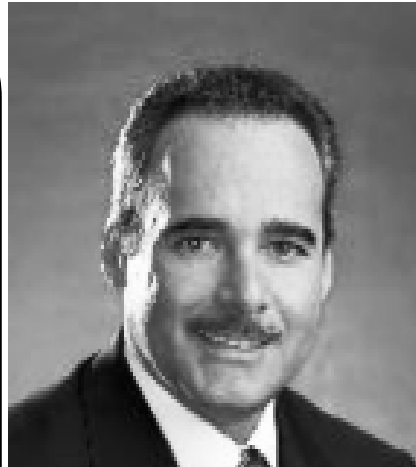
**Claudia Kraemer,
Science Department**

“I was born and raised in Naples, Italy, where I received my BS in Biology and my Ph.D. in Molecular Biology. I am currently a full-time faculty member at the University of Connecticut in Stamford, and I have been an adjunct at Westchester Community College since the fall of 2000. Between the two colleges, I teach Anatomy and Physiology I and II, Biological Science, General Biology, Human Genetics, Anatomy of Vertebrates, and Human Development and Evolution.”



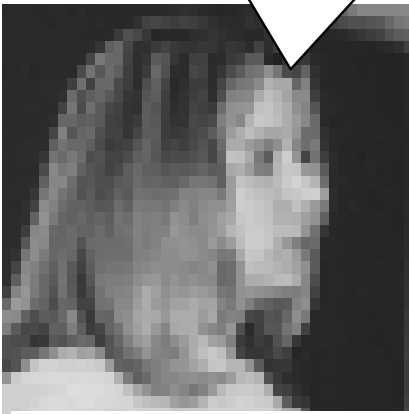
Vita Gerst, Math Department:

“When I was seven years old, I broke both wrists and had to wear casts almost shoulder-high for months. Unable to dress or even feed myself, I refused to feel defeated. Instead, I learned to appreciate the help and support of those around me. When the casts were removed and I returned to school, I began working with the students who had physical difficulties and those who were deaf, attending their art, gym, and music classes in order to give my peers the type of support I had received during rehabilitation. Though only a first grader at the time, I was a mentor and a teacher in-the-making.



**John Fleming,
Behavioral & Social Science
Department**

“I am deathly afraid of bugs and while tutoring a blind student, I saw that a spider had come out of his bag and onto the table. I started screaming and without thinking asked my blind student to kill the spider. He started swinging his cane and was hitting everything except the spider, so I finally asked him to drop his cane and try to kill the bug with his hand while I talked him through where the bug was traveling. Well, he killed the bug and now everyone knows my fear of bugs.”



Megan Quinn, English Department

“I am the president of the Detective Investigators’ Association (DIA), District Attorney’s Office, New York City. I have spent 25 years in law enforcement as a narcotics detective”

“I’ve seen F. Murray Abraham, Ralph Fiennes, Madonna, Dario Fo, Spalding Gray, Madeleine Renault, and others on stage. If I still had a press card, I’d go to the theater every night of the week.”



**Tina Margolis,
English Department**

Westchester Community College Federation of Teachers October Adjunct Faculty Month Events

<i>Sunday</i>	<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>	<i>Saturday</i>
			1 <i>Membership Meeting: The Adjunct Faculty at WCC</i> <i>Science 102 11:00-12:00 Lunch</i>	2	3	4
5	6	7 <i>Tables for Adjunct Faculty Recruiting Divisions</i>	8	9	10	11
12	13	14	15	16 <i>Adjunct Faculty Benefits Science 102 4:00 – 6:00 Refreshments</i>	17	18
19	20	21	22	23	24	25 <i>Adjunct Faculty Luncheon and Information Table Science Lounge 11:00-1:00</i>
26	27	28	29 <i>Adjunct Faculty Luncheon and Speaker Faculty Dining Room Student Center 11:00-12:00</i>	30	31	

Melissa Acevedo Uri Adner Bishara Al-akeel Robert Albano Farhad Ameen John Anderson Robert Applebaum Ralph Arietta Susan Arietta Ruben Barato Hope Barcus Robert Barnes Neil Basescu William Bastiansen Michael Berkowitz Gary Bernardi Melville Bienenfeld Michael Bobkoff Elizabeth Branca Ronald Brown John Bucci Noelle Bucci Judith Burger Angela Casella Joyce Cassidy Mary Ann Cassidy John Christesen Carolyn Christesen Margaret Coe John Collins Robert Collis Desi Colon Barbara Connolly Anita Cook Iris Cook Laurie Corey Gloria Coschigano William Costanzo Jodi Cotten Richard Courage Theresa Cousins Allison Coyne Susan Cremins John Cuniberti Anne D'Orazio Julia Daniels Nancy Dashefsky Lynette De Bellis Kathleen De Luca Catherine De Sa Carlos Delgado Alan Devenish Carolyn Di Leo Katherine Dowdle Michael Downie Ava Drutman Stella Economou Jeannine Epps Emilio Escaladas Frank Fato Adis Fazzino Phyllis Fein Matt Ferranto John Flynn Elizabeth Gaffney Jo-ann Gala Janice Gilroy Rita Glaser Ileana Gokce Dwight Goodyear Robin Graff Melissa Grossman Beth Grube Robert Gurliacci Susan Hacker Michael Hackett Murray Haims Melissa Hall Mark Hanna Sheila Hanna Kathleen Hart Terry Haynes Jodie Hopkins Kyriakos Ioannou Russell Ippolito Richard Jazwinski Ernest Joerg Carla Rae Johnson Maria Joseph Linda Kalfayan Marcia Kalkut Eileen Karlik Norma Katz Joseph Kimmel Jon King Carol Klein Gary Klein Eryn Klosko Rasma Koch Bernard Koser Deborah Krikun David Kummer Kathryn Lavelle Mary Le Clair Sabrina Lerman Ruth Levy Rowan Lindley Marvin Littman Judith Lowin Franklin Madden Timothy Magee Lori Maida Herman Sheldon Malev Robert Mancell Jennifer Mangan Madalena Mansinho Sylvester Marino Sharon Massey Towanda Mathurin Diana Matson Joyce Ann Mauro Catherine Mclaughlin Gloria Meisel Carol Metz Anthony Mezzatesta Gabrielle Miller Jerome Mouldovan Lori Murphy Stephen Nardozi Daryl Nosek Alena O'Connor Hildy Oberstein John Olenik Heather Ostman Craig Padawer Victor Pagano James Paisley Brenda Paiva Roberta Perry Joanna Peters Michael Petrone Anna Maria Pierce Kathleen Pressler Michael Priano Phyllis Primus Jose Quinones Dennis Ramos Janet Ranucci Catherine Ray Jody Reifenberg Walter Reifenberg Glenworth Richards Patricia Richards Steven Riedel Jo Robbins Paul Robinson Rafael Rodriguez Richard Rodriguez Richard Rosell Seymour Rosenfeld Louis Rotando Gwendolyn Roundtree Evans Miroslawa Sakrajda Rita Samet-Slavin Sandra Schepis Teresa Schlangel Robert Sciabarrasi Charles Sciafani Beth Seelick Patricia Schulster Rosemarie Serrano-Sager Mary Lou Sgro Eileen Shea Una Shih Susan Shumejda Paul Siegel Meralee Silverman Sean Simpson Brian Smarsch Dale Smith Carol Smith Passariello Leonard Spina James Stiehl Betty Stokes Denise Sullivan Simforosa Tan Barbara Thomas Christopher Thomas Chad Thompson Christine Timm Kent Trickel Richard Trybulski Bertram Vaninwegen Karen Vanterpool Maryanne Vent Deirdre Verne Eileen Walsh Kim Walsh Doris Warmflash David Wedlick James Werner Sheela Whelan Donald Whitely Williamwidulski Christolyn Williams Barbara Wilson Chakmakjian William Winters Robert Wong Scott Zaluda Alexander Zemcov Ellen Zendman Lucille Aiosa John Anastasiou Ralph Annunziata Pamela Archer Joy Barton Gertrude Battaly Julian Boateng Kathryn Boccheciamp Vincent Bonelli Maurice Ben Borenstein Paul Botosani Inna Brodsky Christine Brooks William M. 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Gordon Wickie Grant Phil Grimaldi Toby Grossfield Marie Guinier Melvin Heching Toby Hirsch Karen Hoffman Nancy Houghton Georgia Ioannou Esther Jay Evelyn Joerg Kocur Amy Johansen Mary Kehoe George Keteku Yeoh Kim Kuihwa Kim Joseph Kohler Zsuzsa Kozmane-Fejes Claudia Kraemer Mary Rose Leacy Neil Levenson Seymour Levine Bert Liberi Alan Ludwig Ruben Marcelo Debra Marchesani Jason Marrero Karen Marshall Ursula Martin Lisa Maxwell Katie McBrien Janet McGraw-Fisher Will Mechanic Jana Mikusik Laura Mohatt Brian Monahan Ronald Montesano Thomas Morrison Peter Mucci Lina Nakhimovsky John Nista Lisa Norton Jose Nunes Florence Olsen Jack O'Neil Geoffrey Orlando Ronald Orlando Terry O'Rourke Millicent Paisley Frank Parrino Joseph Piraneo Clement Pizzo Dennis Putorti Scott Putorti Kathleen Quaid Roy Rich, Jr. William Riley Edward Robinson Gina Rocas-Gardon John Rodner Melissa Rogers Martin Rosenberg Aisha Sales Marjorie Salzberg Andrew Sanfratello Anthony Scordino Adam Shapiro Purnima Sharma Donald Shernoff Marwan Shouery Esta Sinclair Beverly Soare Marla Sole Gary Spilatro Beverly Terry Jerome Thaler Henry Tina Irene Torrieri Brian Trudell Diane Urban William Vanelli Frank Veteri Paul Ward John Watkins Stuart Wexler Tamara Winton Vanessa Wright Roger Zeitel Ed Zimmel Eugene Zilempie Jaime Begazo Angelo Branca Runhong Chen Janice Clough Steve Davies Nick DeFreitas Mary Khalil Nelcy Lange Francesco Lindia Lucrezia Lindia Frank Maddalena John Mecca Elena Mignardi Maria Moreira Jamilet Rodriguez Ortiz Maria Pallone Rocco Pallone Joseph Procopio Andrea Raschke Maria Riley Viviam Russo Kathleen Ryan Alayna Kaleen Shalom Rosa Solano Myrna Stoiber Larry Whartenby Kathleen Collins Caroline Coppola Marlene Fidel Ralph Friedman Judy Marano Sonya Haskins Bonnie Ricci Irina Rudnev Cindy Wishengrad Maryam Alikhani Suzanne Amicucci Susan Arietta Melissa Arjona Lisa Aurelio Nick Berardi Christine Bobkoff Donald Bohl Leo Boylan Donata Carolina Shannon Casey Brian Centrone Judith Chamberlain Louis Cioffi Priscilla Clemente Tony Cruz George Dickstein Carol Ehleben Susan Fahey Luisa Ferreira Rhodalie Fishman Katherine Flaherty Jaime Flores Dawn Franzese Susan Grant Maureen Hurson Roz Incorvia-Evans Clark Jackowe Doris Jackson Prabhu Jha Bradman John Charles Johnsmeyer Walter Krocak Gretchen Loase Nancy Lopes Martha Majsak Kimberly Mallory Tina Margolis Valerie Mathews Janice Mauras Josh Meissner Velma Mitonell Lorraine Moneypenny Sean O'Connell Erin Panzarella Joanna Peters Joe Pizzo Megan Quinn Damaris Reda Robert D.Rennie Leonore Rodrigues Vicki Ross-Norris Paula Rubenstein Brian Rush Joseph Scammato Michelle Somma Jessica Stein Dave Trizano Elizabeth Von Uhl Mary Beth Wlodarczyk Paul Wray Joe Zaleski Joe Zimbalatti Jean Zimmerman Traci Alexander Joe Bilbao Sean Creighton Bill Davis Alan Hemingway Stephanie Hepburn Elaine Klein Carol Leitner Pat Longobardi Adrienne Rivers Jay Rose Stacey Torrano Eric Arctander Elizabeth Barksdale David Brown Alexis Callender Claudia Cardoso Susan Cristantiello Melinda Cosentino Susan Courtney Christine Darnell Pedro DaSilva Lori A. 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