

Minutes of the Adjunct Faculty Council Meeting: March 3, 2005

The Piedmont Virginia Community College Adjunct Faculty Council met on Thursday, March 3, 2005, in Room 811, at 4:00 PM.

Members present: Allen Ladd (At-Large, Chairman), Louise Wawner (Continuing Education, Vice-Chairwoman), Linda Boxley (Mathematics and Sciences, Recorder), Barbara Heyl (At-Large), Jim Respass (Humanities and Social Sciences), and Ken Beals (At-Large).

Members Absent: Carole McIvor (At-Large), Christine Black (At-Large), Pat Widhalm (Business and Technologies), and I. Savage (At-Large).

The minutes of the January meeting were approved.

The following items were discussed:

1. Evaluation Forms: Louise Wawner, Jim Respass, and Allen Ladd are serving on an ad-hoc committee to implement the new Adjunct Faculty course evaluation form, SIR II. They have been told that the analysis of the evaluations should be more helpful and the results of the evaluations should be returned to adjuncts in a timely manner so that the data can be used in planning for the following semester. The evaluations should be distributed during the tenth week of the semester.

The question was asked as to why Adjunct Faculty had no say in what new evaluation instrument would be used. Also asked was why we need more data and how the data will be used. Barbara Heyl stated that at Kennesaw State (Ga.) the data was well used. Jim Respass said the additional data should be used to empower teachers, not evaluate them.

When looking at the survey, the Council suggested that we be able to make up some questions to be used on the survey. The Council wondered how the responses to the instructor generated questions would be provided to the Adjuncts. Question #40, Overall Quality of Instruction, asks if the student "likes" the instructor (outside the context of the course). Allen questioned the relevance of this question and Louise asked why it is necessary if the students have already answered thirty-nine questions about the course and instruction.

Allen wondered why Question #29 ask: "My *learning* increased in this course" rather than "My *knowledge* increased..." Learning is a progressive verb, a process, not a noun like knowledge. Education should be about gaining new knowledge and understanding, not just going through a process. (AQL)

Other discussion followed: Who would be evaluating the evaluations? How will the narrative work? What will the college do with information once results are available? The evaluation form is longer than the one we are currently using and we hope students will spend the appropriate time to provide us input. Louise questioned if students would bother with the narrative questions after answering forty multiple-choice questions. Barbara Heyl said she encourages student comments by announcing the evaluations a week in advance. Ken Beals suggested that Piedmont, as Mary Baldwin does, also use a self-evaluation statement along with the student evaluations.

Dr. Stoll: "The questions raised about adjunct faculty evaluation are great and will help us design an effective and fair system."

2. Adjunct Faculty Pay Scale: Allen Ladd is now on the Personnel and Benefits Committee. Members of the Council were reminded to provide Allen, by March 17th, with survey information about scales and steps used at the other Virginia community colleges. Human Resources Director Yvonne Carey is preparing a list of last fall's Adjunct Faculty with ranks and steps. This should give the administration some idea of how much it will cost the college to reduce the number of pay steps and reduce the number of hours required to move up each step. Some colleges pay Adjunct Faculty as

much as \$15 for each thirty additional credit hours taught, rather than the ninety credit hours needed at Piedmont Virginia for \$11.

3. Medical Insurance Survey: Thus far twenty-four Adjuncts have responded to the Council's Medical Insurance Coverage Survey.

There being no further business, the meeting was adjourned at 5:30 PM.

The next meeting will be on Thursday, March 31, at 3:50 PM.

Minutes prepared by Linda T. Boxley, Recorder