

President Lumm, Governing Board Trustees, Chancellor Glasper, and CEC members, and executive staff.

Thank you for giving me this opportunity to speak before you. I want to thank Dr. Glasper and Dr. Harper-Marinick for speaking at our Spring Conference on April 2. Unfortunately, I was unable to attend due to a commitment in Colorado. However, I heard the learning event was success.

I have three issues I would like to address.

The first is to introduce to you our new Officers for the 2011-2012 Fiscal Year. They are Phil Jalowiec, our new President. Phil served as Treasurer this past year and has served as the Adjunct rep for Paradise Valley Community College. Phil's significant contributions to the AFA and to adjunct faculty professionalism is what have moved our organization forward to be acknowledged seriously as an employee group that is willing to work seriously. Phil is actively teaching at Chandler-Gilbert Community College and has been instrumental in helping create adjunct faculty support programs at Paradise Valley Community College. Phil teaches computer science courses.

Our new Vice President is Mark Banas, adjunct faculty at Mesa Community College. Dr. Banas has served as both an alternate and full time Mesa adjunct rep. Mark teaches philosophy and religion courses. Mark brings a disciplined mind and clever wit that looks at various issues with great discernment and I value his input on the issues facing adjunct faculty.

Our new Treasurer is Arthea China. Ms. China teaches math courses at Paradise Valley Community College. Arthea has a strong corporate financial and management background and we look forward to the many skills and abilities that she brings to the Adjunct Faculty Association, including networking with various organizations throughout the Valley. We are grateful that she has taken some of her retirement time to help make a difference for adjunct faculty.

Our new Secretary is Jennifer Butler-Williams. Ms. Butler-Williams teaches communications courses at Chandler-Gilbert Community College and works full time for the University of Phoenix as a Senior Instructional Developer. Jennifer has served on many boards and we look forward to her contributions based on her previous experiences with other nonprofits.

The two executive committees will be meeting May 1 to plan for next year's goals and objectives. The full Board will meet Sunday, May 15 to have its annual planning session for next year to determine among the many priorities where to focus our efforts on ensuring that adjuncts and the processes that guide them contribute most effectively to student completion and success. Our Executive Committee will be active through the summer and seeks to continue the dialogues and produce important work from the initiatives proposed this year.

The second issue I would like to address is a rumor that the Adjunct Faculty Association is a union. We are not. As a 501 c3 nonprofit, we are a professional association dedicated to assisting adjunct faculty become better teaching and learning faculty. We are not sure why this has come up, but I would like to put it to rest today. It is difficult enough to address our communication challenges that exist throughout the District, from a VPAA not even wanting to consider adjunct faculty as an employee group with the right to communicate with one another through the District's email system to continued pockets of faculty chairs not recognizing that the supervision of employees, whether they are full or part time are guided by certain civil and legal procedures, in addition to common courtesies. I am very thankful for the support that District management and the Governing Board demonstrate for adjunct faculty.

The last issue is one that has been placed before the District since April 2010. That is the question, "When is an Adjunct Faculty an Employee." We are still waiting to have this issue seriously discussed. I have provided you with the two-page position paper that is as true today as it was when we published it. The practices of the District do not match the policy that states that adjuncts become employees the first day of class and are terminated when grades are submitted. The AFA, as stated in that position paper, believe that this causes a number of issues that do not lend itself to effective teaching and learning approaches, nor does it lend itself to correct interpretation of effective utilization of half of your employee base that teaches 60% of the students. We believe it is really important that a working group take on this question of why people are asked to work prior to when they are considered employees. Even though the indemnification issue has been adjusted, adjuncts are on their own for any actions taken before the first day of class because we are not considered employees. From a basic liability issue, that places the District and its relationships with adjuncts in, to say the least, a potentially untenable position. We are not employees yet we have full access to confidential information guided by FERPA regulations. We are asked to produce work, yet don't even get the benefit of an accountability week to perform the duties as required of us to be professionally prepared for our classes.

Changing our conditions of employment, established long ago and those conditions have since become a tradition with no clear explanation that our status needs to remain the same, is something that is hard for me and the AFA Board to understand. Hopefully we can have a real conversation and explore why the District wants to continue its current practice.

I will take any questions Board members may have.