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 full time 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 time 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 funs 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 pttime 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.
Communication 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.