

Associate Faculty Coalition FAQ

Who are we?

The Associate Faculty Coalition formed in the fall 2009 semester (as the Associate Faculty Advisory Board) to improve working conditions and the culture for part-time faculty in the School of Liberal Arts (SLA). We expanded in fall 2010 to help part-time faculty across campus, changing our name to the Associate Faculty Coalition. We are composed of several part-time faculty as voting board members, plus anyone interested in joining the group. Membership is open to all faculty, staff, and students who believe in the Coalition's mission of achieving equity for part-time faculty at IUPUI.

What do we do?

The AFC's goal is to improve working conditions and the culture surrounding part-time faculty at IUPUI. Our initiatives relate to pay, benefits, office space, professional development, communication, faculty governance, and more. These are major issues; resolving them and improving the culture will take time and a loud and collective voice. Only with large numbers of members will that voice be heard.

Whom do we represent?

The Coalition represents "part-time" faculty at IUPUI. We realize the designation of "part-time" is confusing because IUPUI uses several different titles for us. In the School of Liberal Arts, part-time faculty are called Associate Faculty. We are paid by the course, get our course assignments on a semester-by-semester basis, and receive no benefits. Your situation and title may be different, and while we have extracted a lot of data about our numbers and have a list of about 900 "part-time" faculty, we need your help in identifying all of us.

What have we done?

Since we launched as a group within the School of Liberal Arts, most of our initiatives to date have been focused there. Now that we've expanded to include all part-time faculty at IUPUI, we plan to work on related issues and conduct similar awareness-raising campaigns across campus. Please use the list below as a guide to what we would like to do for associate faculty across campus. We realize part-time faculty in other schools on campus will have different issues and we'd like to know what they are.

- Gained private conference room for SLA instructors and their students.
- Obtained group health insurance for associate faculty in SLA but were denied the ability to implement by IU-Bloomington administration. We are seeking an alternative via New Faculty Majority.
- Organized a week-long Teach-in to highlight part-time faculty issues and gain student support and interest in our cause.
- Created mini-documentary, *Part-time Faculty. Full-time Impact.* about part-time faculty issues at IUPUI, which was uploaded to YouTube at <http://www.youtube.com/watch?v=NHb0PnpgWlw>.
- Initiated changes to our shared office space related to scheduling, supplies, and organization.
- Added, and continue to add, part-time faculty bios to faculty directories.
- Obtained a draft proposal by the Dean of SLA for limited tuition waivers for associate faculty.
- Negotiated with the Dean's office an alternative solution to the parking permit issue.

Will I get in trouble if I join?

We'd like to say absolutely not. But the truth is while we have received support from some department chairs and other administrators, we've not had contact with all administrators to know who all supports our efforts nor have we received support from all we have had communications with. What we can say is that a loud, collective voice is a powerful and safer voice. Still, we recognize that some part-time faculty will be hesitant to get involved and we respect those who feel that way. Join when you feel comfortable doing so.

What can I do to help?

You can help by joining the Coalition so that our collective voice continues to get louder. You may join and do no more than add your name to show your support. (Membership information will not be shared with anyone outside of the Coalition.) Or you may get more involved by becoming a board member or serving on a committee or participating in one of our planned initiatives this year.