



Dear Colleagues,

Last month we missed Elliot Hearst's deft hand with the newsletter. So, this month we have an apology to make and a clarification.

William T. Quinlan,
UAFP President

First, the Apology

In January, we mentioned problems in the Math Department. We should have made it clear, however, that we were referring only to the New York City campus. These issues do not exist in Pleasantville, and we are grateful to everyone who alerted us to that. Pleasantville faculty, please accept our apologies.

Now the Clarification

We do not question the right of the university to set policy and procedures. Our main difficulty with the NYC Math Department was that they did not clarify what was official policy and what were simply suggestions. The communication sent to Math Department members after our discussions was a positive step in remedying this situation.

NEWS

APRIL 1 Deadline: Senior Adjunct Professor Status & 35-Year Pay Status

Reminder that April 1 is the deadline for applying for Senior Adjunct Professor status and for the 35-year pay status, each of which comes with a significant pay increase. Both require a letter from your Chair. You must have Senior Adjunct status before you may apply for the 35-year differential. See the contract ([click here](#)) for complete details.

How UAFP is Working for our Adjuncts

Below is a communiqué from Vice President Dan Rosen, which describes how the UAFP has been furthering a more positive and productive approach in advocating on behalf of our adjuncts:

Being an adjunct faculty member can often make one feel out of the loop in any department in any university, including Pace. As a result of the last union election, I became the Vice President of the UAFP. My position includes the task of overseeing any kind of grievement. I have learned several things. Most important is that sometimes there is a disconnect between adjuncts and their departments, which may result in misunderstandings, failures to communicate, or overstepping boundaries.

Working with members of the UAFP Executive Committee, especially my predecessors Professors Barbara Lerner and Bill Quinlan, I decided to look for more effective ways of resolving such problems. The options include everything from informal meetings to formal grievances, and the process involves department heads at both campuses, as well as Ms. Bernadette Baumann (Director, Employee & Labor Relations and Title IX Investigator) and her staff. I am pleased to say that during the last eight months our efforts have resulted in highly successful outcomes.

Here's one example of how our interventions have succeeded: In the late fall of 2016, I received a request from an adjunct in the English Department at

Pace's NYC campus. This was an adjunct with nearly ten years at Pace. This individual's student ratings were excellent in every regard, yet she was not being offered even one course for the Spring 2017 semester. I contacted Ms. Baumann, and we determined that the best course of action would be an informal meeting, especially since the English Department in NYC had a new Chairperson. We went into the meeting (the adjunct, Ms. Baumann, the chairperson, and myself), with an adjunct who was in jeopardy of not being assigned a single class; we left the meeting with an offer by Chairperson Dr. Eugene Richie of up to two classes. I recently spoke with the adjunct, and she is happy with her classes. I also ran into Dr. Richie, and he indicated that things were also going well from his perspective.

If you have a problem, the UAFP is here to help. Feel free to contact me at profdanrosen@aol.com.

I also wish to especially thank Ms. Bernadette Baumann and her staff, Department Chairs such as Dr. Richie, the union leadership and members, as well as others who have helped in the process of making Pace University a better place for all.

Thanks to Dan for his hard work on these difficult issues.

In solidarity,
William Quinlan
President, UAFP

Union of Adjunct Faculty at Pace | (212) 766-1600 | www.uafponline.org

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