



Dear Colleagues,

*If I can't take my coffee break  
Gone is the sense of enterprise  
And something inside me dies.*

- Frank Loesser

"How to Succeed in Business Without Really Trying"

William T. Quinlan,  
UAFP President

### **Still, No Coffee!**

There is a faculty lounge in 1 Pace Plaza that is open to all of us. Since its inception, coffee and tea were available without charge. Some years ago they disappeared. Your union brought the matter to President Friedman, who ordered the service restored. This year we have again had no service. Your union has been fighting this since September.

Pace claims that the service costs \$12,000. When confronted with the fact that this sounds like an outrageous estimate for coffee and tea five days a week, the administration told us that the price was so high because people steal the supplies. We then suggested that they put in a machine that would dispense the cup, coffee, milk and sugar. They claim such a machine becomes a health hazard because of the possibility of infestation by bugs. We argue back and forth. Every suggestion we make is disputed.

Their latest suggestion is that your union pay \$4,000 of the cost. We will discuss that at our next board meeting. This is an on-going point of disagreement. We continue to fight. Many of you have protested to the Dean and the Provost. Keep it up. This is a longstanding tradition at Pace, and was a small but significant faculty "perk." There is no justifiable reason to stop it.

### **Evaluations**

You should be alert for your upcoming departmental evaluation. Remember that your merit raise for next year is dependent on your rating this year. You must have a rating of 3.1 or better to receive a merit raise. The new contract mandates that you receive a copy of the evaluation. You may want to ask your Chair when to expect your copy. It is due to the Dean at the end of May.

Here is a copy of Dean Herrman's letter on evaluation:

*This memo is to apprise you of the evaluation process for adjunct faculty in Dyson College, per the recently approved Collective Bargaining Agreement (CBA).*

*The evaluation is based on the new evaluation form developed as part of the CBA process, which is attached hereto. All adjunct faculty are to be reviewed annually by his/her chairperson using this form. The results of the evaluation should be discussed with the adjunct if requested. Each adjunct will receive a copy of his/her evaluation. The Department will forward the evaluation form including the merit rating to the Dean's Office no later than end of May.*

*Furthermore, as noted in the CBA, "Newly hired adjunct faculty members teaching the Fall and/or Spring semesters shall receive a minimum of two (2) in-class peer observations within the first four (4) semesters of teaching in a Department unless they are retired Pace full-time faculty teaching in the same Department from which they retired... In subsequent semesters, the Chair may require an in-class peer observation. Adjunct faculty may also request an in-class peer observation in subsequent semesters and the University will attempt to*

accommodate such requests..."

*Please note that adjuncts should provide their Department with appropriate materials to inform the assessment, including their syllabi, samples of assignments and graded student work. Other information pertaining to the adjunct's instructional activities and relevant to the evaluation is also invited in support of the evaluation process.*

*If you have any questions concerning the review process, please contact Suzanne Roberts.*

**Download the Evaluation Document by clicking [HERE](#).**

If you have questions or comments, I can be reached at: [wquinlan@uafponline.org](mailto:wquinlan@uafponline.org).

In solidarity,  
William Quinlan  
President, UAFP

Union of Adjunct Faculty at Pace | (212) 766-1600 | [www.uafponline.org](http://www.uafponline.org)

STAY CONNECTED:

