

# STATEMENTS FROM CANDIDATES

ALL CANDIDATES FOR THE EXECUTIVE COUNCIL WERE GIVEN THE OPTION OF SUBMITTING A BIO OF UP TO 500 WORDS TO BE DISTRIBUTED TO VOTERS. THE STATEMENTS FROM CANDIDATES WHO CHOSE TO SUBMIT THEM ARE LISTED BELOW IN ALPHABETICAL ORDER.

## **HERM ALTMANN (BIOLOGY)**

*I am running for the position of Vice President of the Tompkins-Cortland Community College Adjunct Association because I am strongly committed to representing the interests of the adjunct instructors at TC3. I look forward to working with the Administration to enact a contract that addresses the concerns of adjuncts, yet preserves the sense of community we share with the college. I began teaching as an adjunct at TC3 twenty years ago, after retiring from McGraw Central Schools. Two years ago, I became involved with the organizing effort to form an association of adjunct instructors here at TC3, and I have served on the executive board of the TC3AA for the past two years. During my forty plus years in public education, I was an active union member, and served as the chief negotiator for the McGraw Teacher's Association for thirty years, the Monticello Teacher's Association for six years, and the State of Hawaii Teacher's association for four years.*

## **ALICE CAROOMPAS (ENGLISH & WRITING AND RESEARCH CENTER)**

*You may already know that I have been involved with the union here at TC3 since shortly after the first group of adjuncts started organizing. Since then, I have been meeting, making phone calls, writing letters and talking up the union to whoever would listen, and to some who would not. I believe in the union, and I am proud of our recent success. We have a lot to do, and I am ready to get started by making sure that adjuncts are well-represented.*

*Just so you know a little more about me, I am in my 20<sup>th</sup> year of teaching, my fourth here at Tompkins Cortland. Like many, or most, of us, I have more than one job. I teach at Broome Community College and I grade SATs and APs in my spare time. My kids are all in the process of leaving the nest. My oldest two are recent college grads, and my youngest is attending TC3 in September.*

*Here at TC3, I started in Access and Equity. Currently I teach in the English Department, tutor in the WRC, and mentor Vector Scholars. I am also a new adjunct representative on the CTC Board. If you have met me, you know I love teaching at TC3, and I am committed to our students. If elected, I hope you will feel free to talk to me about your concerns.*

## **CINDY COLEMAN (SOCIOLOGY)**

*I have been a Social Science Instructor at TC3 since 1989, mostly in Sociology but also Human Services and Political Science I guess I would describe myself as a long term, essentially full time adjunct instructor. I have been teaching 5 or 6 sections per semester( by teaching at more than one institution) since 2001. I usually have a section or two on campus every year but mostly teach on-line. I teach Sociology of Aging and Sociology of Education at Empire State College's Distance Learning program too. I am especially interested in poverty, human rights and gender issues. I hope and expect to be teaching at TC3 for another few years and expect to be active in the union.*

*I have been looking forward to the day that adjunct instructors at TC3 would be able to organize a union for the past 25 years and am delighted that it finally happened. I am currently a member of the executive committee and like everyone involved in organizing our new union local I have had quite a few conversations with colleagues about what they value about working at TC3 and their concerns about a number of significant issues including compensation, benefits, evaluation, tuition assistance, the pay scale and promotion system, titles, course assignment and gaining some measure of job security. I share the commitment of everyone who has been working on getting our union recognized to*

### **CINDY COLEMAN (CONTINUED)**

*making it as inclusive and transparent as possible because our members have different priorities depending on their circumstances, stage or their career and role at TC3. I hope and expect that we can make some progress with our first contract. I think that we need to be careful to formalize and protect the benefits and supports that we have as well, given that the college is experiencing financial stress and administrative changes. I would be interested in a shop steward role and in working on maintaining and developing means of informing members about what is going on and providing avenues for folks who can not get to meetings to ask questions and express their concerns. Now that we have been recognized, I wonder if people would be interested in developing an Adjunct Association Scholarship and/or a forum of some kind to share contacts and information about earning a living and building a career as an adjunct instructor .*

### **MARGARET DEGAETANO (BAKER CENTER FOR LEARNING (MATH/SCI) AND METEOROLOGY)**

*Fifteen years as part of TC3 or Tompkins Cortland(TC), that does not include a few random semesters teaching Meteorology in the years prior, that translates to a ton of experience for me to use to help this union and our college. As a professional Math and Science tutor I have worked from 12 to 22 hours a week in the Baker Center for Learning for all of those years and for many of those years I have also taught a Meteorology course. As a professional tutor, I have helped create a training program that is certified by the International Tutor Training Program Certification offered by the College Reading and Learning Association. Through our training programs we have mentored and certified more than 20 peer tutors. Our tutoring programs have grown due to the work of our team of professional tutors and this training program. This semester I have worked to get our program recertified and on an application to add an advanced level of certification that our peer tutors can obtain.*

*This semester I have also had the pleasure to nominate four students for five separate awards and scholarships. One is for a national outstanding tutor award. I spend quite a bit of time doing this and it is not just for students but I have, in the past, nominated a fellow professional tutor and my supervisor for awards. You may be wondering why I am sharing this when I am trying to win a seat for an At-Large position on the TC3 Adjunct Association Executive Counsel. Letting people you work with know how much you appreciate their good work is important but telling other people about it publicly is even more important. So I want you to know how I work with my team and how much I enjoy sharing the good work they do. That is what I will do for my colleagues in the TC3 Adjunct Association. I know the good work so many of us do and sharing that with the community and the college is necessary for these folks to see our worth.*

*My experiences working on teams and mentoring include, three years on the Dryden School Board, CollegeNow Faculty liaison, hosting a training conference for college tutors here at TC (twice), Custom Facilitation and Low Ropes Training with 12 other TC employees and students and I am currently working on an Open Education Resource(OER) form of my Meteorology 101 course with the Achieving the Dream Grant through Lumin.*

*If you have not met me please feel free to stop by the Math and Science tutoring Center in the library. I am in 18 hours or more a week and I would love to chat (if it is not too crazy with students needing help, they do come first!) As Coordinator for the Math/Science Center(MSC) I get to visit a lot of the lower level classes in those areas but I hope to get to meet even more of you soon.*

### **BARBARA NEED (ENGLISH AND SPANISH)**

*I have been teaching at TC3 since 2010, and I have been an adjunct since 2008, serving at three schools in the Chicago before moving here. I am looking forward to working with my fellow adjuncts to get in writing the policies that are currently written on air to help us clarify and establish our rights. I will bring to the office of Secretary computer and social media experience—I have been the Association's Facebook master for the last two years.*

**EMILY REARDON (BIOLOGY)**

*Emily Reardon is currently an adjunct instructor in biology and nutrition. She is an active participant in campus activities and enjoys getting to know her fellow adjuncts. Emily is a strong believer in the collaborative process. She will be a strong advocate for policies that recognize adjuncts as professionals and as an integral part of the TC3 community, and support us as teachers.*

**PAT SEWELL (ENVIRONMENTAL STUDIES)**

*Pat Sewell has been an adjunct instructor in environmental studies for the last seven years. He enjoys teaching, as well as collaborating with other faculty members and regularly sitting in on other instructors' classes.*

*Over the years, Pat has been involved with TC3 in many different ways including developing new courses, acting as a student club advisor, serving on the DEAC and Sustainability councils, leading CTC round-tables, and participating in the annual CCCAT teaching conference.*

*His vision of the Adjunct Association is as an organization in which to clarify and codify the benefits, responsibilities and value of adjunct faculty; to promote greater camaraderie and collaboration amongst adjunct instructors; and to incorporate adjunct instructors into the broader TC3 community.*

**DIANE WILLIAMS (BIOLOGY)**

*I am running for the position of At Large Representative for the Tompkins-Cortland Community College Adjunct Association. I believe that through a strong union we can make a positive contribution to the college, while at the same time improving the working conditions for adjunct instructors. I began teaching as an adjunct at TC3 twenty five years ago. Two years ago, I became involved with the organizing effort to form an association of adjunct instructors here at TC3. I have served on the executive board of the TC3AA for the past two years. I currently teach Chemistry full time at Homer High School, where I am active union member. I have held several positions in the Homer Teacher's association, starting as a building representative in 1994. I currently serve the Homer Association in several capacities; I am a building representative, the chair of the Grievance Committee, and the Associations delegate to NYSUT Representative Assembly. Over the past twenty-eight years, I have observed that when unions and administration work together for shared goals, both sides win.*