



WEC MEMBER PROFILES 2019-2020

[Driehaus College of Business](#)

Liliana Fargo, Economics

Description of experience at DePaul University I have been affiliated to DePaul University for the past 18 years, mainly as part time instructor for the introductory courses of Economics (Econ 105 and Econ 105) as well as teaching several graduate econ level courses, most recently the Econ 502 course (Selected Topics on Macroeconomic)

Description of other relevant experience Former Board President of Open Communities, a local organization supporting Diversity and Inclusiveness.

Explanation of interest in WEC representative role I feel a great pride to be part of this institution, given its name recognition, and its commitment to diversity and social impact. As a Latina Women, being able to inspire and empower through education the minorities that are part of our student body is one of my main motivations to remain part of DePaul University. My long academic experience at DePaul also has given me a deep perspective of the issues related to the role of adjunct faculty and possible areas of improvement. I am for this reason very interested in being able to participate in the discussion to be developed within the Workplace Environment Committee.

Paul Kessenich, Marketing

Description of experience I am completing my first 2-year term as a member of the Workplace Environment Committee (WEC) and would like to serve a second term, helping to follow through on recommendations we have made to the Provost. Compensation for service outside of teaching and, in conjunction with the Faculty Council Committee on Contingent Faculty, establishing an Adjunct ranking system are two examples. As well, we have been available to our fellow adjuncts, addressing or referring specific issues to proper university governance.

Description of other relevant experience I obtained MBA from DePaul and have been teaching at DePaul since 2007 as an Adjunct in the Marketing Department. I have taught several different Marketing courses, currently Teaching Effective Business Communications (MKT 376), participated in the Center for Sales Leadership programs, served on the DePaul Alumni Board, and served on various Boards over the years (including St. Isaac Jogues School Board, the Village of Hinsdale Board of Trustees, and the West Point Society of Chicago). I had a successful business career in Technology Marketing and Management

Explanation of interest in WEC representative role As noted above, I am completing my first 2-year term as a WEC Representative for the College of Business. I would very much like to continue my work with this important Committee. I believe the WEC has made progress in drawing University administration's

attention to the adjunct community and our recommendations are beginning to be acted upon at the Provost level. I believe some continuity can be achieved by re-electing me to the WEC, thereby accelerating the improvement of the adjunct experience at DePaul through our advocacy.

College of Computing and Digital Media

Nathan DeWitt, Cinematic Arts

Description of experience I have served as an officer of the Workplace Environment Committee since its inception. Under my leadership, the WEC has flourished as an advisory committee to the Provost on adjunct faculty issues and a communications channel serving the needs of adjunct faculty. We have made inroads into university governance by gaining adjunct faculty access to areas of the university in which we previously had no voice, such as liaising with Faculty Council, serving on university-level committees like the Quarters to Semesters Exploratory Task Force and attending Board of Trustees lunches. Annual WEC events like the Adjunct Faculty Resource Fair in the fall, Town Halls in the winter, and the Honors Reception in the spring help make adjunct faculty aware of resources the university provides for us and give us a chance to speak frankly to Academic Affairs about the issues we face as part-time faculty. As an officer of the WEC, I have played an integral role in making this headway and I have cultivated the necessary relationships and institutional expertise to continue making progress on adjunct faculty issues.

Description of other relevant experience I have been an Adjunct Professor in CDM's School of Cinematic Arts since 2011. During this time I have taught classes, served on academic and administrative committees, moderated panels at conferences and even created a class which I've subsequently taught other adjuncts how to teach. In spite of these many and varied contributions to our students and the DePaul community at large, because of my status as Adjunct Faculty, I still often feel like a second-class citizen here at DePaul. In many conversations with my fellow Adjunct Faculty members over my time here, I've come to understand I am not alone in this feeling. My interest in the WEC continues to be driven by my desire to eliminate this feeling of second class citizenship among adjuncts.

Explanation of interest in WEC representative role whoever serves on the WEC needs to be able to hear workplace grievances and keep the information private and confidential. Based on my experience hearing workplace concerns over the past three years, many of you who voiced concerns know me to be trustworthy and honorable. If elected, I will continue to bring this moral character to my duties on the WEC. Additionally, I have training in mediation and conflict resolution, both of which have proven helpful in my work on the WEC.

The WEC offers a unique opportunity to improve the workplace environment of adjunct faculty at DePaul. We are one of the academic and fiscal pillars of this university but we rarely get the respect we deserve. My aim is to change this perception.

In terms of my long terms goals as an officer of the WEC, we are providing the university with a best practices document regarding compensating adjunct faculty for service beyond teaching and we hope to see more opportunities for compensated service arise out of the policies this document suggests. We also would like to see best practices and procedures for dealing with adjunct faculty personnel (like CDM's) applied across the university, so we'll be working to implement that in the future. Additionally,

one long term goal of the WEC, working with the Committee on Contingent Faculty, is adjunct faculty inclusion in the university's faculty handbook. Given my experience on the WEC and the institutional knowledge and relationships I have developed in my time working to serve the needs of the adjunct faculty, I believe these goals are achievable in the next 2-3 years.

College of Communication

Brett Taylor, Communication Studies

Description of experience at DePaul University I have taught as an adjunct/part-time faculty member since August of 2014 and currently teach CMN 103 (Intercultural Communications).

Additionally, I am a DePaul graduate having received my Masters in Organizational and Multicultural communications in June 2015. I would consider it an honor to be able to serve the DePaul community in this capacity.

Description of other relevant experience Outside of my work at DePaul, I am the Director of Leadership Development at The Executives' Club of Chicago. In this role, I'm responsible for strategy, development, and implementation for a portfolio of leadership development programming. Relationship development and management is key to success in my role as well as being able to gather feedback, analyze trends, and suggest feasible next steps.

Additionally, I am civically-minded serving on several committees and boards at organizations such as United Way of Metropolitan Chicago, Big Shoulders Fund, and as a mentor for the iMentor Chicago program.

Explanation of interest in WEC representative role I have had interest in a WEC role since the initiative took shape. I believe it's important to ensure that the voices of the entire DePaul teaching community are heard, including my colleagues in the school of communication. I believe the WEC has the opportunity to develop and engage in a positive shift that results in an increase in morale. I feel that I can be helpful in analyzing the needs of part-time faculty and offering solutions that are mutually beneficial for both DePaul University and the part-time faculty community.

College of Science and Health

Daniel Hayes, Math

Description of experience at DePaul University I first started teaching in the Math Department at DePaul in 1999 (or around then). I stopped for a long time due to travel for my work as a statistician at TransUnion. I have been a regular adjunct, teaching three quarters per year, for the department since 2011. I received both my masters in applied math and an MBA from DePaul.

Description of other relevant experience other than teaching, while I was at TransUnion, I had served as a member of the President's Advisory Council and the College of Education's Advisory Committee. I was a President of the Chicago Chapter of the American Statistical Association and served this organization in many other officer positions during the 20 plus years that I have been a member. I was President and a member of my building's condo board for several years.

Explanation of interest in WEC representative role I have enjoyed the relationship of my colleagues over the many years I have been teaching and working on committees. The majority of the conversations with my colleagues have been about education, both what is going well and what is not, and how our efforts impact communication with students and the material we are asking them to understand. I believe it is important to share these conversations with administration. It is my wish to be a part of the WEC so that I can be a conduit for the conversations that I hear.

Vladimir Lepetic, Mathematics

Description of experience at DePaul University During my over thirty years in academia, I have been a part time faculty member in DePaul's Department of the Mathematical Sciences for over 25 years now. My experience at DePaul has generally been a very pleasant one, and I enjoyed a very cordial relationship with all of my colleagues, especially with those of part-time status. Also, during those twenty five plus years I was able to follow changes and the growth of the University overall, as well as changes in the structure and profile of the student body. I witnessed many talented adjunct faculty come and go in DePaul and can attest to their dedication to students as well as the University.

Description of other relevant experience I started my career as a full-time instructor of mathematical physics at Zagreb University, Croatia. After moving to the US in 1984, I was both a full and part time faculty member at UIC, Columbia College and the Art Institute Chicago. In addition to my regular teaching duties, I was a member of the faculty council and faculty development committee at these colleges for a long time and I am thus very familiar with issues concerning both part-time and full-time faculty.

Explanation of interest in WEC representative role notwithstanding many obvious successes of DePaul University, I feel that there are things that could be changed, improved or simply redesigned for the benefit of all. Of course, not only am I aware that my views of "improvements" may need improvements of their own, but I also know that certain views of (part-time) faculty, not being privy to the minutiae of the university's operations, need to be grounded in "reality." On the other hand, it is an indisputable fact that contributions from part-time faculty significantly benefit the University, and those contributions are directly proportional to the faculty's satisfaction regarding their job security, possibility for academic advancement, collaboration with full time faculty, participation in decision making, etc. In a word, satisfied employees, satisfied institution (the University), and thus overall the prosperous academic status of DePaul. Consequently, as with many other part-time faculty who will certainly apply to serve on the WEC, I feel that a serious and important job is ahead of us and therefore no effort (and passion) should be spared in this endeavor.

[College of Education](#)

Heather Little, Early Childhood

Description of experience at DePaul University I began my professional career at DePaul in the fall of 2007. From the 2007/2008 to the 2015/2016 academic years, I worked as a full time staff member at the Steans Center for Community-Based Service Learning, facilitating an early childhood program. During my time as a staff member I supported a number of university committees and initiatives and built partnerships with several offices and colleges throughout the university (including COE). I began working as an adjunct faculty member for the College of Education in the Early Childhood program in the

fall of 2015. For the past couple of academic years, I have taught at least 6 courses per year for the Early Childhood program. My expertise is in assessment and program evaluation, child development, risk and resilience, and family diversity. In addition to my work in the classroom for Early Childhood, I have guest lectured in several other COE courses on the topic of program evaluation and actively support the Early Childhood AUSL cohort program. I am currently pursuing my doctorate in ECE from DePaul. I am fully committed to the wellbeing of our institution. Over the past 11 academic years, I have consistently sought opportunities and served in positions designed to assess current practices and encourage growth for the betterment of our students, faculty, and staff.

Description of other relevant experience In 2007, I earned a dual focus Master's degree (MFA) from the University of Missouri-Kansas City. My masters in Arts Administration included the completion of the requirements of UMKC's Nonprofit Leadership degree. My emphasis was on leadership and high-functioning teams. I have applied my administrative and leadership experience as a program and school administrator, especially in creating systems of support, forming/deepening relationships, and inclusively solving problems.

Explanation of interest in WEC representative role I am interested in continuing my university service by representing the College of Education on the WEC. Particularly, I am interested in continuing to improve adjunct faculty members' access to and awareness of resources. I am also highly interested in fostering collaborative relationships between the faculty (adjunct and full time) in university and college initiatives (including research).

College of Liberal Arts and Social Sciences

Alexander Brown, School of Public Service

Description of experience I teach courses in Human Resources and Marketing for Service Organizations through the School of Public Service and over the past ten years I have taught nearly thirty-five classes. I have tremendous respect and appreciation for DePaul and believe that much of its greatness is the commitment to its core values of dignity of all people, inclusivity, and personalism as articulated in our mission statement. Despite being a large and complex organization, DePaul is particularly successful in retaining a strong and healthy sense of community and value for each individual member. I have served on the Workplace Environment Committee and its Event Committee since the fall of 2018.

Description of other relevant experience I am a social worker by training (PhD) and also have a business degree (MBA) and for nearly thirty years have provided services and managed programs for not-for-profit organizations. I am currently Executive Director of Friedman Place, a Supported Living Community that serves adults who are blind or visually impaired with an annual operating budget of 3.5 million dollars and 70 employees. I have served on the boards of directors of 6 organizations and in addition to DePaul, have taught for the past two years at the University of Illinois at Chicago and previously taught at Concordia University Chicago. I also serve as a member of the Eligibility Review Board of the Regional Transportation Authority, which considers appeals from people denied acceptance to the Paratransit Certification Program.

Explanation of interest in WEC representative role I have a deep commitment to DePaul University and was very troubled by the frustrations and dissatisfaction of adjuncts that began coming out publicly several years ago. While I was disappointed in some of the University's initial responses, the

development of WEC and other efforts have greatly improved conditions for adjuncts and by extension, the broader university community. I believe that my teaching experience both at DePaul and elsewhere and expertise with issues of organizational and policy development, governance, and mediation of complaints is very beneficial to the work of WEC. I have served on the Workplace Environment Committee and its Event Committee since the fall of 2018 and would be proud to continue my involvement as a member.

Nancy LaFever, Writing, Rhetoric and Discourse

Description of experience at DePaul University In addition to my teaching responsibilities, over the last 21 years I have volunteered to judge submissions to The Writing Showcase since its inception. I also assist with public relations for the event by writing ads for WBEZ and, in the past, other Chicago publications. I also have mentored new faculty for several years and assisted with SGID. Inspired by the work of Susan Cain, three years ago I designed a workshop on better ways to engage introverts in the classroom. Through the Teaching and Learning Commons I was able to conduct workshops for faculty. I also presented this workshop at our fall faculty meeting. I was among the first to embrace our digital platform Digitation and served on a committee to explore its implications in the classroom. As a result, my student's digital portfolios are award winning, and I have been invited to present examples at faculty meetings.

Description of other relevant experience In the past, I have volunteered as a fundraiser for Children's Memorial Hospital, serving on the executive board of The Children's Service Board for two years. The largest and most prestigious event I worked on was The Gold Coast Fashion Award Show, which raised over \$500,000 in a single day for a variety of campaigns ranging from neonatal surgery to children's advocacy.

Explanation of interest in WEC representative role The WEC has enormous potential to effect the quality of satisfaction adjunct professors' experience at DePaul. I can be a unifying force between part time instructors and the administration. I would also relish the opportunity to work within the existing structure for positive change, which would ultimately benefit all who support social justice.

Mark Zlotkowski, Art

Description of experience I have been teaching at DePaul for the past 28 years. I have worked as a part-time, full-time and now as an adjunct professor during my nearly three decades of service at DePaul. For the past two years I have been a member of the WEC working to expand on our benefits, compensation, and recognition as adjunct professors within the university.

Description of other relevant experience I think my most relevant experience that I have to offer comes from my journey as an educator, artist and parent. I have also served as a part time representative within my department, worked on an accreditation committee, participated in syllabus reviews, have been in countless senior capstone critiques- taught independent study courses, been the faculty representative for a student run art group--all with no financial compensation. These are the types of issues that I feel need to be addressed and as an active member of the WEC I hope to continue working on them.

Explanation of interest in WEC representative role I have had the privilege of serving as a WEC representative for the past two years. Working to protect and expand on our rights is one of my greatest goals on this committee. I would consider it an honor to continue on as your representative once again.

One thing that I have learned as part of this committee is that change takes time and a long-term commitment to achieve our goals and expand on our rights. I am and have been completely invested in my teaching at DePaul for nearly 30 years. As an Adjunct Professor I believe we deserve more recognition and higher compensation for the services we provide including some sort of short-term contract to ensure a year to year commitment from both the University and the Adjunct faculty.

College of Law

Elisabeth Ward, Law

Description of experience I have taught at least 4 courses per year at the COL for the past 7 years. I served on the university wide Contingent Faculty Committee for 2 years.

Explanation of interest in WEC representative I have a strong background in advocacy and policy work and I would greatly appreciate the opportunity to utilize that experience to serve the adjunct faculty of the COL. As an individual that has taught as an adjunct for the last 7 years, I have a firm understanding of the obstacles and challenges adjunct faculty face. I am interested in addressing those challenges, on behalf of the adjunct faculty of the COL, through the WEC.

School for New Learning

Peggy St. John, School for New Learning

Description of experience at DePaul University during the 30+ of my employment at DePaul I served as an academic advisor, a faculty mentor, an assistant program director at the Barat campus of DePaul, and assistant director of student engagement and success.

In all of these roles and over the years I was fortunate to meet and work with numerous adjunct colleagues learning about the joys and challenges of being an adjunct professor.

The role that has sustained throughout my entire DePaul experience is that of adjunct faculty.

Description of other relevant experience I was elected to serve on the Workplace Environment Committee two years ago. I have worked actively with fellow WEC members to serve our adjunct colleagues in meaningful ways. I have advocated for SNL adjuncts with individual questions and issues. I have participated in planning and executing special events for adjuncts designed to provide information on improving working life at DePaul, networking opportunities, as well as the recognition and celebration of the many accomplishments of the adjunct faculty at DePaul. I have also contributed to proposals made to the Provost on more significant changes to improve the adjunct work experience at DePaul.

Explanation of interest in WEC representative role as stated above, I have served on WEC for two years. I believe the committee is still gaining momentum - on behalf of all adjuncts - around the university. I hope to have an on-going role in the growing momentum.

In addition, because of my history with the university and the School, I have a strong sense of the many changes we, as adjuncts, have experienced and I see the many changes coming on the horizon. I am eager to continue to play a role in this important work. The responsibility of serving the more than 1400 adjuncts at DePaul is a serious one, a time consuming one and one that I feel privileged to have. I would be honored to be elected to a second term in order to continue this important work.

The Theatre School

Jack Magaw, Theatre

Description of experience as a working professional theatre artist and educator, I have served as Adjunct Faculty at The Theatre School for 19 years. For the last 15 years I have taught six classes each academic year and, in 2006-07 and during Winter Quarter 2011, I served as a full-time replacement for a tenured faculty member who was on leave. I also advise undergraduate students who are designing productions as part of their education at The Theatre School and, several times during my tenure, have designed scenery for TTS productions alongside the students that I teach. My work within the Theatre School is important component of my overall career as a professional scenic designer and I am committed to the students and the school itself.

My work advocating for DePaul Adjunct Faculty began in academic year 2015-16 when I served on the Provost's Adjunct Task Force Selection Committee. For the last three years, I have served as The Theatre School representative to the Workplace Environment Committee (WEC). Most recently, I also serve as the WEC Liaison to the DePaul University Faculty Council.

As an educator and professional theatre artist, I have a wide range of experience outside The Theatre School. Along with my work at DePaul, I have taught various classes as an adjunct at both Northwestern University and Loyola University. In addition, I served as a full-time interim faculty in Lighting Design at Northern Illinois University for three years. A short biography is located here: <http://www.jackmagawdesign.com/about/> From that web page, you may access my curriculum vita which details my work as an educator and theatre artist for the last 28 years.

Description of other relevant experience includes membership in United Scenic Artists, Local 829 since 2000. I have first-hand knowledge of how labor unions work as advocate and liaison between its members and management or administration.

Explanation of interest in WEC representative I believe that the work of the Workplace Environment Committee is an important part of addressing the concerns and needs of Adjunct Faculty. I look forward to continuing my service as the WEC representative for TTS. Over the last two years, working with my WEC colleagues, I

--Continued meeting and talking with TTS Adjunct Faculty Members to discuss issues and ideas. When appropriate, I presented their concerns to the WEC.

--Actively participated in all DePaul University Faculty Council meetings during academic year 2018-19 as the WEC Liaison to Faculty Council. In addition, I was invited to attend and subsequently participated in Faculty Council Executive Committee meetings where the agenda is decided for each upcoming full Faculty Council meeting.

--Proposed that Adjunct Faculty be included on relevant university-level task forces and committees. As a result, an Adjunct Faculty member was included on the Quarters-to-Semesters Exploratory Task Force.

- Advocated for the establishment of best practices at the college and school level for compensation of Adjunct Faculty for service beyond teaching.
- Proposed and participated in town hall style events to allow Adjunct Faculty to voice concerns and ask questions of the WEC in a more public format.
- Attended several Committee on Contingent Faculty meetings and contributed to discussions about establishment of an Adjunct Faculty ranking system at DePaul.
- Participated in all WEC-sponsored Adjunct Faculty recognition events, resource fairs, and town hall meetings in order to meet Adjuncts from across the University, listen to their concerns and answer their questions.

After three years of serving on the WEC, I am eager to return and continue this important work for Adjunct Faculty at DePaul. I look forward to listening to your thoughts, concerns and experiences. Your input is valuable and will help shape the future for all members of the Adjunct Faculty at DePaul University.