Intro: [00:04](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=4.92) Welcome to the Magic Mountie Podcast. This is a podcast that's dedicated to helping faculty and other college employees as they try and navigate the challenging fabric of serving students especially at Mt. San Antonio College, but everyone's welcome.

Christina Barsi: [00:24](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=24.42) Hi everyone, welcome to the Magic Mountie Podcast. Today, we're highlighting the adjunct faculty experience. I'm Christina Barsi, by the way, your co-producer, co-host of this podcast. And I'm here with a very special guest who built an entire resource web page just for adjunct faculty at Mt. SAC, Miss Julie Laverty. Hi Julie.

Julie Laverty: [00:48](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=48.38) Hi, Thanks so much for talking with me today.

Christina Barsi: [00:50](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=50.91) Thank you. Thanks for making the time to be with us. Julie, you've created this fantastic thing, but before we jump into that resource, I kind of just want to have the listeners have an opportunity to get to know you. If you don't mind telling us a little bit about yourself and what you do at Mt. SAC and your personal interest in the subject.

Julie Laverty: [01:11](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=71.77) Okay. I am a professor, I am now full-time tenured of communication. And I've been with Mt. SAC since 2001 and I've been full-time since 2014. I teach all of your public speaking, group communication, interpersonal classes, things like that. Why I personally have kind of this passion for supporting our adjunct population, for anyone from the outside listening in that's not used to the word adjunct, you might call them part-time faculty is because I myself was an adjunct for gosh, forever, from 1999 until 2014. And I was at three different schools for most of that time. At some points, I was at four different schools.

Julie Laverty: [02:05](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=125.79) The term freeway flyer, I'm incredibly familiar with. And I just know how difficult it is to be a very good professor, a wonderful professor. Our adjuncts are incredible teachers, and you arrive to a new campus and you feel so, just not valued. You're not someone who is given a real proper tour a lot of times. And other campuses are different, all departments are different. It differs on when you're hired as well and how busy that department is. But you just are kind of thrown into it and you're struggling to even figure out where to get a parking pass or you don't know how to get those keys to your classroom. Things like that, those typical things. And it's just defeating, it's a terrible feeling to love your career and work so hard at it and then to just kind of feel like you're just a peg in the cog and you're not important and you're not properly trained.

Julie Laverty: [03:16](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=196.21) I'm not saying every school is like that, but I understand why they are as well.

Christina Barsi: [03:21](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=201.31) Wow, that seems like quite the struggle to be a part of the community and to do your job and to be where you need to be and know how to access what you need to access. Would you say that that's the same for professional development, is it a challenge to be a part of the community because of all of these things as well?

Julie Laverty: [03:43](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=223.17) As far as professional development goes, I think, well, once you figure out on any campus, I guess where their professional development is and how to access it, I think it's one of those things where I think with everything, once you figure out where it is, it's one of those easy to access and participate in sort of programs. It's easy, it's the figuring out things part. The nice thing is my webpage that I created is an adjunct faculty information page. And it's actually housed under the professional development website. My webpage is just for adjuncts, and it's for anybody. But basically ,if you start your job, the first little button that you would click on would be how to get your email address, which is the first thing you need and then it would guide you through how to get a parking permit or your keys, things like that.

Julie Laverty: [04:43](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=283.91) The nice thing is if you're an adjunct and you're going to this webpage to figure out how to navigate Mt. SAC, then you're also in the professional development page. And then you can kind of see, "Okay. What are our offerings? What trainings do we have?" A lot of adjuncts do participate in professional development and trainings, and they take advantage of the benefits of professional development, which is nice.

Christina Barsi: [05:10](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=310.69) What do you think the benefits are of having the adjunct participate?

Julie Laverty: [05:14](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=314.97) As an adjunct, it is so important to do more than just teach your classes and leave. And eventually when I start kind of building more of a program that helps adjuncts kind of figure out how to navigate that full-time tenure position and land that job, I'll be going more into this, but really a lot of adjuncts, they go and they are incredible teachers and then they have to turn around and hustle and leave, or they leave just because there's nothing else to do on campus, they feel. And if you can stop and see the opportunities of every campus and start attending those workshops and those trainings, you're doing more than just teaching. And that builds your resume, and you're going to learn those skills that also help you become a better professor.

Julie Laverty: [06:10](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=370.33) Additionally, you meet people. You're going to be in workshops with full-time instructors as well and all sorts of people, managers possibly. And you're going to network and meet people through those opportunities. It is critical that adjuncts take part in their professional development at every campus they work at.

Christina Barsi: [06:31](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=391.93) Wow, that's quite the load I would think if you're going from campus to campus. I do think what you did by making it so easy is key. That being said, how do you literally access the website, this page that you created?

Julie Laverty: [06:46](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=406.83) Okay. What you would do to get to the adjunct faculty information page is simply go to Mt. SAC, that's mtsac.edu/ pod, just do that. It's mtsac.edu/pod. And that's the professional development web page. And then you just click on faculty for faculty resources. But you're already at POD, you're already at professional development, you can see from there all of the different trainings and workshops that are possible to attend and you can sign up for any of them. And then if you click on faculty, you can go to adjunct faculty resources. And once you click on that webpage, you're going to find out, and full-time faculty have been using this too, everything from how to download a map through an app of Mt. SAC. Mt. SAC is a huge campus, and you need to know how to get around here.

Julie Laverty: [07:49](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=469.61) I know even as someone who's been here for, I guess, what is it, 17 years now, the other day I had to use my app to find a building because I had no idea where this numbered building was because this campus is endless. There's creating a syllabus requirements and examples, there's a detailed map of every single walk up copier that you can find on campus with instructions on how to use our main copy center as well, how to upload all of your copies and get them done for you. There are pictures and step-by-step description of how to use the technology in the classroom, a guide to using Canvas, which is our platform here for online student connections. And every link that you would need to reporting student behavior or supporting students and connecting them with different resources.

Julie Laverty: [08:45](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=525.53) I even have payroll information. If you're new and you want to know when you actually get paid because that's even weird, ever campus is going to have a different pay date for you. It's nice to know when you get that once a month paycheck, contract and benefit rights. If they're wondering if they have any access to health care, it's on here. And evaluations too, adjuncts are evaluated a lot. And those evaluations are awesome because you want to do really well, you want to get feedback and you want to use that feedback in your applications for your full-time positions. Knowing how you're going to be evaluated and what that checkoff list that the evaluator is using to look for is really important. And it's all on here.

Christina Barsi: [09:34](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=574.34) Wow, this is all on what you've created or some of those things just within?

Julie Laverty: [09:38](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=578.75) Yes, on what I've created.

Christina Barsi: [09:39](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=579.55) Okay, that's amazing.

Julie Laverty: [09:41](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=581.24) It's all on my webpage, and there's more. I do have a link on my page as well that would link you to the professional development opportunities schedule. Another thing that adjuncts should know is they can take advantage of the travel and conference fund and they can apply for travel and conference money just like a full-time professor would. And it's for $1,800 is the max each year. And POD office, the Professional Development office was telling me that more adjuncts actually use it than full-time instructors.

Christina Barsi: [10:18](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=618.36) That's amazing.

Julie Laverty: [10:19](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=619.7) Yeah, I thought that was awesome. I'm really happy to hear that because that's how adjuncts can get ahead is get out there, network, go to these conferences, become even better professors and get to know people and put that on their resume too.

Christina Barsi: [10:34](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=634.51) It sounds like they are very, very resourceful. And I will say I've seen your website. And if anyone is apprehensive to checking it out or you think it still sounds hard, it's the most user-friendly looking platform. It's so intuitive, great job. Do you think that, I know you mentioned regular ... Excuse me, all faculty, I should say are using the maps and things like that as well. Do you think that this is a good resource for anyone, any faculty?

Julie Laverty: [11:05](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=665.67) Absolutely. I learned a lot putting it together, that tells you something. It's so funny, even just putting together the Mt. SAC syllabus requirements, I realized there was one thing that I had off of my syllabus. And you're thinking like only one thing, you only miss one thing. No, literally the thing I missed was I never had Mt. San Antonio College on my syllabus, probably the most important thing. I never identified what school it was for. I never thought about it, and it is a requirement. For example, I told you I had a map to every single walk-up copier on campus, I never knew we had walk-up copiers on campus. Until I created that map, I had no idea. And there are several copiers that I could just walk up to and make multiple mass copies or emergency copies, I learned a lot. Everyone can use this.

Julie Laverty: [12:08](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=728.21) And I do know that people are using this not because they're kind of stumbling upon it other than just adjuncts that are new to Mt. SAC. I know other people are starting to use it as well.

Christina Barsi: [12:20](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=740.78) That's a wonderful extra fringe benefit when you create something, isn't it?

Julie Laverty: [12:25](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=745.09) Yeah, yeah, I love it. And it came at the perfect timing too because the chancellor's office, California chancellor's office decided that adjuncts need to be trained, which is awesome. Now, there is an HR training that they have to go through. And I think it's a three-hour training. At least every adjunct will meet with HR and get that one-on-one conversation, but it's still not going to cover some of these details. I happen to have the website ready when this new requirement came down the pipeline. And it kind of hit HR fast and hard, and my website had just launched days before pretty much. And they were able to access it and use it for some of the things they needed. That was really amazing timing.

Christina Barsi: [13:13](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=793.12) Oh, that's so perfect. It's a tool for that class as well, which is great. Now that you've done all of this, what would you say your hopes are for the adjunct to achieve or to just have better access? What are your biggest hopes for this platform?

Julie Laverty: [13:31](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=811.7) Well, my first step forward is to figure out what I'm missing because I interviewed a lot of chairs and asked them, what it is that you teach your adjuncts and go over, and what questions your adjuncts often have. Those are addressed here, but there is going to be someone that says, "Wait, I was really wondering this." And then I will know something that I just didn't know that other people might want to know about. So I need to add to it as we go. And I don't know if I will or not, but if something comes up, I want to add to it. That's one hope is to make it even more complete if needed.

Julie Laverty: [14:07](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=847.75) And then the other is to really develop and expand somehow the job search portion of it. I really want to support adjuncts in that uber competitive job hunt. More and more, we're finding that there's fewer and fewer tenure positions available. It's just really competitive. And I do have a link that takes you to a lot of career advice and job search advice. I would like to still develop that in any way I can. I'm just trying to figure out how to do that and make it easy and searchable.

Julie Laverty: [14:49](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=889.84) And then the other thing is to go from there. And I also have job postings, and I'd like to even find more access to job postings. But to add to, maybe there's workshops on campus that ... We do have some that are run by faculty association, but regular workshops that help adjuncts put together their resumes and their cover letters and maybe have them run through their teaching demo with some full-time professors as feedback, immediate feedback. Things like that maybe in the future that would be housed under POD that adjuncts can really come in person and get one-on-one guidance for that. I think it would be an amazing thing.

Julie Laverty: [15:36](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=936.89) I also have been toying with the idea of having maybe an adjunct seminar maybe where there's 25 adjuncts that are part of a seminar every semester. And they can get a certificate for it, and they go through nine modules of developing their teaching skills. Things like that I think are in my mind for the future of what adjuncts can do here on campus and how they can be supported.

Christina Barsi: [16:08](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=968.57) That's wonderful. I'm sure that's tough to get the kind of support from all the many colleges they teach at and to get it somewhere that wants to see them succeed is such a wonderful thing.

Julie Laverty: [16:20](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=980.96) Yeah, because as an adjunct, I think it sometimes feel like there's no one behind you supporting you. You desperately want this end goal. Maybe there are people behind you supporting you, but you don't realize it or you're not in touch with them or you don't know how to create that mentor, protégé relationship. And just kind of making those connections I think would be just a really valuable resource for adjuncts and maybe a game-changer for a lot of them.

Christina Barsi: [16:54](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1014.94) Definitely. That being said, are you open to these adjuncts reaching out to you and maybe giving some ideas of what they would like to see?

Julie Laverty: [17:06](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1026.17) Absolutely. I want them to say, "Hey, this is what's missing," because like I said, I feel like I've got so much information on this website. For instance, I don't ever plan field trips with my students, but I have a planning field trips and I had to learn that process as well because there are even part-time professors that are planning field trips and doing things like that. There might be something like that that I didn't know of and that I need to be aware of so that I can include it.

Christina Barsi: [17:36](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1056.4) And then this podcast is actually going to be another tool for getting more information out there because we're going to do a few more episodes about this topic.

Julie Laverty: [17:45](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1065.33) Yes, yes, we will. And that is another goal of mine is it would be great if there were permanent podcasts of some sort that were housed on the website as well that had these tips and tools. And grow from there even where I can interview other adjuncts that have become full-time and ask them, "What do you think was the key to your success?" Ask people, "What did you do in your teaching demos that you wouldn't do again, and what worked?" I would love to expand into much more specific topics as well and have them included on the adjunct faculty website.

Christina Barsi: [18:26](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1106.49) Well, maybe we can make that happen.

Julie Laverty: [18:28](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1108.35) I would love it. I think I know the person that could probably help me do that.

Christina Barsi: [18:32](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1112.33) Possibly, yeah. Well, anything you'd like to add Julie before we wrap up?

Julie Laverty: [18:39](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1119.61) I'm just so thankful that not only our president here Dr. Scroggins at Mt. SAC, last year started really vocally making sure to say, "Yeah, we need to do more for adjuncts." But that they gave me the opportunity to kind of run with it and attempt to create a website and give me access to do that and supported that. That was awesome. But also it's so great to see the first little inkling that the state of California is also recognizing that our adjunct population needs to be properly trained and properly supported. It's one thing for our school to support it, but to know that the state of California is backing us and they're going to make it more of a sweeping mandate across all community colleges. It's what needs to be done because our adjuncts are such great professors.

Julie Laverty: [19:42](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1182.51) And a lot of times, they're just overlooked. We need to value them and want them to stay at our college too, by the way. You never want to lose a great adjunct to another college because the other college makes them feel better and supports them more. It's maybe even just closer to their homes so they prefer that. I drove out to Mt. SAC, which is farthest from my home of the other colleges because Mt. SAC was an awesome place to work. And I kept doing it for 14 years because I just loved the community here. And I want to cultivate that for future adjuncts. I'm happy to have anyone that would like to join the force come on board with me or share their ideas with me and let me know. They can email me, julielaverty@mtsac.edu is a great email contact, and let me know what they think.

Christina Barsi: [20:45](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1245.61) That's wonderful. Thank you, Julie. Thank you so much for spending some time talking about this a little bit and for all the work that you did to put it together. And I look forward to the future podcasts we do about this topic.

Julie Laverty: [20:58](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1258.83) Thanks Christina, and thank you for being our first podcast producer here at Mt. SAC. We really appreciate that.

Christina Barsi: [21:06](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1266.06) Absolutely, it's been so much fun. And I love Mt. SAC, I used to go to Mt. SAC. It's a special place.

Julie Laverty: [21:12](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1272.08) That's the awesome connection. Absolutely. Thanks Christina.

Christina Barsi: [21:12](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1272.08) Thank you.

Outro: [21:19](https://www.rev.com/transcript-editor/Edit?token=2nKsuRaHFxK29gT7Asiq5FIE5ZGoDEWD1J2OJnkUwDU6JEYOMEJ1aFn5r3rdWL4H2H8Clw&loadFrom=DirectLink&ts=1279.09) Hey, thanks so much for joining us for the Magic Mountie podcast. We love your likes, we love your shares and we love your comments. Please, engage with our community, download from wherever you love to get your podcasts; iTunes, Google, Rate My Professor, we're there. And we want you to be back with us next week. Remember, any opinions that are expressed in this podcast do not necessarily represent Mt. San Antonio College or any of its agents. We'll see you next time.