

**In Support of Compensation for Noncredit Adjunct Committee Participation
Resolution 2016 – 04**

Whereas, the Academic Senate is the organization whose primary function is to make recommendations with respect to academic and professional matters (Title 5, 53200), and is primarily relied upon for curriculum, degree and certificate requirements, education program development, and policies related to grading, student preparation and success, and faculty professional development and reach mutual agreement with the Board of Trustees and the College President on District and College governance structures, as related to faculty roles (Board Policy 3255); and,

Whereas, in the paper "Noncredit Instruction: Opportunity and Challenge," adopted at the Spring 2009 Plenary as Resolution 19.01, the Academic Senate for California Community Colleges (ASCCC) has declared, "local senates should facilitate college-wide participation in governance and program development by noncredit faculty" and "local senates should collaborate with their local bargaining agents to ensure that working conditions for noncredit faculty are comparable to those for credit faculty and provide opportunities for... participation in institutional governance activities that will result in equitable services for noncredit students and equitable compensation for noncredit faculty"; and,

Whereas, the article "Full Time Faculty, Yet Again – Building the Noncredit Case," published in the November 2011 Rostrum, states, "[P]art-time faculty may feel pressured into doing [non-classroom] work without commensurate pay," and "Where contracts do exist, the burden of these duties falls heavily on a few. Over years this has led to faculty burnout which in turn makes effective participation difficult"; and,

Whereas, numerous College committees require noncredit participation that a relatively small number of full-time noncredit faculty should not be expected to meet alone, necessitating the participation of noncredit adjunct faculty in shared governance,

Resolved, the Academic Senate strongly supports the compensation of noncredit adjunct faculty for participation in shared governance; and

Resolved, the Academic Senate does not support the idea that a small number of noncredit full-time faculty, many of whom will be probationary, must assume all required campus-wide responsibilities for noncredit faculty members; and

Resolved, the Academic Senate encourages the Faculty Association to develop a Memorandum of Understanding with the District to clarify the "Non-Teaching Assignments" section of Appendix C in the Faculty Contract with respect to noncredit adjunct participation in shared governance.

Submitted by:
Scott Guth, Director

First reading: May 5, 2016
Second reading: May 19, 2016
Approved: May 19, 2016
Approved by AMAC: May 23, 2016