

Full Time Faculty Relief Resolution

Whereas the percentage of full time faculty has steadily decreased over the past decade while student enrollment has remained relatively constant,¹ and this perplexing trend is resulting in over burdening the remaining full time faculty while budget and resources and allocations are insufficient to reverse the trend; and

Whereas the Student Success Initiatives & ACCJC accreditation processes have increased the workload of full time faculty with substantial and significant new curriculum, tracking, and educational planning requirements; and

Whereas student success and student equity are both enhanced when students are enrolled in course where assigned faculty are intimately familiar with campus resources, student services, accreditation standards, curriculum development, and revision; and

Whereas in the overwhelming majority of California Community Colleges adjunct faculty are rarely encouraged, or compensated, to attend department meetings, participate in course and curriculum development, shared governance, hiring committees, research, accreditation, and professional development; and

Whereas the State providing approximately one million dollars per District for hiring full time faculty:

Resolved: That AS encourage seek, in concert with their bargaining agents, to provide that adjunct faculty who teach not less than 33% of a load shall be invited to participate (with compensation) in the non-instructional professional activities and shared governance of their respective departments and colleges.

Resolved that the District be asked to increase FTF numbers each year including the present by not less than 2 net after retirements per college campus until we are within 5% of the 75% law.

¹ For example San Jose Evergreen CCD lost 33 Full Time faculty in this ten year period as follows:

Year	Actual AFT Faculty/FON	FT Percentage	# Students
2014	229 /210	57.6%	12,946
2004	262	72.6 %	12,592

Source: Local AFT 6157