

Resolution to Improve Student Success and Retention by virtue of Securing Adequate Funding for Pay Equity and Paid Office Hours for Temporary Faculty, and New Full-Time Faculty Hires.

Whereas, the California State Budget is the strongest it has been in years; and

Whereas, many programs that benefit temporary faculty and contribute to student success and retention have been cut or eliminated during the Great Recession and have yet to be restored; and

Whereas, temporary faculty now comprise 75 percent of higher education instructors in the United States; and

Whereas, temporary part-time faculty are required to hold the same academic qualifications and credentials as their full-time colleagues; and

Whereas, at most colleges full-time instructors are paid significantly more than part-time faculty for the same duties of preparation, teaching, and grading/assessment; and

Whereas, many colleges do not fund or underfund office hours for temporary faculty; and

Whereas, due to poor prospects for career advancement and inadequate pay many qualified temporary faculty leave the profession annually; and

Whereas, the Academic Senate for California Community Colleges passed Resolution 12.01, at the Fall 2014 Plenary Session, which resolved that the Academic Senate for California Community Colleges work with the California Community College Chancellor's Office and other system partners to ensure that the Board of Governors' Standing Orders are respected and that all future assignments in the area of faculty professional development involve input and affirmation from the Academic Senate and local senates; and

Whereas, the Academic Senate for California Community Colleges passed Resolution 12.02, at the Fall 2014 Plenary Session, which resolved that the Academic Senate of California Community Colleges urge local senates to extend and promote professional development opportunities to part-time faculty to ensure their inclusion in professional development.

Whereas, most temporary part-time instructors are not compensated for, yet are essential to the task of realigning courses and programs to meet the needs of a changing economy; and

Whereas, recent studies have shown that a well-paid, stable faculty workforce contributes to student success and retention; and

Whereas, student access to faculty outside of the classroom and during office hours is an important contributor to student success; and

Whereas, the Academic Senate for California Community Colleges passed Resolution 13.01, at the Fall 2014 Plenary Session, which resolved that the Academic Senate for California Community Colleges, in consultation with its system partners, support actions

and ongoing funding, that ensure progress toward the statutory goal that 75% of credit courses offered be taught by full-time faculty, excluding overload assignments; and

Whereas, the retention of qualified instructors supports institutional viability and directly contributes to student success; and

Whereas, current full-time faculty are already overworked and overburdened with many of the responsibilities of shared governance and serving student needs;

Therefore, be it resolved, that the Cerritos College Faculty Senate requests that the Governor and the Department of Finance allocate additional funds in the January 2015 budget proposal for parity/equity compensation and paid office hours for part-time temporary faculty in the California Community College system in the amount of \$30 million for paid office hours, and \$50 million for parity/equity compensation; and

Therefore, be it further resolved that the Cerritos College Faculty Senate requests that the Governor and the State Legislature allocate \$100 million for the hiring of new full-time faculty, with the potential of converting existing temporary part-time faculty to full-time faculty status.