

Resolution for Adequate State Funding for Temporary Faculty: Pay Equity, Paid Office Hours and Conversion of More Temporary Faculty Positions to Full-Time Permanent Status.

Whereas, temporary faculty now comprise the majority 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 teaching or service duties for students; and

Whereas, student access to faculty outside of the classroom and during office hours is an important contributor to student success; 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 retention of qualified instructors supports institutional viability and directly contributes to student success; and

Whereas, a well-paid, stable part-time workforce contributes to institutional stability, effectiveness and success; and

Whereas, the lack of sufficient full-time faculty leads to many of them overburdened with the responsibilities of shared governance, department, program and student needs—or some department needs cannot be adequately staffed to increase student success;

Therefore, be it resolved, that the Grossmont College Academic Senate requests that the Governor and the Department of Finance allocate additional funds for the categorical line items in the state budget that currently exist 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 Grossmont College Academic Senate requests that the Governor, State Legislators, and the Department of Finance allocate \$100 million for the conversion of existing part-time temporary faculty to full-time faculty status.