

Notes from ACADEMIC SENATE PART-TIME FACULTY COMMITTEE

Monday, September 26, 2011; 11-12:30, 36-329

Present: David Milroy, Mike Lambe, Narges Heidari, Sue Gonda-President Academic Senate, Barbara Blanchard-VPAA, Alan Silva, Melanie Quinn, George Gastil, Kirin Farquar

I. Welcome and Introductions

Mike began by introducing himself and the work of the committee; discuss items related to part-time faculty and determine if those items fall within the realm of the Academic Senate or AFT. Mike noted that committee's goal is to make the campus, administration and Chancellor aware of part-time faculty and recognize that they are an integral part of the campus and its programs and ensure their needs are met. Mike then asked those present to introduce themselves and how long they have worked at GC.

II. Upcoming ASCCC Plenary Session in San Diego: Part-Time Faculty Caucus dinner and meeting.

David began by noting the lack of a copy of the minutes from the previous meeting; Rochelle will distribute copies to the committee members after the meeting.

Discussion occurred regarding current representatives and length of term; representatives are elected in the fall for a 1 year term. Kirin expressed he would like to represent his division again, he had not received the e-mails from Sue regarding division elections, it was determined he would be added to the division ballot. It was suggested that perhaps the divisions could have a Senator as well as an alternate and the alternate would also attend the ASPTFC meetings. It was also suggested that the meetings be open to all Part-Time faculty who serve as Senators for their departments. It was suggested at the next meeting to discuss the Charge/Composition document for the committee for possible changes.

Mike made a motion to review the Charge/Composition document at the next meeting; David seconded.

David announced that the Fall Plenary Session for the Academic Senate for California Community Colleges (ASCCC) would take place November 3-5, 2011 at the San Diego Sheraton. He noted on Friday evening there would be a part-time faculty dinner 5:00-7:00, to be followed by the Part-Time Faculty Caucus meeting from 7:00-9:30. He noted the cost would be the cost of dinner; attendees would be able to order their own meal at the restaurant. David noted that it would be an opportunity to meet with Part-Time faculty from all over the State and discuss issues that are important at the State level. Part-Time faculty can attend the caucus without being registered for the Plenary; it was noted cost of Plenary is around \$300.00 per person. David would send a link to the caucus to be sent to faculty; <http://asptfacultycaucus.info/>. Sue would also send information regarding Plenary;

<http://asccc.org/events/2011/11/fall-plenary-session>. Sue noted Jeff Lehman-VP Academic Senate, Jeff Waller-Curriculum Co-Chair and herself would be attending the Plenary as representatives of GC.

III. **Process for Part-Time class assignments**

- **College Policy and Direction**

It was asked what the policy and direction for GC was regarding Part-Time faculty and overload; it was noted that some departments have tried to distribute overload evenly to part-time/full time faculty and other departments have not. Barb noted the directive from her office was to continue to abide by the Collective Bargaining Agreement (CBA) while attempting to preserve as many Part-Time faculty positions as possible. It was noted that re-hire preference is stated as having taught 8 semesters of the same class; some concern was raised that often courses are eliminated/not offered and the preference can't be met. Discussion occurred regarding preference, ratio of part-time to full time faculty, loss of experienced instructors due to lack of work. Barb recommended that the committee review rehire preferences throughout the State, determine if the group would like to see a change and work with AFT to negotiate it as a contract item. The question was re-iterated what is the policy and direction for GC, noting the differences in the amount of adjuncts and the addition of new adjuncts in departments; Barb reiterated that GC will abide by the CBA, but it is up to the individual departments if they wish to expand their adjunct faculty pool or rehire the same individuals as long as it falls within the CBA. It was suggested that the committee may want to form a sub-group to work on AFT/CBA issues. It was noted individual issues with re-hire preference need to be taken to the Department Dean and discussed.

- **Follow-up on Overload Resolution from Spring**

Discussion occurred regarding the Resolution presentation to the Chairs and Coordinators; it was presented to the Chairs for discussion, time constraints did not allow for adequate discussion and the discussion was tabled until the Fall. The committee expressed concern that the resolution was not well received by some chairs; it was noted there was both support and resistance to it. It was agreed by all that the committee would like to ask Chairs and Coordinators to revisit the discussion.

It was noted the Resolution had been on the Senate's agenda for May 16, 2011 as an information item, but was not covered due to time constraints. It was agreed by all that they would like to re-visit both versions of the Resolution and have the Resolution go forward to the Senate.

Concern was expressed that the committee couldn't really write a resolution with any "teeth" to it, but rather the resolution is to express support to the situation of Part-Time faculty. Again concern was expressed regarding

resistance to the resolution; it was disheartening. Mike noted that the State has created a situation where the State and colleges have saved money by employing a majority of Part-Time Faculty, which worked well during good economic times, but with the change in the economy it has been Part-Time faculty losing work. It was noted that Full time faculty have economic concerns as well and asking them to reduce the amount of overload is asking them to reduce their income; both sides have economic concerns. It was asked if it was possible for the Resolution to gain administrative/division support in order to make it more appealing to faculty and chairs; Barb noted she could share it at the Administrative Council meeting. It was noted that resolution can't change any department policies regarding overload but it can bring awareness to the issue and have it recorded in the records.

It was agreed by all that Rochelle would forward both versions of the resolution to the committee members for a discussion via e-mail/internet; they would determine which version to send forward to Senate Officers Committee then onto the Senate.

In closing the discussion it was noted that the college could lose many of their experienced part-time faculty due to the reductions in workload; they will move into the regular workforce.

IV. Increase Part-Time Senate positions by Department instead of Division

Discussion occurred regarding having departmental representation in addition to Divisional Senators; this would allow for more perspectives to be represented. Mike noted he would like to increase the members of the committee in order to have more input. It was noted in other committees with divisional representation it is part of the divisional representatives duty to communicate with the constituents in their division the information they receive from the committee or council; it was noted this might be an overwhelming task for a Part-time member-the information could be shared via e-mail as well as at division meetings during flexweek.

David made a motion to look into developing department representatives to expand the committee and improve representation. Mike seconded.

Discussion: Sue asked to clarify if the committee was asking to have a current departmental spot assigned as a Part-time spot or in addition to current Senators; Sue then explained the way the number of Senators are calculated for each department; *I have included the section from the Senate by-laws for clarification:*

Senate representatives shall consist of:

- 1. The chair or coordinator of each department.**
- 2. In addition to the chair/coordinator, each department with more than four but less than ten Full Time Equivalent Faculty (FTEF) may be represented by one senator selected by the department faculty.**

3. For each additional ten FTEF, or fraction thereof, a department may select one additional senator.
2. It shall be the responsibility of the faculty within each department to ensure the timely designation of their representative and to determine the method of selection.
3. Selection of part-time representatives will be conducted by a vote of part-time instructors during each respective division meeting of fall flex week. Should a mid-year vacancy occur, it will be filled at the next flex week division meeting.

It was noted that many of the departments only have 1 representative due to decreases in the number of faculty. It was noted to increase the number of Part-Time faculty Senators would require a change to the Senate bylaws, to increase the committee membership would require a review of the Charge/Composition document. It was suggested to review the committee membership; departmental members would attend the committee meetings and Senate, with the idea of becoming a Senator. It was discussed that an increase in the committee membership would increase input and views.

It was agreed by all that the Charge/Composition document would be reviewed at the next meeting in order to increase the committee membership to include departmental members. Sue noted that once it is discussed by the committee it would need to go to the Senate for approval.

V. Part-Time Senator Election Process

Sue reported Jeff Lehman is working with Information Systems (IS) to create an electronic election by division; this process is taking more time than anticipated. It was noted that the electronic election is preferable to a vote at the division meeting because not all faculty is present at the division meetings.

VI. Communication with Part-Time Faculty

David requested the committee send the flyer out again to part-time faculty; follow-up with Sang Bai to find out if he had any new faculty sign up for GCCCD e-mail and that the committee continue to establish communication with part-time faculty. Discussion occurred regarding e-mail issues(not receiving e-mail); it was suggested check with IS to find out why and what the problem is. All agreed to have the flyer sent to Oralee for distribution to the chairs to forward to their part-time faculty.

VII. Possible meeting with Chancellor/President regarding Part-Time Issues

Unable to cover this item, it will return at the next meeting.

Next Meeting:

Monday October 24, 2011 11:00-12:30pm 34-150 (Health Sciences Complex)