

Discussion Item - Dr. Kristen Bonwell, ASRE (5 mins., plus 5 mins. Q&C)

- I. Presenting the Adjunct Success, Retention, & Equity (ASRE) Committee's Resolution: Supporting Adjunct Faculty Equal Rights to Staff Development Compensation
- II. Resolution based on Article 18.5 of the current the Collective Bargaining Agreement (CBA) and created with the support of the AFT/Union and the Miramar College Academic Executive Council. It does not ask for anything that is not already provided in the CBA.

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III. Resolution Key Points

- a. The Strategic Plan Fall '20-Spring '27 (SD Miramar Communications, 2021) at Miramar College includes ongoing, non-exhaustive broad-based strategies aimed at enhancing and upgrading various aspects of the college community.
- b. Because adjuncts educate the majority of Miramar students, professional development (PD) related to the strategic plan is critical for adjuncts to participate in the substantial shift as called for and for meeting the desired goals of the strategic plan.
- c. The District and others strongly encourage and direct adjuncts to participate in ongoing, non-exhaustive PD corresponding with changes related to the strategic plan. Adjuncts experience this as a directive to complete these trainings and ancillary activities and that they need to be achieved to continue to teach.

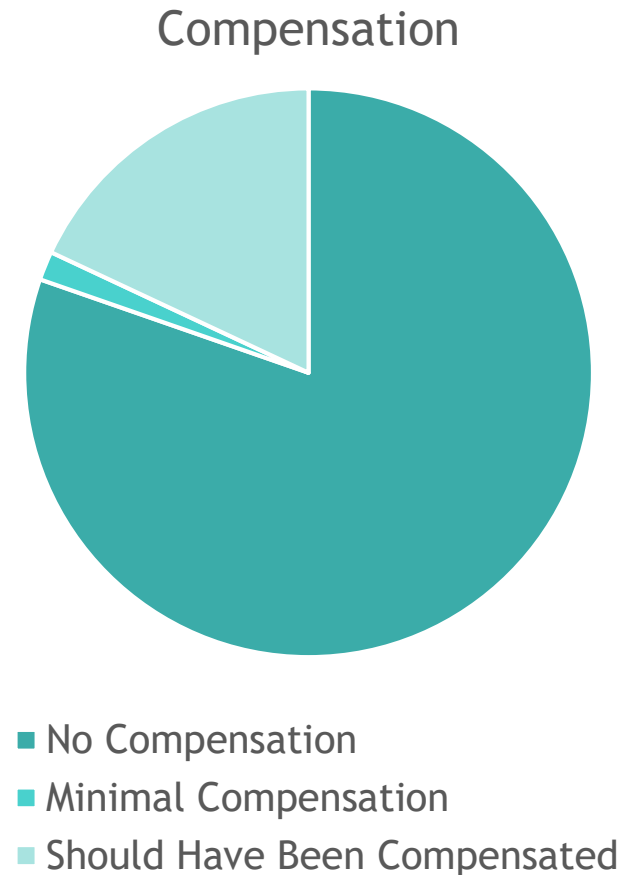
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- d. Many resolutions support granting part-time faculty the same rights as full-time faculty in different, specific areas, however, they lack adequate compensation for PD. For example, requests and directives for participation in PD activities go well beyond what adjuncts are paid for Flex.
- e. Directives of the strategic plan fall under ancillary activities as stated in Article 18.5 of the contract (CBA). Per Miramar's Strategic Plan (FA '20 - SP '27), the means to achieving the stated goals include PD related to inclusion, diversity, equity, and accessibility (IDEA), engagement, teaching and learning, and more. Adjunct faculty need to participate in PD to foster the aim of the strategic plan and the CBA states they shall be compensated.
- f. Resolved, the Miramar College Academic Senate strongly encourages the college to follow the guidance provided in the CBA and compensate all adjunct faculty who wish to participate in staff development/PD supporting broad-based strategic plans under the ancillary and PD activities section of our Union CBA.
- g. Resolved, the Miramar College Academic Senate strongly urges the college to organize and streamline PD/staff development and ancillary activities to ensure equity for all adjuncts.

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IV. Adjunct Faculty Spring 2023 Survey Data (n=38)

- a. 70% of adjunct faculty adjusted their teaching, specifically syllabi policy revisions pertaining to flexible deadlines, excused absences
- b. 76% initiated these changes themselves 24% said changes were initiated by administration (a directive)
- c) 98% reported no compensation for making these changes 2% reported minimal compensation



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V. Expected Benefits

- a) Improved pedagogy (e.g., increased engagement, more effective course design, helps to ensure a more equitable student experience; ([Guthrie, et al., 2019](#)))
- b) Better student learning outcomes (SLOs) (e.g., more accurate, higher rate of students meeting SLOs)
- c) Enriched student experience (e.g., student-centered, culturally-responsive, increased availability of student club advisors and student-faculty contact opportunities; ([Antelope Valley College, n.d.](#)))
- d) Support for adjunct faculty and Miramar College in meeting the goals of the strategic plan
- e) Aligns with the nationwide movement promoting the One Tier System which has garnered tremendous support from many organizations including the ASCCC resolution ([Martin, 2023](#))
- f) Increased retention of student-centered, experienced, informed, effective, and connected adjunct faculty
- g) Strengthened and expanded community
- h) Increased student retention, success, graduation rates ([Guthrie, et al., 2019](#))

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VI. ASRE is asking the A.S. to approve the resolution which (1) strongly encourages the college to follow the provisions of the CBA and compensate adjunct faculty for ancillary activities supporting broad-based strategic themes as well as (2) strongly urges the college to organize and streamline PD/staff development and ancillary activities to ensure equity for all adjuncts.

VII. Questions?

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Thanks for your support!