

## Adjunct Success, Retention, & Equity Committee Resolution: Supporting Adjunct Faculty Equal Rights to Staff Development Compensation

Whereas, the [Strategic Plan Fall 2020-Spring 2027](#) (SD Miramar Communications, 2021) at Miramar College is dedicated to cultivating a student-centered, equitable and inclusive environment, and an academically rigorous, and desirable, institution of higher learning. It includes ongoing, non-exhaustive broad-based strategies aimed at enhancing and upgrading various aspects of the college community. Because adjunct faculty are educating the majority of Miramar College 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.

Whereas, the district and others strongly encourage and direct adjuncts to participate in ongoing, non-exhaustive PD, including, but not limited to inclusion, diversity, equity, and accessibility [(IDEA); e.g., Peer Online Course Review (POCR) for accessibility], artificial intelligence (AI), activities that increase student-faculty contact (e.g., Jet Jump Start, Community Day and other community-building events, advising student organizations, student learning outcomes (SLOs), open educational resources (OER)/zero textbook cost (ZTC), mandatory sexual harassment training, accessibility, and syllabi policy revisions beyond updating syllabi to reflect updated course dates, class location, meeting days and time, materials, etc., and instead completing a comprehensive revision of all syllabi corresponding with changes related to the strategic plan (SD Miramar Communications, 2021). Adjuncts experience this as a directive to complete these trainings and ancillary activities and that they need to be achieved to continue to teach.

Whereas, there are many resolutions that support granting part-time faculty the same rights as full-time faculty in different, specific areas, however, they lack adequate compensation for PD. Flex, defined in Title 5 as "in lieu of instruction" is designed for faculty to conduct staff, student, and instructional improvement activities. Requests and directives for participation in PD activities go well beyond what adjuncts are paid for Flex. Typically, adjunct faculty receive one hour per semester for each weekly hour of classroom assignment (e.g., 3-hour class = 3 hours) Instructional Improvement (flex) obligation for the semester. Although, due to the Flex structure, the range of required hours for an adjunct is 0-9, depending on their teaching assignment(s). Many adjunct faculty meet or exceed the flex obligation within the first few weeks of the semester by attending required CCAP orientation meetings, optional but critical school and department meetings, and other PD workshops or presentations resulting in a lack of compensation for additional hours for PD throughout the semester.

Whereas, Article 18.5 of the current [AFT Faculty Bargaining Unit with SDCCD \[the Collective Bargaining Agreement \(CBA\)\]](#) states adjunct ancillary activities and staff development/PD are to be paid according to the guidelines of the contract (CBA) and compensation may include either a stipend or paid release time. Staff development includes participation in training and PD

activities such as pre-approved department training, and PD activities supporting broad-based strategic themes, research and development of new curricula, and other PD activities outside those covered by other articles of this contract (CBA). For purposes of Ancillary Activities, Staff Development does not include activities by faculty which are eligible for classification as FLEX activities.

Whereas, the directives of the strategic plan fall under ancillary activities as stated in Article 18.5 of the contract (CBA). According to [Miramar College's Strategic Plan \(FA '20 – SP '27\)](#), the means to achieving the stated goals include PD related to diversity, equity, and inclusion, engagement, teaching and learning, and others. Adjunct faculty need to participate in PD to foster the aim of the strategic plan and the CBA states they shall be compensated.

Whereas, we request compensation for ancillary activities supporting broad-based strategic themes.

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.

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.

#### References

AFT Guild, Local 1931 – SDCCD Faculty (2023). AFT GUILD, LOCAL 1931 AMERICAN FEDERATION OF TEACHERS AFL-CIO FACULTY BARGAINING UNIT WITH SAN DIEGO COMMUNITY COLLEGE DISTRICT FOR THE PERIOD JULY 1, 2023 THROUGH JUNE 30, 2026.

SD Miramar Communications (2021). Strategic Plan Fall 2020-Spring 2027.