

## 111.09 S25 Supporting a United Faculty Workplace for California Community Colleges

Whereas, The Academic Senate for California Community Colleges (ASCCC) is a statewide steward of academic and professional matters, or the “10+1,” as outlined in Title 5 §53200(c),<sup>1</sup> with a long history advocating for equity and equal rights for part-time faculty, and formally working with various faculty groups such as Faculty Association of California Community Colleges (FACCC)<sup>2</sup> through the Council of Faculty Organizations (CoFO) on common issues under academic and professional matters and overlapping purview—all of which are essential to equitable and high-quality education;

Whereas, California community colleges currently operate under a divided, or “two-tier” faculty system<sup>3</sup> comprised of part-time (adjunct) and full-time (tenure-track) faculty who often operate under wholly separate rules, guidelines, and affordances, creating many inequities in both working conditions and academic and professional matters, including collegial consultation, professional development opportunities, curriculum development, participatory governance structures, strategic & institutional planning, and more; all of which negatively affect the college experience and success of the marginalized students part-time faculty serve;

Whereas, The persistence of the two-tier ~~faculty~~ system deprives the California Community Colleges system of the opportunity to benefit from the diverse viewpoints and professional expertise of a large part, especially in CTE, of the largest portion of every campus’ faculty body<sup>4</sup> and causing disparities, which may be described as “rankism” or “tenurism,”<sup>5</sup> that belies the equitable treatment of faculty and deny basic professional dignity, undermining the principles of equity and just working conditions as outlined in Article 23.1 of the Universal Declaration of Human Rights<sup>6</sup>; and

Whereas, The current ~~two-tiered~~ structure, with its two vastly unequal tiers, has produced inconsistent and inequitable service for students, ~~a divided faculty and inequitable service to students~~<sup>7</sup>; the United Faculty model (also referred to as the one-tier, one-faculty, or “unified faculty” model) emphasizes the elimination of the two employment tiers to create a structure that will better serve students, colleges, and the state of California, ~~and which will also relieve full time faculty overburdened by college governance duties and other non-instructional duties~~ by greatly increasing the number

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<sup>1</sup> [Title 5 Section 53200\(c\)](#)

<sup>2</sup> <https://www.faccc.org/>

<sup>3</sup> [The One-Tier Concept for Advancing Student Success and Achieving Faculty Equality](#)

<sup>4</sup> [CCCCO Faculty and Staff Demographics](#)

<sup>5</sup> <https://cpfa.org/tenurism/>

<sup>6</sup> [Article 23.1 of the Universal Declaration of Human Rights](#)

<sup>7</sup> [https://www.faccc.org/assets/docs/PolicyPapers/I-Tier\\_Legislative\\_Briefing\\_Memo.pdf](https://www.faccc.org/assets/docs/PolicyPapers/I-Tier_Legislative_Briefing_Memo.pdf)

of faculty ~~participating~~ available to participate in college governance, ~~as well as working with and support~~ students outside of the classroom instructional hours,

Resolved, That the Academic Senate for California Community Colleges continue the work called for in their Fall 2023 resolution 17.03<sup>8</sup>, "Supporting Equal Rights for Part-time Faculty" by promoting and supporting legislation enacting the United Faculty model for all California community colleges and actively encouraging system-wide changes to ratify the united faculty system;

Resolved, That the Academic Senate for California Community Colleges, within its 10+1 purview, work in solidarity with the Faculty Association of California Community Colleges (FACCC), the California Part-time Faculty Association (CPFA), the New Faculty Majority, the California Federation of Teachers (CFT)<sup>9</sup>, Community College Association (CCA),<sup>10</sup> and other faculty organizations by endorsing the United Faculty model and encouraging colleges and districts to ensure that all instructors, regardless of rank or tenure status, have equitable access to some form of basic job security, as well as equitable and proportional 10+1 duties and professional development opportunities as they are willing and available; and

Resolved, That the Academic Senate for California Community Colleges encourage local academic senates to collaborate with local collective bargaining units and advocacy groups to develop campus cultures which seek out all faculty voices and provide equal access to compensated opportunities in curriculum development, participatory governance roles, professional development, and institutional planning for those part-time faculty who wish to engage in such work.

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<sup>8</sup> <https://www.asccc.org/resolutions/supporting-equal-rights-part-time-faculty>

<sup>9</sup> <https://aft1493.org/march-april-2022-advocate-cft-passes-resolution-to-end-two-tier-wage-system/>

<sup>10</sup> <https://cca4us.org/the-one-tier-system/>