

What if adjuncts were in charge?

Discussion Points

The following are topics of interest discussed at the Adjunct Alliance forum held Thursday, September 22, 2022

The forum was organized and managed by the Academic Senate Adjunct representative, Andrew Wesley and Rhuenette Alums in conjunction with leadership members, Pam Muick and Wini Hunton-Chan of the Academic Alliance.

- **24 part-time faculty attended the meeting.**
- **All members contributed their perspective to the overall discussion.**

The following are areas that received the most input. They are ranked by A, B, and C representing areas of greatest interest. The list is rather long. I've edited it down to items on the A and B list. The C list dealt with quite a bit specific to compensation.

DISCUSSION ITEMS - ADJUNCT ALLIANCE FORUM

A -- Our own space

- Social aspect/community/interaction; cure to isolation
- Sharing resources
- Orientation/helping new people acclimate
- Important for new faculty
- Last time we got an adjunct center, it went like this:
- President decided upon it, and it happened.

A – Mentoring

- Mentoring is welcomed, but training & recruiting needs improvement on sign up and matching process.
- Opt in. Not all mentors were assigned mentees.
- Would be good to extend the offer of mentoring to faculty hired prior to 2022.
- Faculty member reached out about mentoring and has not received a response.
- Mentoring training tool (video) is inappropriate. Participants are asked to share their innermost secrets. We recommend that the video not be used until we develop something more specific to education/teaching/equity.

A-- Compensation for release time positions

- Release time positions are taken by adjuncts.
- Pay is not equitable.
- Release time needs to be reasonable.
- The consequences are burnout and having adjuncts carrying a giant responsibility for very tenuous employment & pay.
- Need more pay for committee work, both more \$ per position and more positions qualifying for pay

Proposed Senate resolution - support

The following is a resolution that was proposed by one of the adjunct attendees:

Resolution Date TBD:

RESOLUTION TO ENCOURAGE PARITY IN ADJUNCT SUPPORT WITHIN SOLANO COMMUNITY COLLEGE DISTRICT

WHEREAS, adjuncts are valued partners in our institution.

WHEREAS, adjunct faculty should be compensated at rates equal to FT faculty;

WHEREAS, adjunct faculty members serving in coordinator roles should be compensated at CAT 1 pay;

WHEREAS, the adjunct faculty are essential to college operations.

BE IT RESOLVED, ?

B -- Access to laptops and tech support policy

- Not all faculty know that they can access loaner computers with tech support.
What is the policy?
- We could use access to people familiar with our policies.

The **C -- list** is very long. The primary focus was compensation.