

APPENDIX A. CHRONOLOGY

1960, February	Master Plan for Higher Education.
1963	The Legislature recognizes the role of local academic senates.
1967, November	The Education Code amended to authorize that part-time instructors of adult and community college classes be classified as temporary if they teach less than 60 % of a regular full-time load.
1968	The Academic Senate for California Community Colleges formed.
1969, October	The Board recognizes the Academic Senate as an organization that can be supported with state funds, allowing dues from local senates to support state-level activities.
1974, Spring	Academic Senate Resolution SUPPORT legislation to ensure that part-time, substitute, and temporary teachers are granted the benefits of due process and equitable pro-rata remuneration that are provided for contract and regular teachers; request that AB 2965 (Cory/Rodda) be so written.
1974, Fall	Academic Senate Resolutions SUPPORT any legislative or state board proposal for modification in statutes governing employment of certificated personnel in community colleges which will assure that students attending classes taught by part-time instructors receive educational opportunities, privileges, and advantages equal to those of students attending classes taught by full-time instructors. ENCOURAGE local senates to involve part-time instructors actively in senate affairs.
1976	Rodda Act establishes collective bargaining in CCCs.
1976, Fall	Academic Senate Resolutions RECOMMEND to accrediting institutions and visiting accreditation teams that should the accreditation teams consider that the number of part-time faculty in a college is excessive, they should seek

the rationale for such a situation and if not satisfied, accreditation should be suspended.

OPPOSE the use of part-time teachers in lieu of full-time contract teachers when the prime consideration is financial savings to the district instead of the delivery of quality educational services.

1978 Board of Governors formally recognizes the Academic Senate as the representative of local senates.

Board of Governors adopts new Title 5 language allowing part-time faculty to be invited to participate in local senate activities.

1980 First state funding of the Academic Senate.

Assembly Bill 1550 (Vasconcellos, Chapter 1177, Statutes of 1980) requires the CCC Board of Governors report on the employment practices of part-time faculty, full-time faculty, and full-time faculty teaching overload assignments.

1980, Fall Academic Senate Resolution REQUEST the Board of Governors to strongly encourage local boards of trustees to employ full-time faculty when full-time positions are available and further be is resolved that the Senate URGE local Senates to encourage boards of trustees to adopt a policy of employing full-time faculty.

1981, Spring Academic Senate Resolutions SUPPORT the inclusion of a statement in the finance legislation which would require that community college districts not decrease the ratio of full-time to part-time instructors in the district. Furthermore support any local and statewide efforts which would increase substantially the ratio of full-time to part-time instructors.

ADOPT the following section of the position paper “Legislation for the 1981 Session”:

The Academic Senate has a continuing concern for the integrity of the community college system as it relates to academic standards. The current practice of replacing full-time teaching positions with multiple part-time positions and the forced turnover for financial reasons of specific individuals employed has a negative impact on the quality of the educational program. Lack of facilities for part-time instructors and the fact that they are paid only for classroom time prevents them from performing normal professional

functions expected of full-time faculty: committee assignments; articulation within and among the several college communities; the development, evaluation, and revision of curriculum; advisement of students concerning transfer, career goals, and the general college program. The Senate will urge that these concerns be addressed in the legislatively mandated study on the employment of part-time instructors.

1982, January	First Chancellor's Office Report on Staffing and Salaries.
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1982, Spring	<p>Academic Senate Resolutions SPONSOR legislation to require those districts having a percent of part-time teachers greater than the 28% (<i>sic</i>) standard be given incentives to reduce that percentage.</p> <p>SUPPORT legislation which states that: part-time instructors providing instruction in a class offered by a community college district who have been evaluated as having performed satisfactorily in that class be afforded the first opportunity to provide instruction in that class if it is subsequently offered by the district within a period of one year and if it is the decision of the governing board that this class shall be taught by a temporary employee.</p>
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1984, Spring	<p>Academic Senate Resolution SEEK legislation to require that retiring full-time faculty be replaced by full-time instructors in areas where there is sufficient demand for courses, and be it further resolved that the Senate REQUEST local Senates to work with their local boards to assure that full-time faculty who retire or leave be replaced by new full-time hires or by retrained full-time faculty.</p>
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1985, Spring	<p>Academic Senate Resolutions RECOMMEND that a [community college faculty] vacancy be filled by full-time faculty wherever feasible.</p> <p>REAFFIRM its position that local senates be encouraged to explore means of providing adequate representation of part-time faculty in academic and professional matters.</p>
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1986	Review of the Master Plan for Higher Education.
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1987, January	Chancellor's Office Study of Part-time Instruction.
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1988, August	AB 1725 (Vasconcellos) Community College Reform Legislation replaces the Department of Education Credentialing process with a system of minimum qualifications under the Academic Senate, strengthens the role of the Academic Senate and local senates in academic and professional matters, establishes more rigorous faculty hiring and tenure review processes under local senates, and establishes that a minimum of 75 % of instruction should be by full-time regular or contract faculty.
1989, Spring	<i>Part-time Faculty Hiring Procedures: A Model Based on Assembly Bill 1725</i> adopted by Academic Senate.
1992, Fall	<p data-bbox="470 661 1369 745"><i>Part-time Faculty in the California Community Colleges</i> adopted by the Academic Senate, including the following resolutions (sic):</p> <ol data-bbox="438 777 1369 1732" style="list-style-type: none"> <li data-bbox="438 777 1369 861">1. Office hours should be part of part-time assignments. College catalogs should state clearly that faculty will be available to students during office hours. <li data-bbox="438 892 1369 976">2. Part-time faculty should be encouraged to take part in department and college affairs and be compensated for this time. <li data-bbox="438 1008 1369 1050">3. Part-time faculty should have access to professional development funds. <li data-bbox="438 1081 1369 1123">4. Local senates should provide mentoring services to new part-time employees. <li data-bbox="438 1155 1369 1239">5. Evaluations of part-time faculty should be done in a manner consistent with the standards and principles used in full-time faculty evaluation. <li data-bbox="438 1270 1369 1396">6. Part-time faculty should be afforded stability of employment and protection from arbitrary decisions regarding their continued employment in a manner consistent with affirmative action considerations. <li data-bbox="438 1428 1369 1554">7. The Senate should continue to explore avenues that require districts to increase their full-time/part-time ration until it reaches a level at which at least 75 % of the hours taught are taught by full-time faculty. <li data-bbox="438 1585 1369 1732">8. The Senate should explore avenues to insure a core of full-time noncredit instructors in each district offering noncredit programs with a long-term goal to increase the percent of hours taught by full-timers to 75 %.
1994, Spring	21.01 Resolved that the Academic Senate for the California Community Colleges reaffirm its commitment to the spirit and intent of the 75/25 provisions of AB 1725, and

Be it further resolved that the Academic Senate for California Community Colleges direct the President to oppose the Board of Governors' position to waive the 75/25 compliance requirements for local districts in the 1994/95 fiscal year, and

Be it further resolved that the Academic Senate for California Community Colleges urge that the Board of Governors reconsider its position to waive district compliance with the provisions of Title 5, §51025 of the Education Code, and

Be it finally resolved that the Academic Senate for California Community Colleges direct the Executive Committee to prepare a breakout, for a future session, on how the 75/25 computations are locally generated and how to influence policy development and implementation decisions. (Document available on Info Net or by contacting the Senate Office)

21.03 Resolved that the Academic Senate for California Community Colleges urge the Board of Governors to seek legislation that would ensure that the intent of the 75/25 policy be achieved regardless of the districts receiving program improvement funds, and

Be it further resolved that the regulations specify the way hours of instruction taught by postretirement faculty are counted.

21.04 Resolved that the Academic Senate for California Community Colleges support Title 5 regulations or legislation that would count all full-time and part-time faculty hours (instructors, counselors, librarians, non-instructional), not including overtime hours, in the provisions of Title 5, §§51025 and 53310, and

Be it further resolved that the Academic Senate for California Community Colleges support Title 5 regulations or legislation that would set the base number of counselors and librarians and non-instructional faculty to be added to the number of full-time instructors required under §51025 be based on the number of such full-time faculty employed in the Fall of 1991, and

Be it finally resolved that the Academic Senate for California Community Colleges support Title 5 regulations or legislation that would set a minimum counselor/student and librarian/student ratio for colleges to move toward using state funds designated for that purpose. (Document available on Info-Net or by contacting the Senate Office)

21.06 Resolved that the Academic Senate for California Community Colleges urge the legislature to make the 75/25 rule apply to individual colleges in multi-college districts.

1996, Spring

“COFO Faculty Equity Statement” Adopted by Academic Senate

The Use of Part-time Faculty in California Community Colleges: Issues and Impact Adopted by Academic Senate including the following recommendations.

1. A corps of full-time tenured faculty is essential to the maintenance of educational excellence, academic integrity, and the freedom to pursue and effect the acquisition of knowledge without fear of reprisal for exercising that freedom consistent with one’s academic and professional judgment. Failure to attain and maintain such a body of full-time tenured faculty threatens the very ambition, creativity, innovation, exploration, and criticism which is central to academic integrity of programs and courses of study in institutions of higher learning. Local academic senates should resolve the above statement and work with the local administration to ensure the colleges maintain such a commitment.
2. Local academic senates should resolve to create a climate of mutual respect between the full- and part-time faculty.
3. Consistent with the intent language of state law, the decision to hire part-time faculty should be based on educational program and service needs, not perceived financial savings.
4. The California Community Colleges should diligently work toward surpassing a minimum of 75 % of the hours of instruction to be taught by full-time faculty. Consistent with previous resolutions, local academic senates should continue to support student access to faculty in all disciplines including the counseling and library disciplines.
5. Colleges should make every effort to support the integration of part-time faculty into the institutional processes. Local academic senates should consult with the local union, where applicable, to facilitate the availability of part-time faculty to interact with students, participate in governance, and participate in curriculum decision making processes.
6. Hiring processes for part-time faculty should have components identical to those of full-time faculty hiring processes, including proper notice, recruitment, screening, interviewing, and selection. Local academic

senates should work with the designees of the board to ensure the faculty hiring policies include processes for hiring part-time faculty. A hiring process which establishes a diverse pool of qualified faculty for part-time assignments should be pursued. (See *Part-time Hiring Procedures: A Model Based on AB1725* adopted at the Academic Senate Fall 1989 Plenary Session.)

7. Local academic senates should work with their union to ensure evaluation processes for part-time faculty have identical components as full-time faculty evaluation processes.
8. In order for part-time faculty to effectively perform their professional duties and for students to have reasonable access to the faculty, the local colleges should provide a level of support comparable to that of full-time faculty with similar professional duties. Support usually includes office space, communication technology, faculty development resources, and instructional media/reproduction support.
9. The Academic Senate for California Community Colleges should seek legislation and/or regulations which would require that local colleges provide all students comparable access to instructors, whether they be full-time or part-time, and that all faculty will have comparable access to institutional support of professional services.

19.0 Resolved that the Academic Senate for California Community Colleges stipulate that all resolutions pertaining to part-time faculty should in no way be interpreted as supporting the practice of hiring part-time as opposed to full-time faculty.

1996, September AB 3099 (Campbell) signed, providing some health care funding for a few “freeway flyers.”

1996, Fall 6.05 Resolved that the Academic Senate for California Community Colleges direct the Executive Committee to secure the 75/25 ratio data from the Chancellor’s office that will reveal the statistics for each college and each district, and

Be it further resolved that the Academic Senate for California Community Colleges direct the Executive Committee to use those statistics to advocate compliance with the 75/25 ratio for each college or district which is revealed to be out of compliance.

1997, Spring	<p>6.01 Resolved that the Academic Senate for California Community Colleges direct the Executive Committee to seek a commitment from local trustees, CEOs and local academic senates to establish and maintain a 75:25 ratio at each California community college.</p> <p>6.02 Resolved that the Academic Senate for California Community Colleges actively support the concept of AB301 (Cunneen), as of 4/12/97, which would provide a state funding incentive to encourage community college districts to compensate those part-time faculty who teach at least a 40 % load for holding one office hour per week.</p>
1997, June	<p>AB 301 (Cunneen) signed into law establishing the Part-time Faculty Office Hour Fund to assist districts in compensating part-time faculty for providing office hours.</p>
1997, Fall	<p>19.09 Resolved that the Academic Senate for California Community Colleges urge community college districts and the State Teachers Retirement System (STRS) board to accurately report full service credit [of part-time faculty] earned for retirement benefits.</p> <p>19.05 Resolved that the Academic Senate for California Community Colleges reaffirm its resolution 19.0 S 96 that the Senate not take any action or positions that seem to encourage the employment of part-time faculty teachers, and</p> <p>Be it further resolved that the Academic Senate for California Community Colleges recommend to local senates that curriculum, planning, budget, and other college decisions should be based on the goals, vision, and mission of the college and not on the availability and use of part-time faculty.</p>
1998, September	<p>AB 1166 (House) Signed, seeking to correct miscalculations of part-time faculty STRS benefits, retroactive to July 1, 1996.</p>
1998, Fall	<p><i>Participation of Part-time Faculty on the Executive Committee of The Academic Senate for California Community Colleges</i> Adopted by Academic Senate.</p>
	<p>1.02 Resolved that the Academic Senate for California Community Colleges direct the Executive Committee to develop a program to address and rectify the lack of academic equity for part-time faculty. This program will involve:</p>

1. Research and the collection of data in an effort to determine the best practices for integrating part-time faculty into local institutional processes and to determine which California community colleges do or do not employ those practices;
2. Development of a proactive program, similar to the Technical Assistance program whereby Academic Senate representatives assist local senates in their efforts to implement these best practices.
3. Development of a proactive program for integrating part-time faculty into the statewide Academic Senate, which may include but not be limited to establishing a part-time faculty liaison to the Executive Committee from a statewide representative part-time faculty association; and
4. Implementation of those measures recommended in the paper "*Participation of Part-time Faculty on the Executive Committee of the Academic Senate for California Community Colleges*"; and

Be it further resolved that the Academic Senate for California Community Colleges direct the Executive Committee to submit its program and a progress report to the 1999 Spring Plenary Session.

1.09 Resolved that the Academic Senate for California Community Colleges direct the Executive Committee to create a new standing committee for part-time issues composed of a majority of part-time faculty from around the state.

19.07 Resolved that the Academic Senate for California Community Colleges reaffirm its position that part-time faculty be provided with adequate office facilities including desks, phones, computers, and other necessary equipment.

1999, January AB 420 (Wildman) introduced

1999, Spring 17.01 Therefore be it resolved that the Academic Senate for California Community Colleges, in collaboration with its collective bargaining and other organization colleagues as appropriate, seek to clarify the extent to which part-time faculty may receive compensation for activities such as participation in staff development activities, research projects, attending meetings, nonteaching coaching responsibilities and carrying out other nonteaching duties and the potential effect of such compensation on the 60 % load.

19.02 Resolved that the Academic Senate for California Community Colleges direct the Executive Committee to study comprehensive solutions to the problems and issues developing out of the current system use of part-time temporary faculty, including the possibility of a change in the California Education Code to require hiring of full-service faculty for all faculty positions, whether full-time contract or regular, or part-time contract or regular, and to limit the use of temporary faculty to short-term substitutions for duties of contract or regular faculty, and

Be it further resolved that the Academic Senate for California Community Colleges direct the Executive Committee to report to the 2000 Spring Plenary Session with analysis and recommendations.

1999, October AB 420 (Wildman) Signed into law, asserting the principle of “equal pay for equal work,” requiring CPEC to complete a study of part-time CCC faculty compensation by March 2000. The bill also expanded the office hour and health benefit programs.

1999, Fall 1.01 Resolved that the Community Colleges request that local senate presidents announce that copies of the Rostrum will be available to part-time faculty who request them, and

Be it further resolved that the Academic Senate for California Community Colleges send to colleges sufficient copies to of the Rostrum accommodate those requests, and

Be it finally resolved that the Academic Senate for California Community Colleges urge local senate presidents to be responsible for distributing copies of the Rostrum to those part-time faculty who have requested them.

19.03 Resolved that the Academic Senate for California Community Colleges work with local academic senate presidents to determine the number of credit units per discipline taught by full-time faculty and the corresponding number of credit units per discipline taught by part-time faculty.

2000, June Bureau of State Auditors report on part-time faculty compensation.

2000, Fall *Re-examination of Faculty Hiring Processes and Procedures* adopted by Academic Senate.

2001, Spring	19.01 Resolved that the Academic Senate for California Community Colleges work with other faculty organizations to develop unified positions in support of part-time faculty, particularly comparable pay for comparable work, including office hours and a system of due process that assures academic freedom.
2001, July	Budget signed with \$57 Million for part-time faculty compensation equity, Budget backfill and increase in the Part-time Faculty Office Hour Fund. AB 1245 (Alquist) requires negotiation of part-time faculty seniority rights.
2001, Fall	<p>9.02 Resolved that the Academic Senate for California Community Colleges develop and recommend to local senates effective means to assure that all faculty members be provided a copy of the course outline of record for each course they are assigned; and</p> <p>Be it further resolved, That the Academic Senate for California Community Colleges develop and recommend to local senates effective means to assure that all faculty members be provided regular updates of program review and curriculum review as relevant to the faculty member's assignments.</p> <p>19.01 Resolved that the Academic Senate for California Community Colleges support efforts to require California community college districts to provide an adequate place for every faculty member, both full- and part-time, credit and noncredit, to meet with students outside of class, such efforts to include new Title 5 Regulations and inclusion of such a standard in Accreditation Standards.</p> <p>19.02 Resolved that the Academic Senate for California Community Colleges investigate the possibilities of requiring that all community college classes include the expectations that students will receive the opportunities for effective contact with their instructors outside of their regular class period.</p>
2001, September	Board of Governors' Policy on Comparable Pay for Comparable Work