

- FACCC supports the full inclusion of non-tenure track faculty in the collegiate community, including a democratic voice in governance activities and access to professional development opportunities.
- FACCC supports equal participation of non-tenure track faculty in union and Senate activities, including elections, negotiations, and organizational structure.
- FACCC supports 100% pro-rata pay, “equal pay for equal work,” for non-tenure track faculty paid in proportion to the regular and contract faculty salary schedule with proportional responsibilities in the classroom, office, and college governance.
- FACCC supports the same access for non-tenure track faculty to health and welfare benefits as regular and contract faculty.
- FACCC supports the elimination of the “temporary” designation of non-tenure track faculty.
- FACCC supports the removal of the non-tenure track employment ceiling as currently stipulated in Education Code in conjunction with achievement of 100 percent pro-rata pay for non-tenure track faculty and the minimum 75 percent course hour goal for regular and contract faculty.
- FACCC supports reappointment preference and seniority rights for non-tenure track faculty, including a timely written offer of continued employment.
- FACCC supports opportunities for promotion of non-tenure track faculty through formal consideration in the hiring process of regular faculty.
- FACCC supports non-tenure track faculty access to State Disability Insurance, Worker’s Compensation, and Unemployment Insurance.
- FACCC supports non-tenure track faculty access to all State Teacher Retirement Programs and Social Security.

*The Faculty Association of
California Community Colleges*

*Statement of Philosophy
and
Standards of Employment
for
Non-Tenure Track Faculty
(Part-time faculty)*

Preamble

The Faculty Association of the California Community Colleges (FACCC) represents all community college faculty in the state of California. FACCC encourages a high standard of professionalism in both the individual conduct and the institutional treatment of all faculty in the California Community College System. This ensures the health of the system by extending its dedication to equal access and opportunity for student success to the faculty who serve them.

FACCC seeks to stabilize our community college faculty ranks to promote continuity of instruction and educational programs, thereby strengthening the Community College System and best serving our diverse student population.

This philosophy and its goals underwrite a statewide standard of employment for non-tenure track academic employees. Faculty who are professionally engaged and invested in the collegiate community, regardless of contract status or percentage of load, can more fully contribute to the success of our institutions and better meet the needs of our students.

Adopted by the FACCC Board of Governors, 2008

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I. FACCC Professional Standards for Community College Faculty

- FACCC supports the full funding of the California Community College system and open access for all students as mandated by the Master Plan for Higher Education.
- FACCC supports AB1725 and the implementation and enforcement of all current law as stipulated in Education Code.
- FACCC supports, as a minimum standard, that at least 75 percent of course hours be taught by regular and contract (tenured and tenure-track) faculty.
- FACCC supports Academic Freedom for all faculty.
- FACCC supports the full funding of current state equity programs for non-tenure track faculty, including pay equity, office hours, and health benefits.
- FACCC supports the recruitment and retention of a diverse faculty that reflects the student population.

II. FACCC Standards of Employment for Non-Tenure Track Community College Faculty

- FACCC supports maintenance of the same hiring and employment standards for regular and non-tenure track faculty, including minimum qualifications, salary placement and advancement procedures, and evaluation standards.
- FACCC supports orientation and mentoring of new non-tenure track faculty.
- FACCC supports compensation for office hours for non-tenure track faculty proportional to that of regular and contract faculty.