

OCT 20th-27th, 2023

ADJUNCT FACULTY WEEK OF ADVOCACY



***LEARN MORE ABOUT
YOUR ADJUNCT FACULTY
COLLEAGUES. JOIN US IN
OUR FIGHT***



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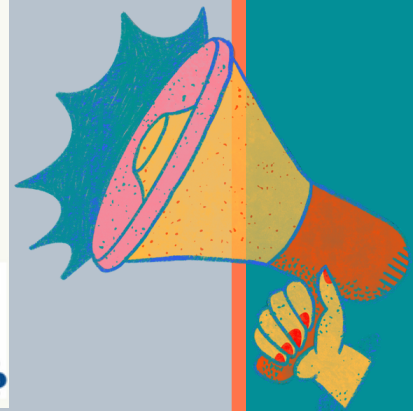


10 Ways To Be an Adjunct Faculty Accomplice

Being an **ally** is considered one of the first steps in social justice work. The term **accomplice** encompasses **allyship** but goes beyond to **advocacy**. An **accomplice** uses their privilege to challenge existing conditions at the risk of their own comfort and well-being. **Ally** work focuses on individuals, and **accomplice** work focuses on the structures of decision-making agency

Adjunct faculty are often running between campuses, working the equivalent of a full-time job or more AND trying to make ends meet. This hustle makes it virtually impossible to have the resources needed (energy, time, connections) required to advocate for improvements. Adjunct faculty need their colleagues to support them and stand in solidarity with them. Here is a list of ways that you can act as an adjunct faculty accomplice.

- 1 Welcome new adjunct faculty into the department and campus so they have a sense of the culture and know where to go for resources.
- 2 Ensure that adjunct faculty are invited, welcomed and heard in department meetings and curriculum conversations.
- 3 Touch base with adjunct faculty periodically, offer help and mentorship, and build a rapport that demonstrates your respect for and investment in them.
- 4 Honor and value the work of existing adjunct faculty when hiring for full-time positions. They know our students, have served our colleges, and are part of our communities.
- 5 Maintain open lines of communication and provide training opportunities regularly (Canvas, new policies)
- 6 Do everything possible to maintain and increase adjunct faculty course load-keeping in mind their benefits, committee participation and student loan forgiveness is dependent on continued employment
- 7 Communicate tentative assignment offers (TAOs) as early as possible and be certain to follow the priority of assignment (POA) process.
- 8 Ensure that adjunct faculty have access to shared facilities like lounges and offices as well as plenty of supplies (white board markers, paper etc) and access to printing services
- 9 Seriously consider the impact of taking overload hours/summer school classes and the impact it has on adjunct faculty basic income
- 10 Educate yourself about examples of one-tier systems (ex. "Vancouver Model"-vccfga.ca) and check out the CFT Resolution to End the Two-Tier System. Think about what kind of one-tier model we can fight for together!



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ADJUNCT FACULTY VOICES

“It seems the longer we work part time the less chance we have to be considered for full time position”

“I love my job as an adjunct and have mostly positive experiences. There have been times where I wish it was better understood how vulnerable we are and how quickly we can lose our hours. As a single mom and sole provider that makes it tough to say no or set better boundaries. I am grateful for the teams I have been a part of, who create healthy boundaries and encourage me to do the brave things.”

“I work for three districts, teaching two different disciplines, in order to make less than 2/3 of what I would make teaching the same course load, and doing about the same amount of service work, in one location. And I'm luckier than many, even most, in the adjunct pool”

“Honestly, I'm so burned out that it's hard to care about anything anymore. I care about my students. I want them to succeed and learn about science and how cool it is. I wish I could care about more than that, I want to be an involved individual working hard to improve someplace somewhere. I want to help further curriculum plans and develop grant opportunities and run workshops for current students and interested high schoolers. But I just can't. No one will give me the opportunity to do so.”

“It would be great if there was a way to guarantee I will be hired back for 1.5 classes every semester so I can have health care and pay back student loans and stay on track for debt forgiveness,”



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CFT RESOLUTION TO END THE TWO-TIER SYSTEM

Develop a strategic plan to end two-tier system in the community colleges

March 19, 2022

Whereas, it is widely agreed that the California Community College system's over-reliance on contingent faculty is one of the greatest problems in higher education today; and

Whereas, over 40 years of resolutions, advocacy, legislative lobbying, and other efforts have failed to make significant changes to this two-tier system; and

Whereas, there are existing models of a working one-tier system in higher education, such as those used in British Columbia; and

Whereas, the CFT Policy and Positions Handbook, Section 4.2.7, states that CFT supports "the ending of the two-tiered wage system";

Therefore, be it resolved, that CFT shall create, no later than January 1, 2023, a strategic planning task force, with members appointed by the president, to develop a strategic plan for transitioning to a one-tier system; and

Be it finally resolved, that this task force shall deliver its report for approval by the Executive Council and/or State Council no later than January 1, 2024.

- Passed by [State Council](#) on March 19, 2022
- Submitted by the [Part-Time Faculty Committee](#) and the [Higher Education Issues Committee](#)

AN EXAMPLE OF A ONE-TIER SYSTEM TO COMPARE

After a nearly 20+ year campaign, Vancouver Community College adopted a one-tier model. Funding sources along with other factors differentiate this model from what we might create here in California. Nonetheless, it offers us a place to begin our consideration of what a new one-tier model could look like here!

What if we had one salary scale and one title for our faculty that allowed for variations in contract percentage and all faculty would serve on committees, be paid for preps and office hours? What if this also allowed for better security of employment and regularization of faculty to benefit our students?

To learn more: <http://vccfa.ca/program-for-change-2/>

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**SELFIE DAY OF ACTION:
STAND IN SOLIDARITY
WITH ADJUNCT FACULTY**
Thursday, October 26th

Take a selfie with one of our
adjunct faculty solidarity messages
and

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You'll be entered in our raffle
for a \$50 gift card to

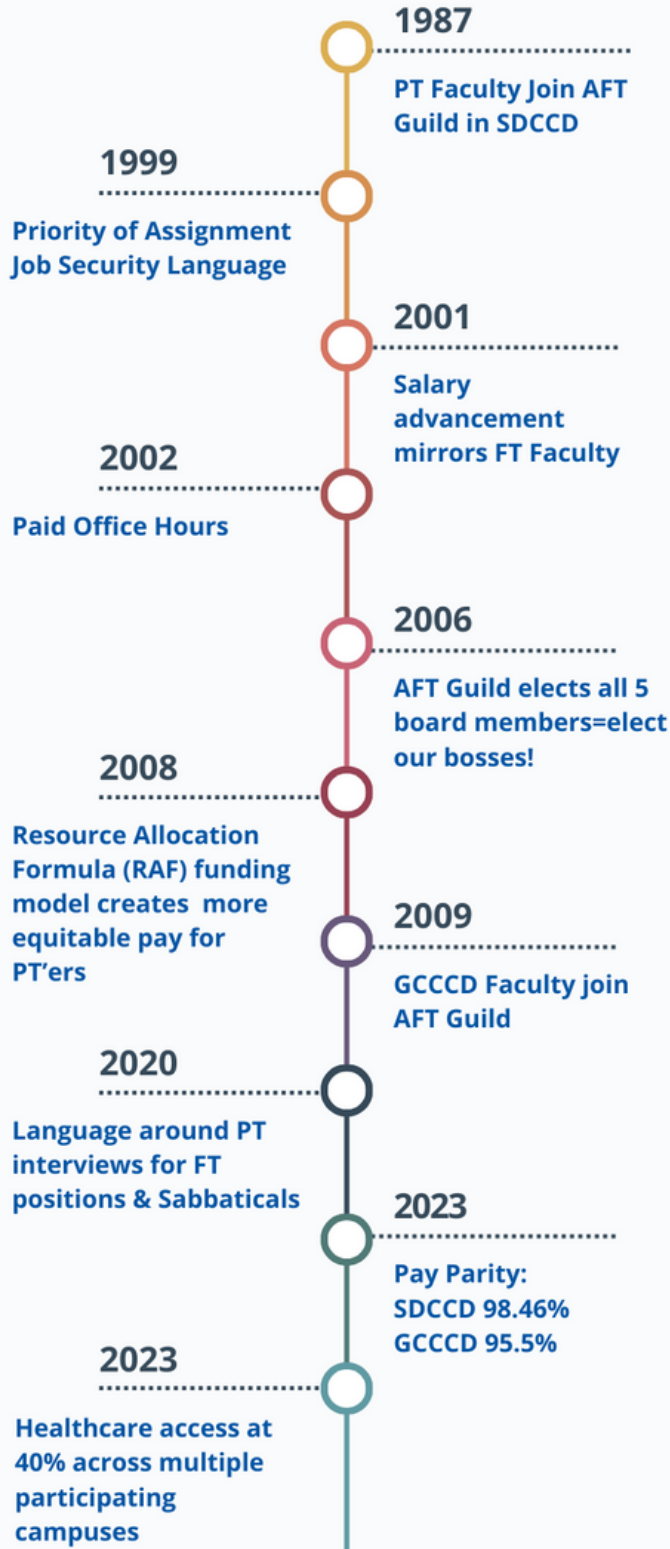
BARRIO LOGAN
LIBÉLULA
BOOKS & CO



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AFT GUILD PART-TIME FACULTY WINS

TIMELINE



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