



Professional Responsibilities for Part-time Faculty

With our new contract, there are some important changes to the professional responsibilities for Part-time faculty and the financial compensation associated with these responsibilities. Article 18 of the contract covers these issues along with a lot of other issues related to part time faculty.

Many Part-time faculty members have been doing work on SLO/PLO/SAO, etc., attending discipline meetings when possible, helping with book selection, assisting with program reviews, and doing a myriad of other tasks that fall within the "program and subject area improvement" category. Sometimes there was pay for the work and sometimes there wasn't.

As the requirements for all faculty to do more with SLO/PLO/SAO, program review, curriculum development, etc. have continued to increase over the last several years, it seemed time to professionalize the professional responsibilities for Part-time faculty. To that end, the FA negotiated Articles 18I.7c. and 18T, which specify what the professional responsibilities of Part-time faculty are and also the amount of time that Part-time faculty members have as an obligation for their professional responsibilities. The FA also negotiated an increase in the parity percentage to compensate Part-time faculty for the time that they will spend performing their professional responsibilities.

Article 10D.3.c(3) lists a variety of types of work that fall under the category of Professional Responsibilities for Full-time faculty members. Article 18I.7.c.1 defines professional responsibilities tasks for all Part-time faculty as follows:

"Participate in program and subject area improvement tasks such as creating and assessment of Student Learning Outcomes (SLOs), Service Area Outcomes (SAOs), Course Learning Outcomes (CLOs) and Program Learning Outcomes (PLOs), program review, and curriculum development."

Full-time faculty have a five hour per week professional responsibility obligation. Article 18T defines the professional responsibilities hours for Part-time faculty as follows:

Professional responsibilities listed in Article 18I.7c. shall be considered to represent one (1) hour per semester per CAH. For example:

- A Part-Time unit member with an assignment of three (3) CAHs will have a professional responsibilities obligation of 3 hours per semester.
- A Part-time unit member with an assignment of six (6) CAHs will have a professional responsibilities obligation of 6 hours per semester.

Furthermore, it is agreed that Part-Time unit member requested to perform professional duties beyond one (1) hour per semester per CAH shall be paid at the "F-Hour" rate for the additional time. It is understood that payment for additional professional duties must be pre-approved by the appropriate Administrator.

Professional responsibility hours, as defined in Article 18T, do not count in the 67% Law limit.