

Proposals for the Composition of the Executive Committee

Option #1

(for those who believe that any faculty member is capable of serving in any position and that the election process is how we select the most qualified candidates)

- Any member of the Electorate who is either a Senator or former Senator may run for President-Elect.
- Any member of the Senate may run for Vice-President and Executive Secretary.
- A Supplemental Executive Committee member will be chosen, if needed, to ensure that both adjunct and full-time faculty are represented.
 - If all other members of the Executive Committee are full-time, this position would be an adjunct Senator, as long as there was an adjunct Senator willing to serve.
 - If all other members of the Executive Committee are adjunct, this position would be a full-time Senator.
 - In all other cases, this position would be vacant.
 - This position would not hold any specific duties aside from the duties of the Executive Committee and performing tasks delegated by the President.

Option #2

(for those who believe that only tenured faculty members have the job security, knowledge of the institution, and/or time flexibility to adequately perform the duties of president)

- Any tenured member of the Electorate who is either a Senator or former Senator may run for President-Elect.
- Any tenured Senator may run for Vice President.
- Any Senator may run for Executive Secretary.
- If the Executive Secretary is a full-time faculty member, an adjunct Senator will be chosen to serve as a Supplemental Executive Committee member, as long as there is one willing to serve. This position would not hold any specific duties aside from the duties of the Executive Committee and performing tasks delegated by the President. (This could also be a permanent position for adjunct representation regardless of who is Secretary.)

Thoughts about the Executive Committee Composition and whether or not an adjunct faculty member should be able to serve as Senate President.

(This information is included to cut down on the discussion time. Please do not spend time in discussion rehashing things expressed below or repeating what someone else has said. New thoughts, including those that build on thoughts already expressed, are encouraged, of course.)

Equality Among Faculty

Due to the large number of adjunct faculty we have, our college would benefit greatly from their increased involvement and participation outside the classroom. By having adjunct and full-time faculty represented by the same union, our college has made a statement that all faculty at this college should be treated equally and fairly. The Senate has voiced a strong desire to have adjunct representation on the Executive Committee, recognizing the importance of adjunct involvement. We could decide that the equality among faculty extends to serving as President of the Senate as well.

Qualified, Eligible Candidates

The process of nominating and electing officers is how we pick a good person for the job. At that time, we can assess the commitment level of the nominees and their ability to serve the senate, regardless of employment status.

If an adjunct instructor is elected as a Senator or Senate officer, what happens if they lose offer rights during their term? Although unlikely to occur in most cases since adjunct offer rights are guaranteed for at least 2 years, the office of president is a minimum 4-year commitment. If an adjunct serving as president lost employment at the college, it would be no different than a tenured president vacating the position for other reasons. In either case, we need a plan for a special election. It would be a problem if a President was not able to serve as Past-President, because that position could not be replaced.

Vulnerability

Adjunct and un-tenured faculty could be vulnerable to pressures from the administration. Conflicts with the Administration, and sometimes the Board, can arise within the duties of the Senate President. The President needs to have the political strength to stand firm in representing the views of the Faculty.

Dedication

Those who self-select to run for Senate and Senate Offices have shown a willingness and desire to be involved and serve the interests of the faculty, regardless of their employment status.

Institutional Knowledge

Full-time faculty are required to do college service, and thus may have better institutional knowledge. Adjunct faculty are discouraged from college service since they need to be paid and since the service is always optional. These policies can limit their institutional involvement or discourage it since it's considered "above and beyond." When their involvement is optional, the message is that it's not valued. If we decide that adjunct faculty do not have the institutional knowledge to serve as President, are we helping to perpetuate the cycle that limits adjunct involvement?

It is possible for an adjunct faculty to have better institutional knowledge than a full-time faculty—it simply depends on the specific individuals.

Compensation

If an adjunct instructor is given limited hours to serve as a Senate officer, that might affect their ability to do the job well.

According to the AFA Contract (16.04.A.2), "professional ancillary activities" can be performed by adjunct faculty and do not count towards the 67% limit on load. It also says that the District must approve all professional ancillary activities performed by adjunct faculty. Does this mean that if we elect an adjunct as a Senate officer, the District could disallow it?

If an adjunct faculty was given 80% reassigned time to serve as President, they might not be able to keep teaching their established load, but they would be protected from losing established load as long as they maintained their position on the length of service list.

Other Colleges

The practice at other colleges varies greatly, from very minimal adjunct involvement in Senate to allowing full and equal participation of all faculty members at every level of Senate. This variety reinforces that we really just need to decide what is best for our institution.