

STATE OF WASHINGTON
STATE BOARD FOR COMMUNITY AND TECHNICAL COLLEGES
RESOLUTION 19-05-23

A resolution relating to improving outcomes through continued support of the best practice principles affecting the employment of part-time/adjunct faculty.

WHEREAS, two-year colleges are vital to the state's economy and provide an open door to higher education for thousands of students across the state; and

WHEREAS, the State Board for Community and Technical Colleges established a system goal of having a first class faculty and staff and providing fair compensation and working conditions for both full- and part-time instructors, whose contributions are critical to the quality and breadth of the colleges' educational programs; and

WHEREAS, the State Board has recognized the impact of reliance upon adjunct faculty on student achievement and committed to increasing the ratio of classes taught by full-time faculty by requesting funding for and supporting legislation converting adjunct positions full time; and

WHEREAS, there remains room for improvement in adjunct faculty employment conditions in the areas addressed by the principles, including salary, reliance on adjunct faculty and processes for hiring, and evaluating and job security; and

WHEREAS, respecting an increasingly diverse and complex student body requires a commitment to recruit and retain diverse faculty and staff who need to see themselves in those who inspire them; and

WHEREAS, the State Board has previously studied this issue and adopted resolutions supporting implementation of the ten best practice principles related to adjunct faculty employment;

THEREFORE BE IT RESOLVED, that the State Board re-commits to and continues its support for the Best Practice Principles as adopted in previous resolutions and adds an eleventh principle to address Diversity, Equity and Inclusion.

1. **Salary.** Part-time/adjunct faculty should be paid a rate equal to that paid full-time faculty having the same qualifications and experience for doing the equivalent instructional and non-instructional work.
2. **Benefits Participation.** Eligible part-time/adjunct faculty should receive all state mandated benefits and college provided employee benefits, proportionate to those received by full-time faculty.
3. **Faculty Mix.** The ratio of full- and part-time faculty at each college district should be based upon program and student need. The funding necessary to improve services to students through increasing courses taught by full-time faculty should be provided by the Legislature.
4. **Initial Recruitment and Selection.** Part-time faculty should be selected and retained through a structured professional interview process that is based on the same or similar criteria as applied to full-time faculty.

5. Job Security. Upon successfully completing a review period, regularly employed part-time/adjunct faculty should achieve a form of job security.
6. Performance Review. Part-time faculty should be evaluated using comparable criteria, standards and procedures which are applied to evaluate full-time faculty.
7. Professional Development. Colleges should assist part-time faculty to identify and address their development needs in ways which are accessible and affordable.
8. Support Services – Professionalism. Part-time faculty should be treated with the same professional as full-time faculty and provided the necessary support services to do their jobs.
9. Communications. Part-time/adjunct faculty should be afforded easy access to communications from the college and have the means to communicate with the college community.
10. **Equity, Diversity, and Inclusion.** *The Washington Community and Technical Colleges are committed to advancing inclusive excellence by promoting equitable policies and practices to dismantle systemic barriers created by oppression, power, and privilege in order to build and sustain institutions that ensure students’ success and honor the unique identity and lived experiences of our diverse community.*
11. Best Practices Report. The best practice principles should be used in making state and local decisions and agreements affecting part-time faculty. The “Part-Time Faculty Best Practices Report” will be published and distributed to all college presidents, human resources directors, trustees, and local faculty union presidents. At least annually, each college should conduct a review of their actions related to achievement of these best practices.

APPROVED AND ADOPTED on May 2, 2019.

Attest



 Jan Yoshiwara, secretary



 Anne Fennessy, chair