

STATE OF WASHINGTON
STATE BOARD FOR COMMUNITY AND TECHNICAL COLLEGES
RESOLUTION 05-12-33

A resolution relating to the adoption 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 has 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;

WHEREAS, the State Legislature has directed the establishment of a Best Practices Taskforce, directing its members to make recommendations to the State Board regarding part-time faculty compensation and working conditions;

THEREFORE BE IT RESOLVED that the State Board for Community and Technical Colleges hereby approves and endorses the following ten best practice principles as recommended by the Taskforce:

1. Salary. Part-time 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. Benefit Participation. Eligible Part-time 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- to 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 through a structured professional 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 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. Part-time faculty should be treated with the same professionalism as full-time faculty and provided the necessary support services to do their jobs.
9. Communications. Part-time should be afforded easy access to communications from the college and have the means to communicate with the college community.
10. 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.

BE IT FURTHER RESOLVED that the State Board encourages local boards and union leaders to consider implementing bargained forms of the principles.

APPROVED AND ADOPTED December 1, 2005

Jim Garrison, Chair

ATTEST:

Earl Hale, Secretary