

Resolution on Inclusiveness and Equity for Part-Time Faculty in College Governance #F-2021-3



Orange Coast College Academic Senate

Proposed by The Part time Faculty Caucus

(Jason Ball, Cyndee Ely, and Nina Calabretta)

Approved by the OCC Academic Senate on October 26, 2021

Whereas, part-time faculty are a vital and important part of Orange Coast College; and

Whereas, Orange Coast College uses a participatory governance model premised on acknowledgement that individuals, recognized constituencies, and the college as a whole benefit from governance that is diverse, inclusive, and equitable; and

Whereas, part-time faculty may need to participate for reasons including, but not limited to, advocating on behalf of themselves and their students, expressing their investment in and care for their college community, and doing so within the context of a job market reality that privileges community participation in full-time hiring decisions; and

Whereas, recognizing part-time faculty are the sole professional constituency whose participation in college governance is uncompensated, meaning part-time faculty bear a unique cost in order to participate; and

Whereas, realities of macro level disparities of time and financial resources correlating with race, ethnicity, gender, class, parental status, age, and disability may amplify the unequal cost of part-time participation and further exacerbate challenges to equity and inclusiveness; and

Whereas, the compensation barrier to full equity and inclusion is not only an issue of fairness to part-time faculty but limits the benefits that Orange Coast College as a whole may receive from part-time faculty participation: be it therefore

Resolved, that the Academic Senate of Orange Coast College recognizes the fundamental issue of fairness, inclusiveness, and equity at stake in part-time faculty representation and participation; be it further

Resolved, that the Academic Senate of Orange Coast College requests that the relevant unions and campus administration work together to assign part-time faculty participation in formal college governance the same value as that of other professional constituencies.