

# Part-Time Faculty Meeting

## AGENDA

Meeting Date: 01/31/22

Topic: Part-Time Faculty Meeting 01/31/2022

Date: Jan 31, 2022 09:57 AM Pacific Time (US and Canada)

Meeting Recording:

[https://zoom.us/rec/share/J-vFVqYKErrhjGmzjsNdDcK2s868zMDuYgWgfXE-\\_fuUW8A2xu4GwKP1x\\_F8C4T.2quyGiZ0efVr9eds](https://zoom.us/rec/share/J-vFVqYKErrhjGmzjsNdDcK2s868zMDuYgWgfXE-_fuUW8A2xu4GwKP1x_F8C4T.2quyGiZ0efVr9eds)

Attendees: Larry Picus, Destini Felix, Darnell Cole, Omar Ezzeldine, Jessica Manzone, Melanie Brady, Linda Hoffman, Susanne Foulk

### PART-TIME COMMITTEE (PTF) PLANNING COMMITTEE NOTES;

- Welcome (Susanne Foulk, PTF Committee Chair):
  - Larry Picus, Associate Dean of Research and Faculty Affairs
  - Destini Felix, Appointment and Promotion Coordinator
  - [Darnell Cole](#), Professor of Education, Chair of Faculty Council
  - Part-Time Faculty Committee: Omar Ezzeldine, Jessica Manzone, Melanie Brady, Linda Hoffman
  - Darnell Cole
    - Expressed his desire to meet with us today centered on his intent to establish greater connection, transparency, and communication so that he has an “ear” to the concerns of PTF as he represents all faculty needs on the Faculty Council.
  
- Discussion: Future of the Faculty Priorities:
  - *Jessica Follow-up re. Larry Picus meeting with Adrianna Kezar (how to manage adjustments to needs of PTF & how to orient new PTF with appropriate expectations.*
  - Larry Picus discussion:
    - Meeting with Adrianna included a discussion on PTF Best Practices for review: They are searching for the List of 4 Items established that institutions should address PTF Best Practices. [See Delphi Project.](#)
    - Salaries:
      - Part-Time salaries will likely increase every January per state requirements of AB 736

Michael O'Neill is working hard to increase part-time pay per class. One goal suggested by the Provost's office is 10% of a starting, or average assistant RTPC salary. Faculty Affairs' goal is to get PT assistant professors \$8,000 per class in the next few years. As RTPC salaries grow, ideally so will part-time pay. We anticipate that the \$1,000 additional pay per class based on the rank will continue.

**Merit Review:** After 3 years or 24 units, there is a merit review process. We will revisit what the review process will entail.

- There is a clear process surrounding merit review; Destini is in the process of articulating the criteria that she will share with the PT Faculty Committee for consideration and review.
- **Discussion: Clarification of Categorization: PTF as RTPC**
  - **Susanne raised the question: At what point can PTF be considered in line with the same policies for employment security as RTPC?**
  - **Darnell's response:**
    - Will keep in mind the need for academic freedom and job security for PTF that aligns with full-time faculty.
    - Need a system in place that faculty leads would follow before choosing to not re-hire a long-time faculty member. Darnell suggested that perhaps *informing practice* as a first step: ie. embedding procedures into faculty lead practices to assignment priority considerations to long-time faculty in good standing.
  - Darnell and Larry will continue to advocate for these concerns.
  - FFR Survey update re. Analysis\*: *approved for next semester?* Melanie, Susanne with Darnell.
- **Final Thoughts and Consideration for Next Meeting:**
  - **How are these appointments evaluated and what are the guidelines or criteria used to make advancement decisions?**
  - **Professional Development:** Reimbursement for time spent on required training
    - IRB Training: 4 hrs- follow-up-
    - Service: Accurate pay for service time- Discuss a consistent definition of service for ALL Faculty (TT, NTT, including PTF)