Update on Recommendations of the Adjunct Faculty Task Force and Temporary Employees Task Force

November 19, 2014
Recommendations of the Adjunct Faculty Task Force in progress

- ID Cards for Adjunct Faculty (Presidents)
- Change the format of the Adjunct Faculty Guidebook (Provost’s office)
- Implement consistent onboarding practices, including district-wide orientation in addition to campus-specific orientations (Provost’s office)
Recommendations in progress, continued

- Include session on adjunct faculty issues at Department Chair Academies (Provost’s office)
- Create and promote activities which acknowledge and support adjunct faculty (Provost’s office)
Recommendations of the Adjunct Faculty Task Force
Action Pending

- Creation of Adjunct Faculty Standing Committee On hold until completion of Governance Council review on all standing committees.
- Pay adjunct faculty for class preparation when class is cancelled or reassigned within one or two weeks of start date
  Financial impact cannot be determined as data about cancellations is currently unavailable; seeking input from master schedulers.
Adjunct Faculty TF
High-cost recommendations

› Continue efforts to increase load hour pay

Considerations
• Increasing pay per credit hour to $835 ("living wage") would cost approximately $534,000 per year.
• Each increase to adjunct rate of 1% of average pay to FT faculty would cost about $335,000 per year.
• Hiring 10 adjunct faculty would cost an additional $550,000 per year.
Adjunct Faculty TF
High-Cost Recommendations

- Provide one day paid time off (PTO) per class per semester
  COST: Could be up to $496,000 per year.

- Pay adjunct faculty for participating in non-classroom activities
  COST: Could be up to $560,000 per year.
Adjunct Faculty TF
Other Recommendations
No action at current time

- Institute a mentor program at all campuses for new adjunct faculty
- Develop consistent process to pay adjunct faculty for developing new course or substantially revising an existing course
- Investigate inclusion of adjunct faculty in ASRS
- Investigate inclusion of adjunct faculty in PCC health benefits
Recommendations of the Temporary Employees Task Force in progress

- Implement training for supervisors (HR)
Create an ongoing Temporary Employees Standing Committee

On hold until completion of Governance Council review of all standing committees.

Tasks for Standing Committee:

- Define “temporary employee”
- Create a Temporary Employees Handbook
- Develop regular, formal evaluation program for Temporary Employees
Temporary Employees Task Force Recommendations with larger economic impact

- Offer tuition waivers to temporary employees
  COST: Could be up to $155,000 per year
- Provide paid time off to temporary employees
  COST: If restrict to employees who meet 20+20 threshold, could be $44,000 per year.
- Provide 2 days bereavement leave to temporary employees
  COST: Could be between $8,800 and $17,600 per year
Temporary Employees Task Force Recommendations

Convert a substantial number of temporary positions to regular positions, which could be FT/PT, and 12/month or less.

Considerations:

• Campuses and departments would purchase positions, with no additional costs to College other than ASRS and benefits-matching costs.
• Would substantially reduce costs for tuition waivers, PTO and bereavement leave to Temporary Employees.
Temporary Employees TF Recommendations
No action at current time

- Require new employee orientation of all new-to-PCC temporary employees
- Require new job orientation for temporary employees at their site
Questions?
Recommendations?