



## ASCCC 2024 FACULTY LEADERSHIP INSTITUTE

# Inclusion in Action: Harnessing the Voice and Experience of Part-time Faculty in Academic Senates

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# Session Description

Part-time faculty often represent around 70% of the faculty in our colleges, yet their role and influence in local Academic Senates vary from college to college. Harnessing the voice and experience of part-time faculty can enrich and equitize Academic Senate discussions and policy development. Join us in this important discussion on how to intentionally include part-time faculty in Academic Senate leadership roles on our campuses.



# Session Outcomes

- A. Understand the importance and value of part-time faculty;
- B. Gain awareness of part-time faculty experiences in relation to academic senate; and
- C. Learn how to enhance the role of part-time faculty in local academic senates.



# Welcome and Introductions



- Name
- College, discipline, and roles you serve on your campus
- What you hope to learn from today's session



# Importance and Value of Part-time Faculty

When you think of the word “faculty” – who comes to mind and why?

How many part-time faculty are there in the California Community Colleges?

- **37,000**

About what percentage of all instructional faculty are part-time?

- **Part-time faculty in 35 of 73 districts represent 70% or more of the instructional faculty**

Prior to the pandemic, what percentage of courses were taught by part-time faculty across the system?

- **Nearly 50% of the classes**



# Inequitable Treatment of Part-time Faculty

## Myth-Busting of Part-Time Faculty

- Terminology matters
- Work is not part-time neither is their dedication
- Not a monolith group, many different situations and needs
- Want to participate in college governance but face many barriers



# Barriers that Prevent Part-time Faculty Involvement in Academic Senate

## **Working Conditions Related**

- Less time than FT faculty
- Little or no working space
- Little or no compensation

## **Academic and Professional Matters Related**

- Access to information
- Opportunities for leadership
- Resources and professional learning

## **Systemic and Institutional**

- Lack of progress in legislature
- Less access to information at local and state level
- Last minute assignments





# ASCCC Part-Time Faculty Survey (2023)

01

2811 total  
respondents

02

69% White; 12%  
Mexican/Mexican  
American/Chican@;  
4% Black, and 15%  
representing other  
racial/ethnic groups

03

23% with 20+ years  
of experience





# Does Your Local Academic Senate have Positions(s) or Seat(s) Designated for Part-Time Faculty?

Answer Choices	Response %	Responses
Yes	56.16%	1286
No	2.23%	51
Unsure	41.62%	953
	Answered	2290
	Skipped	521



# Does Your Local Academic Senate Have any Position(s) or Seat(s) Which are Open to Either Full-Time or Part-Time Faculty?

<b>Answer Choices</b>	<b>Response %</b>	<b>Responses</b>
Yes	35.16%	802
No	4.69%	107
Unsure	60.15%	1372
	Answered	2281
	Skipped	530



# Are There any Restrictions Placed Upon Part-Time Faculty Serving on Your Local Academic Senate Leadership?

Answer Choices	Response %	Responses
Yes	11.79%	270
No	7.77%	178
Unsure	80.45%	1843
	Answered	2291
	Skipped	520



# Reflection

## **Part-time Faculty**

What has been your experience as a Part-Time faculty member regarding participation or access to anything related to Academic Senate on your campus?

## **Full-time Faculty**

In what ways can you advocate for Part-time faculty participation and access to anything related to Academic Senate on your campus?



# Enhancing the Role of Part-Time Faculty in Local Academic Senates

## **Access**

- Onboarding
- Educate faculty
- Consistent and transparent communication

## **Opportunities**

- Review Constitution and Bylaws
- Review voting rights
- Review leadership roles

## **Resources**

- Advocate for part-time faculty
- Engage in collegial consultation
- Work with unions
- Provide professional learning
- Survey local part-time faculty to understand their needs



# How ASCCC can Help!

- Part-time Committee
- Part-time Faculty Liaison
- Statewide service
- Professional learning
- Site visits
- Papers & Rostrum articles

**Part-time  
Faculty.**

**Full-time  
Impact.**



# Q&A and Thanks!



# Part-time Faculty Resources for Local Senates

- ASCCC Part-Time Faculty Resources Website: [PT Faculty Nexus](#)
- [ASCCC Faculty Empowerment Leadership Academy \(FELA\)](#)
- [ASCCC Part-time Faculty Committee](#)
- [ASCCC Part-time Faculty Liaison](#)
- [ASCCC Part-Time Faculty Resolutions](#)
- [ASCCC Cultural Humility Toolkit](#)
- [ASCCC Mentorship handbook](#)
- [ASCCC Foundation Scholarships](#)
- [ASCCC Local Senates Handbook](#)
- [ASCCC Part-Time Faculty: Equity, Rights, and Roles in Governance](#)
- [Faculty Association of CCC \(FACCC\): Legislative Advocacy](#)

