

To President Lumm, Governing Board members, The Chancellor., CEC members and District Executive staff:

From Phillip Jalowiec, AFA Treasurer

I want to publicly thank Dr. Glasper, Dr. Harper-Marinick, and Dr. Randolph for the supportive and collaborative environment that they have fostered in seeking solutions to the issues raised since the presentation of the "When is an Adjunct Faculty An Employee?" Position Paper last April ([http://www.myafa.org/documents/WhenIsAnAdjunctFacultyAnEmployee\\_Position\\_20100404.pdf](http://www.myafa.org/documents/WhenIsAnAdjunctFacultyAnEmployee_Position_20100404.pdf)).

We look forward in having a similar relationship with our new Vice Chancellor for Human Resources, Nikki Jackson.

Our progress on solutions has yielded two items during the last month:

- A single Adjunct Faculty Employee Handbook for Adjunct Faculty across the District that is in process for legal review and review by College VPAAAs.  
[http://www.myafa.org/handbooks/MCCCD\\_AdjunctFacultyEmployeeHandbook\\_CoalescedDraft.pdf](http://www.myafa.org/handbooks/MCCCD_AdjunctFacultyEmployeeHandbook_CoalescedDraft.pdf)
- A collaborative recommendation by the Adjunct Faculty and Residential Faculty Leadership to effectively Train Supervising Faculty to Increase Effectiveness with Adjunct Faculty and better utilize the yearly expenditure of over \$1.1 Million dollars in related compensation.  
[http://www.myafa.org/documents/Faculty\\_Supervisors\\_Training\\_Proposal\\_20110211.pdf](http://www.myafa.org/documents/Faculty_Supervisors_Training_Proposal_20110211.pdf)

There are two important issues that I want to update the Governing Board on that we are working with District Leadership on:

- Email Communication Channel Ineffectiveness
- Lack of Indemnification for Adjunct Faculty

Every Faculty Member has two email addresses, their College Email Address and their Maricopa Enterprise ID or MEID address. For Adjunct Faculty working on certain campuses there may be 3 or 4.

While District Business is to be carried out through the College Email address, our students communicate with their instructors by default through the MEID email system.

In a pilot program to test email responsiveness carried out in cooperation with College Leadership at Paradise Valley College, only 50% of 560 Adjunct Faculty responded to at least one of their addresses and only 24% responded to both email addresses.

<http://www.myafa.org/surveycommunicationcheckPVCfall2010.html>

While this may be held as proof that Adjunct Faculty are just not responsive, 29% of those who did respond did not even know that they had an MEID address and that students were sending them emails there.

We tend to believe that this measured performance is due to lack of education, training and the challenge of dealing with multiple, in some cases, antiquated email systems.

This issue represents a significant barrier to Adjunct Faculty effectiveness and detracts from Student Success efforts.

Regarding the Lack of Indemnification:

Adjunct Faculty in providing instruction to over 60% of the courses are often the primary ambassadors of the District to our students. Yet according to the current All Employee Groups Governing Board Policy Manual Section B, they are explicitly excluded from indemnification for actions taken on behalf of the District. This means every time an Adjunct Faculty enforces District policy, for example, dropping a student for not attending during the first week of the course, they are personally liable and totally exposed for acting on behalf of the District.

[http://www.myafa.org/handbooks/mccdall/MCCCD\\_AllEmployeeGroupsBoardPolicies\\_Page009.pdf](http://www.myafa.org/handbooks/mccdall/MCCCD_AllEmployeeGroupsBoardPolicies_Page009.pdf)

From our discussions with Executive Administration, this has not been an outcome that the District has historically allowed. However, it is another case where policy and practice need to be reconciled and we hope that the Governing Board will rectify this policy in its upcoming review.

The AFA thanks the Governing Board and Executive Administration for their continued support of our active engagement in advocating for Adjunct Faculty to foster a more effective, professional and fluid workforce as a key component in driving Student Success in 21<sup>st</sup> Century Maricopa.