



Adjunct Faculty Association Board of Directors endorsement resolution of "When Is An Adjunct Faculty an Employee?" Position Paper Dated April 4, 2010, unanimously approved on April 18, 2010

Whereas, the Adjunct Faculty Association Board of Directors has long held that treating Adjunct Faculty as faculty who happen to be part-time employees rather than part-time employees who happen to teach is essential to the most effective application of the skills, knowledge and professional talent that Adjunct Faculty have to offer the Maricopa Community College District, its member Colleges, and the students they serve, and

Whereas, the Position Paper entitled "When Is An Adjunct Faculty an Employee?" effectively reflects the situation faced by Adjunct Faculty every semester as it relates to this key question and it also outlines issues that raise significant concerns for MCCCCD regarding compliance to Federal and State privacy and labor laws, and

Whereas, input from various executive administrators within some of the MCCCCD Colleges has produced positive reflective comments and initial dialog to the Position Paper.

In light of these initial discussions and the principles contained within the Position Paper, entitled "When Is an Adjunct Faculty an Employee?",

The Adjunct Faculty Association Board of Directors resolves to endorse the "When Is An Adjunct Faculty An Employee?" Position Paper and the representations the paper makes and encourages MCCCCD to address this issue and these concerns as part of pursuing the 21st Century Maricopa objectives.