

Resolution of the Academic Senate of College of Alameda April 16, 2026

Establishing Compensation for Part-Time Faculty Leadership in Disciplines with no Full-Time Faculty

WHEREAS, as of 07/01/2026 the following active disciplines at College of Alameda will have no full-time faculty: Anthropology, Asian & Asian-American Studies, Cooperative Work Experience Ed., Geology, Health Education, Health Professionals and Occupations, Kinesiology, Learning Resources, MAKR, Mexican & Latin American Studies, Philosophy, Transfer (Counseling), World Languages (Chinese, Spanish, Vietnamese).

WHEREAS, many essential full-time faculty and/or department chair tasks must be performed by discipline-specific faculty with minimum qualifications as defined in the [California Community Colleges Chancellor's Office](#), including, but not limited to the following,¹:

- Update all discipline courses and programs
- Create program reviews and annual program updates
- Participate in new faculty hire searches and interviews
- Complete SLO/PLO/ILO assessments and engage in dialogue for improvement
- Provide supporting documentation for faculty prioritization
- Evaluate prerequisite challenge petitions
- Make recommendations on discipline plans, department course offerings, and class schedules
- Participate in enrollment events and student clubs
- Meet with students to guide them in transfer/career plans and write recommendations
- Participate in college and District meetings and activities,

WHEREAS, these tasks require specialized expertise and are mandatory for [accreditation standards](#) and compliance, resource allocation, and the fulfillment of the college and District missions, yet they currently fall outside of the compensated scope of part-time faculty “instructional hours”,

WHEREAS, the existing [collective bargaining agreement](#) compensates full-time faculty for five hours per week specifically to perform these professional tasks, creating a significant compensation gap where part-time faculty may perform the same tasks without compensation,

WHEREAS, the reliance on uncompensated time for part-time or “adjunct” faculty to complete full-time faculty tasks in disciplines where no full-time faculty exists poses a threat to student success and program viability,

BE IT RESOLVED, the College of Alameda Academic Senate recommends that part-time faculty in disciplines where no full-time faculty exist are compensated via a role-specific monthly stipend up to 18 non instructional hours per month per the academic year, specifically to complete the discipline-specific tasks outlined above; and

BE IT FINALLY RESOLVED, that the College of Alameda Academic Senate views this as a necessary interim measure toward the goal of hiring full-time tenure-track faculty to ensure the stability and excellence of these essential and robust disciplines.

¹Majority of tasks taken from the “Full-time Faculty Tasks” list from the Special Department Chairs meeting on 10/28/2025. A copy of this document is available upon request.