

Foothill College Academic Senate Resolution  
Part-Time Faculty Compensation for Professional Development Events  
March 2016

Contact Ben Stefonik, Professional Development Committee

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Whereas, the California Legislature, Foothill College, and the Foothill Academic Senate all recognize ongoing faculty professional development as paramount to student success; and

Whereas, the College has expressed this recognition by creating a financial incentive for full time faculty to attend professional development events, but no similar incentive yet exists for many part time faculty to do so; and

Whereas, part time faculty teach about half the course sections at the College; and

Whereas, both the College and the Academic Senate deeply value our part time faculty members' professional contributions, and encourage them to be broadly engaged, including engagement with campus-wide initiatives and conversations that occur at professional development events, and further, that we can express our broadly-held and deeply-felt professional esteem most concretely through pay equity; be it hereby

Resolved, that the Foothill College Academic Senate declare its support for a pilot program to compensate part time faculty members to attend professional development events held on campus beginning in the 2016-2017 academic year, in accordance with the attached seven-point pilot model.

Resolved, that the Foothill College Academic Senate support allocating \$25,000 to fund the pilot program, which would cover the cost of 50 stipends.

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*Adopted by the Academic Senate May 9, 2016*

Pilot Model Proposal

- ❖ Part time faculty members would receive a stipend of \$500 upon attending 10 hours of professional development activities sponsored by Foothill College or the Krause Center for Innovation. The 10 hours could be achieved either in one year or over two consecutive years.
- ❖ Part time faculty could apply for the stipend on an annual basis. In addition, part time faculty could apply for the stipend if they attend a total of 10 hours of professional development events on campus over the span of two consecutive years.
- ❖ Part time faculty members would be required to submit documentation of attendance of professional development on campus by the deadline of June 1.
- ❖ Documentation would be submitted to the human resources technician who receives and processes full time faculty PGA credit.
- ❖ Partial stipend amounts will not be awarded for the completion of less than 10 hours of professional development events sponsored by Foothill College or the KCI.
- ❖ Criteria for professional development activities that count towards credit. Overall, the goal of this program is to provide a financial incentive for part-time faculty to A) Attend professional development events that encourage professional growth as an educator, and B) Engage with the Foothill College

campus community. The following are a list of criteria to establish a guideline for professional development activities that would count towards credit for part-time faculty to receive a stipend.

- The professional development activity must be sponsored by, or offered through Foothill College or the Krause Center for Innovation.
- Both face-to-face and online professional development activities that are sponsored by, or offered through Foothill College or the Krause Center for Innovation will count towards credit.
- The professional development activity must, at face value, be related to pedagogy, student success, teaching and learning, or the use of technology for professional or classroom purposes.

❖ Canvas training will not count for credit towards the stipend.

❖ The annual reflective writing challenge will not count for credit towards the stipend