

Presentation to the Board on Adjunct Compensation Issues, Revisited – 5/1/2014

I am John Burghduff representing the American Federation of Teachers.

This has been a particularly trying year for the adjunct faculty who, according to the TCCTA, currently teach 59% of all of our classes at Lone Star College and a much higher percentage on some of our campuses.

Over a year ago, the Treasury Department told colleges and universities across the country to consider preparation time when we calculate adjunct work hours. Regrettably, some colleges, including Lone Star, have responded by cutting adjunct teaching loads. In December, the AFT urged the Board not to change its policy on adjunct workload without the required second reading. The new restrictions could result in a loss in income of over \$5000 per year for some of our most needy employees. Because the new policy does not consider variances between disciplines, we are already seeing that many exceptions will have to be made to keep our departments viable. In both the February and April editions of our newsletter, *The Advocate*, the AFT examines Lone Star policies in light of changing state and federal guidelines. Although that analysis is too detailed to discuss here, we continue to believe that the cuts in adjunct workload the college has implemented are not necessary to keep us in compliance with these guidelines. We ask you to consider the research we have presented in those articles.

In light of these considerations, the AFT recommends two agenda items for your consideration.

First, we recommend that the Board reconsider the change in adjunct workload policy approved in December. We recommend that the previous guidelines approved by the Executive Council in 2009 be used as a starting point. These guidelines took into consideration the varying needs of our departments and set teaching loads based on the workloads of fulltime faculty. We believe that most of these guidelines would stand up well to changing federal and state mandates. We believe, also, that with careful edits where necessary, these guidelines will eliminate the need for special exceptions and, most importantly, will have less of a negative impact on adjunct incomes.

Secondly, the changes we have seen have been so disruptive precisely because Lone Star College has fallen very far behind in building up our full time faculty ranks as enrollment has skyrocketed. According to the TCCTA, we are second from the bottom among all community colleges in Texas in percentage of classes covered by full time faculty. If Lone Star College were to increase the number of classes covered by full time faculty by 4% per year, we could catch up to our closest neighbor, Houston Community College, in six years. We could catch up to San Jacinto College in ten years. Whether this rate would be the best or not, we recommend a long term strategic plan to raise the percentage of classes covered by full time faculty up to the levels achieved by our sister colleges.

Ultimately, the one change that would most help the plight of our adjunct faculty and that would provide stability for our college is to give them the opportunity to teach full time.