



Resolution 15.9.1: Parity in Workloads for Counselors and Faculty with Laboratory Assignments: (Jonathan McLeod)

1st Reading: September 14, 2015

Mover: Inna Kanevsky

Seconded: Toni Parsons

Whereas equity in workload assignments is a reasonable expectation to assure that all faculty inclusively may perform according to the standards of their respective professions, thereby contributing to student success, as well encouraging on-going professional development of the professoriate; and,

Whereas tenured and tenure-track counselors in the SDCCD regularly have workload assignments of 33 hours of direct student contact weekly, even as the counselors also have expanding requirements for accountability reporting (SLOs), program review, participation in new special initiatives (including, SEEDS, CRUISE, and SSSE, among others), coordination of on-going programs (such as Kearny Fast Track, MET, Puente, and Mesa Academy, among others), and online counseling; and,

Whereas counselors in other San Diego County community college districts have workload assignments not exceeding 30 hours weekly of direct student contact, which facilitates those counselors being able to fulfill the full array of their professional obligations, with less stress; and,

Whereas faculty in diverse fields (from anthropology to music, and chemistry to psychology), may have assignments teaching lab course sections, for such faculty teaching lab courses, the workload assignment is greater than that for colleagues teaching lectures [20 hours of lab = 1.0 FTEF, while 15 hours of lecture = 1.0 FTEF], even as lab classes—like lecture courses-- require extensive preparation, active teaching, and evaluation of student work, which professional activities are not acknowledged in the way that the workload assignments are calculated; therefore,

Be it resolved that the Mesa Academic Senate supports the standard of equity in workload assignments; and

Be it further resolved that the Mesa Academic Senate endorses the position that to uphold the professionalism of counseling faculty and to establish parity with counselors in our neighboring community college districts, the workload assignment for SDCCD counselors should be reduced from 33 to 30 hours weekly; and

Be it further resolved that the Mesa Academic Senate supports the position that to assist faculty in upholding high professional standards in laboratory classroom instruction parity among faculty teaching laboratory classes and lecture courses alike must be adopted, and accordingly, that the workload for lab instructors should be reconfigured so that 15 hours of lab instruction equates with 1.0 FTEF; and

Be if further resolved, that, upon adoption of this resolution, the Mesa Academic Senate will send the document forward to the Academic Senates of our sister colleges (SD City and SD Miramar Colleges) with the request for their concurrence; and

Be it further resolved that the Mesa Academic Senate understands that there are other constituencies that may require reconsideration of parity and may address these in the future.

Presented to the Mesa College Academic Senate: September 14, 2015

Approved by the Mesa College Academic Senate: September 28, 2015

The votes are delineated on the following page:

Approved:

Aulani Chun

Veronica Gerace

Lou Ann Gibson

Guadalupe "Lupe" Gonzalez

Helen Greenbergs

Erika Higginbotham

Bill Hoefler

Inna Kanevsky

Ken Kuniyuki

Terry Kohlenberg

Cesar Lopez

Guillermo Marrujo

Thekima Mayasa

Jonathan McLeod

Phyllis Meckstroth

Devin Milner

Dina Miyoshi

Uriel Ornelas

Shannon Shi

Steven Siegel

Michelle "Toni" Parsons (Proxy to Ken Kuniyuki)

Opposed:

Lelah Howard

Martina Hesser (Not present for the vote.)