

Associated Students of Fullerton College Resolution 003
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Fullerton College Associated Students Resolution for Increased Salaries for Full-Time and Adjunct Faculty Members in the North Orange County Community College District

WHEREAS, the Associated Students of Fullerton College (Student Senate) expresses the general will of the students to the administration and Board of Trustees and works for the betterment of the students-at-large, which includes short-term and long-term policies that affect professors and instructors; and

Whereas, the quality of instructors and instruction in the district has been an undeniably decisive factor in Full-Time Equivalent Student (FTES) growth measurements as more students continue to enroll; and

Whereas, rising FTES growth and retiring full-time faculty members have caused a sudden increase in NOCCCD hiring; and

Whereas, the District has long held a high standard of instructional excellence, reflected by the quality of its instructors, and should maintain this standard through current and future hiring; and

Whereas, one-third of Fullerton College's faculty members will soon be new hires: during 2014-2015, Fullerton College hired 44 new faculty members and is in the process of hiring more than 50 new faculty members to begin in Fall 2016; and

Whereas, the April 2015 Full-Time Faculty Compensation Comparability Study found that in the four median faculty compensations compared to 12 other similar districts, NOCCCD ranked an average of 12.5 out of the 13 total districts (6.29%~12.46% below each respective median); and

Whereas, many qualified adjunct instructors and newly hired full-time instructors have opted to apply to other districts and institutions because they simply cannot make ends meet under current District pay; and

Whereas, research has shown that a diverse, qualified faculty adds significantly to the scope and quality of overall instruction, and given the diverse socioeconomic profile of its student population, the District should prioritize the hiring of a diverse pool of faculty necessary to meet this demand; and

Whereas, the 2014-2015 Student Equity Report and 2014-2015 Institutional Effectiveness Reports revealed that more than half of the Fullerton College Student Population by Access are Hispanic and/or Latina/o while only 16.4% of the Fullerton College full-time faculty are Hispanic and/or Latina/o; and

Whereas, many highly qualified and needed instructors who are capable of serving as role models for our diverse student population are drawn to other higher-paying, competing districts; and

Whereas, hiring and retaining the highest quality faculty are essential to the quality of education and future success of the District in educating and preparing students;

Therefore, be it RESOLVED, the Associated Students urge the NOCCCD Board of Trustees to increase Full-Time and Adjunct Faculty salaries by 15%, the increase proposed by the United Faculty and supported by the Faculty/Academic Senates of Fullerton College and Cypress College, for the good of all current and future students of the North Orange County Community College District.

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