



To: Adjunct Faculty

From: Steve Kinslow

A handwritten signature in blue ink, appearing to read "Steve Kinslow", is written over the "From:" line.

Date: March 4, 2010

Subject: BOARD POLICY F-10, EMPLOYEE COMPENSATION

At its March 1st meeting the Board of Trustees approved the administration's recommendations on the non-faculty employees (Classified, Prof Tech and Administrators) and the full-time faculty sections of Board Policy F-10 (lines 1-66 and lines 86-119). For the section which address adjunct faculty (lines 67-84), the Board requested additional information and is considering a pay scale that is proportional to the full-time faculty pay scale. This remaining policy section is scheduled for Board review/action on April 5th.

For adjunct faculty, the administration recommended using the TCCTA Survey and salary grids from the eight Texas metropolitan colleges for the following reasons:

- While the current policy requires including local colleges and universities, we are only able to secure salaries from two of the six local colleges and universities since most of them are private.
- Best practices in compensation would compare ACC to "like institutions" of similar size, mission and funding. Community Colleges are also funded differently than four-year institutions.
- The local institution with the largest number of adjunct faculty is St. Edward's University with 179 adjunct faculty. Among the Texas metropolitan community colleges, the lowest number of adjunct faculty is 649 (San Jacinto) and the highest number is 2228 (Dallas CCCD). The community colleges are more equivalent to the number of ACC's adjunct faculty (1220).

The Adjunct Faculty Association (AFA) did not support these recommendations and AFA's responses were provided to the Board.

After discussion and careful deliberation, the Board acknowledged that ACC is the market for adjunct faculty in the Austin area and thus, it is more appropriate to have an adjunct faculty pay scale that is a percentage of the full-time faculty pay scale. The Board has requested that, at its April Board Meeting, the administration provide a proposed adjunct faculty pay scale between sixty-five percent (65%) and seventy per

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cent (70%) of the full-time pay scale, based upon similar education and experience. The Board has also asked the administration to provide the budget impact.

At the March meeting, the Board approved the remaining parts of the policy including:

- Each employee group is assured the opportunity to present their comments to the board at least one month prior to adoption of the budget;
- Non-faculty and full-time faculty sections were approved;
- The Board approved that the proposed budget shall reflect the salary scales that reflect the above principles and include projections for annual adjustments, “taking into account the cost-of-living and other economic factors”, market adjustments, changes in staffing levels and identify any major changes in compensation administration that impact the budget.

The new policy changes are effective immediately; a copy of the original policy showing what was added, changed, or deleted is available at:

<http://www.austincc.edu/hr/compensation/documents/BoardPolicyF-10EmployeeCompensation.pdf>

How will the Administration and Adjunct Faculty Address the Board Directive?

The college has previously explored the feasibility of a pro-rata scale for adjunct faculty. In February 1998, a shared governance Ad Hoc Committee prepared a “Report on the Role of Adjunct and Full-time Faculty” and recommended a 57% pro rata salary scale. In 2008 the administration and AFA began discussions about a pro-rata scale. After extensive discussions, AFA proposed a 75% ratio to full-time faculty salaries. The administration responded to the proposal by indicating the impact on adjunct salaries. AFA expressed concerns about the impact on adjunct salaries and no further discussions have taken place.

The administration is in the process of drafting the proposed language, schedules and budget impact as requested by the Board. Prior to the April Board meeting, the administration will share with AFA and all adjunct faculty the proposed changes to Board Policy F-10, Employee Compensation regarding the adjunct faculty section, and will meet with AFA representatives as requested.

What will be the impact of a proportional scale based on the Full-Time Faculty Scale?

- Currently the full-time faculty scale has five levels (generally, BA, MA, MA+24, MA+45 and PhD) and thirty-six experience steps. The definition of the levels differs for Arts & Science, Workforce and Health Sciences.
- The adjunct faculty pay scale has two levels (MA, PhD) and twenty-one experience steps. Adjuncts teaching “hard to fill” courses are paid at the PhD level of the adjunct scale.

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- The staff will propose an adjunct faculty scale comparable to the structure of the full-time faculty pay scale.
- Placement of adjunct faculty, based upon similar education and experience, will need to be conducted and adjunct faculty notified of their placement.
- Policies regarding placement and progression will be reviewed to ensure consistency and fairness to faculty.

I also want to emphasize that the Board and administration remain committed to:

- Market competitive salaries for all employee groups;
- Compensating our faculty among the top three of the Texas metropolitan community colleges.

It's equally important to also emphasize that, in a tough economic climate, ACC has not reduced programs or services to students, cut faculty/staff positions, reduced salaries, increased class limits, etc. We have much to be thankful for, and will continue to balance multiple institutional priorities that impact the quality of our work environment:

- maintaining low tuition to maximize access by traditionally under-served populations;
- expansion of full-time faculty and staff as enrollments grow to ensure consistency and quality to those we serve;
- maintain competitive salaries and benefits for all employee groups;
- ensuring state-of-the art technology and capital equipment for instruction and college operations;
- enhancing the success of students in meeting their declared educational goals;
- acquisition of property to facilitate future growth and expansion of the district (funded by bond program, bonds are restricted to facilities improvements).

The administration will continue to work with all employees to maintain ACC as a great place to work and to serve others—we thank you for your commitment to our students and the communities we serve.

SBK/pws