

Memorandum

To: Associate Deans, Deans

From: Human Resources, Faculty Development

Subject: Adjunct compensation for professional development

Revised Date: 23 March 2020

Following the passage of the Affordable Care Act, SLCC took the position that adjuncts should be compensated for professional development. SLCC developed a registration system to ensure that adjuncts could be compensated and that Associate Deans could approve development activities, making sure that adjuncts were within their allowable hourly limits. We will continue to compensate adjuncts for professional development.

When the registration system was built, our prevailing model of professional development was the event approach. The system we built easily handled 60 minute or 90 minute workshops. Since then we have started moving toward a course-and-credential model of development where faculty are asked to engage with content online and reflect and/or demonstrate certain competencies. Our registration system and our strict hourly approach are a poor fit for this professional development model.

After consulting with Ashely Leonard in the Attorney General's office, it was decided that SLCC can assign a reasonable number of hours to online trainings like the Online Teacher Credential or our Required Trainings. We will still track hours for in-person workshops and trainings. If adjuncts spend three hours in an afternoon department-led training on a course, then they should be compensated for three hours. But when it comes to the following online trainings, we will assign a fixed number of hours. (As we continue to develop courses, it may be that other trainings will be added to this list.) ADs will no longer need to ask adjunct faculty to report on the number of hours they spent on online trainings.

Online Training and Development with fixed hourly limits

Required Training (5 hours)

Principles of Effective College Teaching Credential (15 hours)

Canvas User Credential (12 hours)

Online Teacher Credential (12 hours)

ePortfolio 101 (1 hour)

Working Well with English Language Learners Credential (6 hours)

Successful Student Writers Credential (6 hours)

Undocumented Student Ally Training (4 hours)