

**Academic Senate Resolution in Support of
Part-Time Faculty Compensation Equity**

developed (January and February 2025) by Ishmael Tarikh, Part-Time Faculty at-large Senator

Whereas, the De Anza College Office of Institutional Research, Planning, and Accreditation has reported (according to Fall 2023 demographic statistics) that Part-time Faculty represent 59% of the faculty at De Anza College;

Whereas, ARTICLE VI ("THE EXECUTIVE COMMITTEE") of the By-laws of the De Anza College Academic Senate inadequately directs that the two Part-time at-large Senators, and any designated Part-time Faculty Representative to a college-wide shared governance committee shall receive a \$300.00 quarterly stipend;

Whereas, the Foothill College Academic Senate Resolution dated 7 March 2016 directs that the rate of compensation for elected Part-time faculty who are Senators be set at \$750.00 per academic quarter; and our "sister deliberative body", in realization that said Resolution was an inadequate expression of professional regard for the contributions of Part-time Faculty to shared governance, has (for the last several years) compensated their Part-time Faculty Senators at the approximate rate of at least \$50.00/hour; and

Whereas, to codify the enhancement of recruitment efforts for the increased participation of Part-time Faculty in college-wide shared governance, and to achieve comparable compensation with the Foothill College Academic Senate rate; now, therefore, be it

RESOLVED, that the Academic Senate will work with the Faculty Association, and Administration to identify and secure budgetary sources to fund compensation for Part-time Faculty college wide shared governance committee work performed.

Be it further

RESOLVED, that the paragraph titled "Part-time Faculty Stipends" of ARTICLE VI of the By-laws of the De Anza College Academic Senate be changed forthwith to "Part-time Faculty Compensation"; and that the current language be amended forthwith to read: "The two Part-time Faculty at-large Senators, and any Part-time Faculty elected or appointed to serve as a designated Part-time faculty representative on any shared governance committee shall each receive a \$750.00 quarterly stipend". The effective application of these changes shall be Fall Quarter 2025.