

“Equity Hour Training Program” Next Steps from United Faculty and the Faculty Senate Coordinating Council

The 2015/2016 Collective Bargaining Agreement includes funding to develop and implement an “Equity Hour Training Program” to be piloted for two years beginning in 2016/2017.

This program, as negotiated, will focus on increasing support and outreach to at-risk and underserved students, and will include compensation for part-time faculty to expand work with students outside the classroom. ~~In the initial stages of the program, up to 500 part-time faculty district-wide may participate.~~

The program will include an element of training and professional development. Since our Academic Senates have the responsibility of determining the shape and content of professional development activities, the Senates will play a lead role in overseeing the local work groups that design each college’s Equity Hour Training Program.

~~We envision that trainings~~ Training will be open to all faculty, full-timers and ~~as well as~~ part-timers, including those who do not elect to participate in the full Equity Hour Training Program. For full-time faculty who are not compensated under this initial pilot program, flex credit and educational leave may be available for attending training workshops. Local work groups, in consultation with the Academic Senates, will determine the number, frequency, content, and evaluation of training workshops and other activities connected to the Equity Hour Training Program.

In the next few weeks, we expect to identify the exact funding amounts at each college (from the total allocated by the Collective Bargaining Agreement) and to develop a time line for designing and implementing the program. Faculty who are interested in helping to design this program at their college or have ideas in regards to the professional development components should contact their local Equity Committees or Academic Senate Leadership. Although locally determined (and in accordance with equity fund guidelines), faculty can be compensated for certain tasks in the development, coordination, or training aspects of this program.

Please note that the “draft plan” referred to in the Collective Bargaining Agreement was intended only to begin local conversations; we expect the program to take shape over the course of the year as local work groups, in dialog with management, the UF and the Academic Senates, begin mapping out a more concrete and specific program.

Please look for more information about the Equity Hour Training Program soon.