

Cañada College Academic Senate Statement of Support of "Non-instructional" Faculty – DRAFT

This letter is written by active faculty members of the Cañada College Academic Senate who serve students on behalf of the San Mateo County Community College District. Cañada College Faculty hold bachelors, masters, doctoral degrees, and/or professional certifications or equivalencies in our discipline. Cañada College Academic Senate asks the San Mateo County Community College District Academic Senate to:

- Craft and endorse a statement of support that recognizes all Cañada faculty as professional equals, capable and qualified to serve in leadership roles at the college and district Academic Senates.
- Convene a joint District Academic Senate/AFT committee to explore the impact of removing instructional / non-instructional language from our SMCCCD vocabulary in alignment with the 2022 Minimum Qualifications for Faculty and Administrators in California Community College ([§ 53402. Definitions](#)).

Non-instructional faculty role designations at Cañada College include the following faculty roles:

- Counselor
- Instructional Designer
- Librarian
- Nurse
- All Faculty Coordinator Roles

We are responding to a statement that was made at a past SMCCCD District Academic Senate meeting questioning the appropriateness of "non-instructional" faculty to represent all faculty in senate leadership positions. [This statement](#) specifically questioned/raised doubt about the ability of counselor and library faculty members to serve in academic senate leadership roles.

Several of us have experienced marginalization of our roles as professional faculty within SMCCCD, and to have it so blatantly expressed is both egregious and disappointing. The work of counselors, faculty coordinators, instructional designers, librarians, and nurses is integral to the fulfillment of the college and district mission and SLOs, and ultimately the success of all students. We are both instructional faculty and student support services faculty. Because of these dual roles, we not only have an understanding of the classroom faculty concerns but also share the experiences and concerns of all our faculty colleagues.

Additionally, all "non-instructional" faculty are experienced in discipline-specific and instructional pedagogies. We are professionally trained and experienced to recognize the challenges students face in pursuing and achieving their educational goals, to identify potential solutions for those difficulties, and to support students as they inch or stride toward success. These responsibilities occur in counseling sessions, reference consultations, information literacy instructional sessions, and course design consultations.

The Academic Senate for California Community Colleges and California Community Colleges Chancellor's Office recognizes the following distinct faculty roles within the [faculty discipline list](#) (2022 Minimum Qualifications for Faculty and Administrators in California Community College), which specifically includes faculty in the disciplines of counselor, library science, and instructional design, all of which require at minimum a Master's degree or equivalent. Of note, the 2022 Minimum Qualifications for Faculty and Administrators in California Community College makes no distinction of faculty roles as "instructional" or "non-instructional", but declares:

“Faculty” or “faculty member” means those employees of a district who are employed in academic positions that are not designated as supervisory or management for the purposes of Article 5. (commencing with Section 3540) of Chapter 10.7 of Division 4 of Title 1 of the Government Code and for which minimum qualifications for service are specified in Section 53410-53414 or other provisions of this division. Faculty include, but are not limited to, instructors, librarians, counselors, community college health service professionals, disabled

student programs and services professionals, extended opportunity programs and services professionals, and individuals employed to perform a service that, before July 1, 1990, 722022 Minimum Qualifications for Faculty and Administrators in California Community Colleges required non-supervisory, non-management community college certification qualifications (p. 71).

As such, we recognize the designation and use of the faculty role descriptions of "instructional" or "non-instructional" as a local construct that is potentially harmful and serves to fabricate a division and hierarchy among faculty members based on unfounded definitions and perceptions. This division and hierarchy is codified in faculty job descriptions, workload points pilot, and the faculty contract language.

In community,
Cañada College Academic Senate

Resources

- [Minimum Qualifications for Faculty and Administrators in California Community Colleges, 17th ed.](#) (June 2022, CCCCCO)
- [Role of Counseling Faculty](#) (ASCCC)
- [Standards of Practice for Library Faculty](#) (ASCCC)
- [Instructional Design Faculty Position Description](#) (SMCCCD)