

### **Some thoughts about part-time labor and Comprehensive Program Review:**

1) Why is the college running programs *sans* full-time faculty/staff representation, and if this practice continues, what will it mean when it comes to larger assessment questions like Comprehensive Program Review?

2) Why isn't it *mandatory* that, at the very least, one full-time faculty/staff member should be required to accomplish the many administrative tasks that come part and parcel with running programs on campus (and shouldn't they have intimate familiarity with the program?).

3) Aren't there a number of problems with simply drawing in a full-timer from a *different* discipline to complete CPR, including lack of mastery in the discipline, incomplete information when it comes to program need and goal development, concerns about workload and burnout, etc.?

4) Conversely, if the college *must* depend on part-time labor for special programs, shouldn't there be a process in place to ensure that adjuncts aren't taken advantage of, especially when it comes to the problem of part-timers accepting additional work and responsibilities merely out of fear of reprisal?

5) Additionally, if we are paying adjuncts for this work (and I'm assuming that this is a non-issue!), it also seems necessary to discuss what fair and equitable support would look like more generally (In the past, the hours/time committed by faculty/staff to complete CPR has varied pretty wildly, depending on both personal work style and program need). Finally, there should be a model in place to help programs communicate expected duties and compensation for new part-time faculty members who will also serve as program administrators, and the workload and compensation should be discussed up front before this person is "asked" to play this role (and if this model doesn't already exist, it should be standardized on campus, as a starting point, and ultimately standardized district-wide as a *telos*).