

MOU re Adjunct Faculty Evaluations in the Faculty Agreement

31 August 2022

This Memorandum of Understanding (MOU) is entered into this 31st day of August by the Faculty Association, the non-exclusive representative of the Residential Faculty at Maricopa County Community College District, and the Interim Chancellor of the Maricopa County Community College District, hereafter referred to jointly as “the parties.”

The parties agree to the following revision of Article 19.1.1:

19.1.1 Time Frame

Adjunct Faculty members will be evaluated by ~~a member of College Faculty leadership~~ **the Division/Department Chair or designee** as detailed in Article 7 ~~their first semester of teaching at the College and once a year or any time they teach a new class~~ **in each of the first three semesters of teaching at the College. After the first three semesters, adjunct faculty will be evaluated at least once every three years and any time they teach a new class at the College. Adjunct faculty may be evaluated in any semester if deemed necessary.**

Article 19.1 confirms in policy that consistent and regular evaluation of adjunct faculty is essential to support professional growth, improvements in teaching performance, and quality instruction. The yearly evaluation requirement, after the first three semesters, reflected potential language in the Faculty Agreement related to adjunct tier progression. However, current policy language no longer includes submission of adjunct evaluations to support tier progression. The language of the MOU maintains regular evaluation of adjunct faculty that promotes quality instruction but adjusts the yearly evaluation requirements to ensure the ability of departments/divisions to evaluate adjunct faculty effectively.

Per Article 6 of the Faculty Agreement, these changes will be presented to the Governing Board for approval if the edits become recommendations of the 2022-2023 FACT for permanent inclusion in the 2023-2024 Faculty Agreement.



Faculty Association President

Camille Newton

Date: 31 August 2022

A handwritten signature in black ink that reads "Steven R. Gonzales". The signature is written in a cursive style with a large initial 'S'.

Interim Chancellor of Maricopa County Community College District

Steven Gonzales

Date: 31 August 2022