



# Chabot-Las Positas Faculty Association

## Faculty Focus Quick Update

The FA has received a number of questions regarding the following topics, and we wanted to provide some information that we hope will be helpful.

- [Mandatory Flex Day Obligation for Part-time Faculty](#)
- [Variable Flex Obligation for Part-time Faculty](#)
- [Mandatory Flex Day Obligation for Full-Time Faculty Teaching Evening Classes for Load](#)
- [Professional Development vs. Professional Responsibility](#)

### Flex Day Obligation for Part-time Faculty

With our upcoming Mandatory Flex Day on February 21, several Part-time faculty have inquired about the time that they need to attend flex activities on campus that day. Per Article 29B.1, Part-time faculty who have a class or classes canceled due to a Mandatory Flex day, must attend campus flex activities for the same amount of time that they would have normally have spent teaching their class(es). For example, if you teach a class that meets on Tuesdays from 9:30-10:45, you need to plan to spend 1.5 hours attending flex day activities.

The second question is usually "What happens if I don't attend any flex day activities?" The required time will be deducted from your sick leave (Article 29D.2).

### Variable Flex Obligation for Part-time Faculty

Quick answer—none. Part-time faculty are not required to complete variable flex activities.

### Mandatory Flex Day Obligation for Full-Time Faculty Teaching Evening Classes for Load

If a Full-time faculty member teaches a class for load that meets in the evening on a Mandatory Flex Day (after 4 p.m.), the faculty member is excused from three (3) hours of Mandatory Flex Day activities and will hold class and normal office hours as scheduled (Article 29B.3)

### Professional Development vs. Professional Responsibility

Professional development and professional responsibility are not the same thing although there can be activities that are a mix. Professional development is what we do as faculty to improve ourselves as teachers, counselors, and librarians, such as attending a conference in our discipline, going to a workshop on online pedagogy, participating in a Wellness program for faculty and staff. Professional

responsibility is what we do to improve the functioning of our campus, division, department, or district. This might include attending campus and department meetings, serving on district/campus/department committees, developing/updating curriculum, participating in program or subject improvement areas, such as SLOS, program review, outreach for our program, etc. (See Article 10D.3.c for more details).

What is our Professional Responsibility obligation? That depends upon whether you are full-time or part-time faculty. For Full-time faculty, the Professional Responsibility obligation is five (5) hours per week. For Part-time faculty, the Professional Responsibility obligation depends on your assignment each semester and is based on CAH. For each CAH that a Part-time Faculty member is assigned, there is a 1 hour per semester Professional Responsibility obligation. The October 2016 edition of the FA Faculty Focus newsletter provided a longer explanation of Part-time Faculty Professional Responsibility obligation, which may be of interest (<https://clpcfca.files.wordpress.com/2016/10/facultyfocusoct20162.pdf>).

If you have questions, please feel free to contact a member of the FA Executive Board:

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