

## **MSJC Academic Senate**

### **Non Credit & Non Instructional Faculty Support Resolution**

**Adopted 11 19 2025**

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**Whereas, Noncredit faculty**, who are instructional faculty who teach noncredit courses designed to prepare students for academic, workforce, and community success; and **Non Instructional Faculty**, who include Counselors, Learning Resource Center (LRC) Coordinators, Learning Skills Faculty, Librarians, and other Instructional Support positions; equally contribute to the success of our students and support our institutional mission to provide equity-minded education to combat systemic barriers, promote social mobility, and provide opportunities for educational advancement; and

**Whereas**, statewide organizations such as ASCCC and CCCCO, as outlined in Vision 2030, affirm that the inclusion of noncredit and non-instructional faculty expertise in program development, curriculum design, and student pathway planning is essential to advancing equity, instructional integrity, and student success across the California Community College system; and

**Whereas**, there is a demonstrated need for active Noncredit and Non Instructional faculty engagement in Participatory Governance structures; as well as a need for scheduling flexibility to allow **ALL FACULTY** to actively participate in professional development and mentoring opportunities, in accordance with the [California Community College Flexible Calendar Guidelines](#), which are essential to fostering a culture of inclusion, collaboration, and continuous improvement; and

**Whereas**, faculty in Noncredit and Non-instructional roles face unique disparities in their required work hours, which already limits their ability to adequately serve all students at large, complete required documentation, and participate in campus initiatives; and therefore, inequitable scheduling and compensation barriers further restrict their ability to support our institutional commitment to serve a diverse student population from various identities, cultures, socioeconomic backgrounds, life experiences, abilities, and educational needs that represent our community.

### **Now, Therefore, Be It Resolved:**

**Resolved** that the Mt. San Jacinto College Academic Senate affirms the value of our Non Credit Faculty, and our Non Instructional Faculty, recognizes the unique perspectives and value of ALL faculty, and remains committed to their role in supporting the institution in upholding the MSJC Values statement, which explicitly indicates that we value empowerment through education, uphold integrity in our work, and champion equity in education through our commitment to open communication, seizing opportunities, fostering growth, embracing diversity, welcoming all, and caring for one another; and be it further

**Resolved**, that the Mt. San Jacinto College Academic Senate urges the administration to work collaboratively with the faculty unions in order to review and revise current scheduling structures and eliminate inequitable workloads and scheduling barriers, for Noncredit and Non-instructional faculty, and instead implement sustainable scheduling practices that ensure equitable participation in college processes such as governance, program review, curriculum, institutional planning, and other college-wide initiatives, and flexibility to engage in professional development, all of which honors our commitment to collaboration, inclusion, and institutional effectiveness for the benefit of all students; and be it further

**Resolved**, that the Mt. San Jacinto College Academic Senate urges the administration to work with the faculty unions to ensure that Noncredit and Non-instructional faculty receive comparable release time and/or compensation, as their credit instructional faculty colleagues, for participatory governance and union roles, and professional development activities, ensuring equitable access to opportunities to serve the college in roles and activities that support institutional initiatives and student success.