

# A One-Tier Model for Community Colleges

## What is the one-tier model for community college faculty?

The one-tier model is a structure where all faculty, whether full-time or part-time, receive the same

- Rights (due process, just cause)
- Wages
- Benefits
- Job Duties

## What are the advantages of the one-tier model for faculty?

- **Equality and Fairness:** All faculty members receive the same compensation and benefits, leading to more equitable treatment
- **Consistency:** There is no differentiation between faculty types, so expectations for teaching, advising, and institutional involvement are standardized.
- **Job Security:** Faculty in this model generally have more job security than the current two-tier model
- **Career Development:** Changes to ed code would make it easier for part-time faculty in the one-tier system to move into full-time, tenure-track positions.
- **A Stronger Union:** Part-time faculty are more invested under this one-tier model, making a larger and more robust faculty association

## How does the one-tier model impact student experience?

- The one-tier model can create more consistency in the classroom because all faculty have access to the same resources, positively impacting student learning and engagement.
- Part-time faculty under this model will have more investment in one campus instead of multiple districts.