

**Memorandum of Understanding  
between the  
All Faculty Association  
and  
Sonoma County Junior College District  
regarding**

**Dissolution of the Philosophy, Humanities, and Religion Department  
December 8, 2020**

AFA and the District agree that the Philosophy, Humanities, and Religion Department will be split into two separate departments, effective at the start of the 2021-2022 academic year. It is noted that these two departments were historically separate, and that they were merged in Spring 2011.

The two separate departments will be:

1. Philosophy
2. Humanities and Religious Studies

Each separate department will be responsible for courses in the respective named disciplines. The Humanities and Religious Studies department will be responsible for courses in Interdisciplinary Studies.

Faculty members who are currently in the Philosophy, Humanities, and Religion Department will be assigned to either the Philosophy Department or the Humanities and Religious Studies Department.

1. Contract faculty hired before January 1, 2011 will be assigned to the department into which they were originally hired. Contract faculty hired after January 1, 2011 will be assigned to the department in which they currently have an FSA.
2. Contract faculty who meet minimum qualifications in the department to which they are not assigned, and who are interested in hourly assignments in that department, may request to become a member of the other department's adjunct pool by notifying the chair of that department. Once the chair verifies that the faculty member meets the minimum qualifications to teach in the department, the chair will add the faculty member's name to the adjunct pool.
3. Adjunct Faculty hired before January 1, 2011 will be assigned to the department into which they were originally hired. Adjunct faculty hired after January 1, 2011 will be assigned to the department that contains the discipline(s) that the faculty member has historically taught.
4. Any adjunct faculty member who possesses minimum qualifications to teach in

the department other than the department to which they are assigned may request to also become a member of the other department's adjunct pool by notifying the chair of that department. Once the chair verifies that the faculty member meets the minimum qualifications to teach in the new department, the chair will add the faculty member's name to the adjunct pool.

5. Any adjunct faculty member who has taught in disciplines in both departments will become a member of the adjunct pool in both departments and will be placed on the length of service list, if applicable.

The following provisions address the consequences of the departmental split in articles of the Contract where faculty rights will be affected.

### **Article 13: Department Chairs**

Each separate department will have a department chair who will be elected according to 13.05.C and D. Each new department chair's reassigned time will be calculated according to 13.07.A.1.

### **Article 14: Evaluations**

Evaluation schedules for individual faculty members will be preserved in the new departments. Each new department will develop an evaluation rotation list (or lists) according to 14A.05.D.

### **Article 15: Faculty Service Areas and Competency Standards**

Contract faculty who qualify will be advised of their right to apply for an FSA in the department other than the department to which they were assigned.

### **Article 16: Hourly Assignments**

Each faculty member's established load will be preserved in the new department(s).

The new departments will each have a single process for hourly assignments, as described in Article 16.

As specified in Article 16.05.B.6, the new department or discipline will revise its Department Specified Provisions (DSPs), as necessary or desirable.

Each new department will create and maintain a single LOS list, per 16.02.B.5.

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Sean Martin, President  
All Faculty Association

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Dr. Frank Chong, President/Superintendent  
Sonoma County Junior College District