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Kern Community College District  
HUMAN RESOURCES



KCCD / CCA / CTA / NEA

Community College Association

Mr. Ibrahim Ali  
Vice Chancellor, Human Resources  
Kern Community College District  
2100 Chester Ave.  
Bakersfield, CA 93301

Dear Abe:

The following is our interpretation of Article 7C as it pertains to the production of student learning outcomes and adjunct faculty.

Interpretation of CCA contract 2011-2014

Article 7 C. states:

Criteria: Because adjunct faculty assignments are diverse, evaluation criteria appropriate to the assignment shall be used as specified in the procedures and forms within this Agreement.

These criteria include:

- a. Discipline Knowledge
- b. Creation and Facilitation of the Learning Environment
- c. Individual Professional Responsibility
- d. Effective Teaching Methods

Because the creation and facilitation of the learning environment includes the production of student learning outcomes, the current contract requires adjunct faculty to participate in the process of assessing student learning outcomes.

As part of their evaluation, adjunct faculty will include a statement indicating that he or she has provided assessment information to his or her faculty chair, and include a brief summary (2-3 sentences) of this information. Fulfillment of this component will be included in the measurement on the applicable Materials Review Form, which states:

“The assignments and assessment activities reflect course goals.”

Very truly yours,

Susan Regier  
President, KCCD CCA/CTA/NEA