



*Office of the
Chancellor*

*201 W. Sheridan, Bldg. B.
San Antonio, Texas 78204
Phone: 210.208.8020
Fax: 210.208.8149*

MEMORANDUM

TO: The Alamo Community Colleges Family

FROM: Dr. Bruce Leslie, Chancellor

DATE: September 12, 2008

SUBJECT: **Adjunct Faculty Pay**

Yesterday, an article in the *San Antonio Express News* and other publications described a practice used for some years at San Antonio College that paid certain part-time faculty a reduced amount of compensation in order to allow small class sections to proceed, rather than face cancellation for lack of enrollment. The regrettable result is that several adjunct faculty were not paid according to College policies.

This practice has gone undetected at the district and we believe has been limited to San Antonio College. Upon learning of this practice through the media, I immediately directed the district to cease this and any similar practices and the Presidents to ensure that such practices are no longer used. In addition, I've directed Mr. McLaughlin to ensure an adjunct load and pay monitoring process be immediately implemented so that the district can ensure the integrity and fairness of our part-time and adjunct pay, benefits and employment practices, which, I was informed, were decentralized some years ago.

A formal "Chancellors' Clarification" memo will be issued shortly to reinforce this directive. Certainly, should an employee be made aware of questionable practices in adjunct compensation and benefits for courses, labs, clinicals or practicums, it is incumbent upon that employee to notify Employee Services.

We regret this unauthorized practice and its effect on several of our adjunct faculty members. We are committed to making sure this and any other unauthorized practices are immediately eliminated at every college and the district.