

PROFESSIONAL WELFARE COMMITTEE

Adjunct Use and Compensation
at SFASU

April 2009

WHAT GOT US STARTED

○ Anecdotal information:

- At least one department has more adjunct faculty than tenure/tenure-track faculty
- Many adjunct faculty have been teaching full-time for >5 years
- In most departments adjuncts do not serve on committees or have input into decisions affecting the department
- While there is an adjunct compensation plan, it is very broadly interpreted
- Adjuncts have a Faculty Senate representative, but no formalized way to access the senator

WHY WE ARE CONCERNED

- ◉ We value Adjunct faculty
- ◉ We believe if Adjunct faculty are valued by departments and have a committed history with SFASU, they deserve better.
- ◉ In turn, this will increase the integrity of departments, colleges, and the institution.
- ◉ SACs is coming!

“ADJUNCT CONTRIBUTION”

Fall

Estimated Values	2005	2006	2007	2008
Number of Undergraduate Semester Credit Hours (SCH)	132,007	136,976	136,104	138,481
Number of Adjunct Faculty Employed	160	160	157	159
Percent of Undergraduate SCH Taught by Adjunct Faculty	14.6	16.4	16.8	16.7

THE SURVEY

- ◉ Departments/Schools were surveyed using Survey Monkey
- ◉ Adjuncts were surveyed after presentation to Faculty Senate
- ◉ Results?
 - Department table next slide
 - Most adjuncts concerned with compensation including cost of living and merit

Faculty Senate -- Professional Welfare Committee -- Adjunct Faculty Survey

Department/School	# Tenured Faculty	# Tenure Track Faculty	# "Lecturer"	# "Instructor"	# classroom adjuncts	# clinical/lab adjuncts	# sections taught by adjuncts	# hours taught by adjuncts	# years employed			
									0 to 3	4 to 6	7 to 10	over 10
Accounting	5	4	1	0	0	0	0	0				
Agriculture	6	3	1		varies 2Fall08 04Spr09	0	2	6	*			
Biology	8	6	0	2	1	0	0	0	2	3	1	1
Eco-Fin/Business	5	6	0	0	3	0	2	6	1	1	1	
English and Philosophy	3	14	4	0	25	0	abt. 100	300+	4	est. 4	est. 10	est. 7
Forestry/Env. Science	15	6	0	1	2	0	0	0	0	0	1	1
General Business	7	1	3	1	5	0	10	30	1	4		
Government	5	16	0	2	2	0	2	no response	2			
History	8	8	0	0	4	0	16	48	3	1		
HMS	11	5	1	4	1	0	0	0				
Human Services	14	4	0	2	8	4	11	33	6			2
Kinesiology	10	5	2	0	7	no response	23	46	15	7	1	
Math and Statistics	16	4	8	0	2	0	7	21	1			1
Music	18	9	3	4	5	0	12	can't calculate-- applied classes	3	1		1
Nursing	3	3	0	20	0	1	2	126		1		
Psychology	4	6	1	1	4	0	9	27	2	1		1
Sociology	5	4	0	0	2	0	3	9	2			
Theatre	6	2	2	0	2	0	4	10		1		1

42 24 14 15

OUR PLAN

- ◉ Resolution given to Senators at March meeting
- ◉ No one suggested changes - so here it is again...



A FACULTY SENATE RESOLUTION

ON ADJUNCT FACULTY RESPONSIBILITIES AND COMPENSATION

Whereas, according to the Stephen F. Austin State University Policy E-71, “The quality of teaching, research and service provided by the university ultimately depends on the quality of faculty and staff employed by the university.”

and,

Whereas, according to the Stephen F. Austin State University Policy E-20A, “Stephen F. Austin State University (SFASU) includes among the aspects of its mission and purpose effective teaching, significant performance and scholarly activity by its faculty members, and substantial service. It believes that the achievement of those aspects should be regularly and systematically assessed; and, in each case in which the achievement has been accomplished in an exemplary manner, recognition and rewards in the form of merit pay, promotion, and tenure should be extended.”

and,

Whereas, according to Stephen F. Austin State University Policy E-71, Section 6.a., "All salary increases for faculty employees, unless otherwise mandated by the legislature, will be based on merit and/or equity. Quality teaching, research, scholarly activity, administrative responsibilities and other faculty activities may be considered in the merit process."
and,

Whereas, according to Stephen F. Austin State University Policy E-71, Section 5.d., "When considered necessary to hire adjunct faculty to teach courses, the compensation should be based on..." a scale (per course) of \$2,500-\$3,000 for zero to six years of service, \$2,650-\$3,200 for seven to ten years of service, and \$2,800-\$3,800 for more than ten years of service; and, "Stipends for Adjuncts will vary by college, discipline, need, and education of the proposed adjunct faculty member."
and,

Whereas, according to Stephen F. Austin State University Policy E-20A, only "Fulltime faculty members (excluding adjuncts) shall be formally evaluated annually for teaching, scholarly/creative activity, and service."
and,

Whereas, according to Stephen F. Austin State University Policy E-1A, “Categories 6 through 11 are used only for full-time or part-time appointments for a semester or a full academic year;” and, under Section 8, “Generally, the Adjunct title is used for a full-time or part-time position that is awarded on a semester by semester basis. This category is used to fill temporary vacancies. Service in this position is not creditable toward tenure.”
and

Whereas, the duties, responsibilities, and opportunities for service for adjunct faculty are not as clearly defined as they are for full-time or tenure-track faculty; and, although adjunct faculty fulfill a vital—and in some departments a substantial—role in educating our students, the treatment and expectations of adjuncts has historically not been enforced ubiquitously across colleges and within departments at Stephen F. Austin State University,
and,

Whereas, Stephen F. Austin State University is following a nationwide trend of relying heavily on adjunct faculty, which can, according to the American Association of University Professors, “undermine both academic freedom and shared governance,” as well as affect the overall impression of professionalism and academic excellence throughout our university,

Therefore, be it Resolved that:

The Faculty Senate of Stephen F. Austin State University supports:

- ◉ Clarifying the duties and responsibilities of adjunct faculty, including but not limited to: required office hours, and service requirements and opportunities,
- ◉ Encouraging more participation among adjunct faculty within departmental, college, and university affairs,
- ◉ Consistently reviewing cost of living pay adjustments,
- ◉ Changing Policy E-20A to include adjunct faculty in merit considerations,
- ◉ Attempting to transition long-term adjunct faculty into permanent positions such as lecturers or instructors.

GETTING IT DONE

- Call for a motion to accept resolution
- Second
- Discussion
- Vote
 - Yea
 - Nay
 - Abstain

**The Professional Welfare
Committee thanks you**