

**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,”¹ 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:

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

¹ AAUP Newsletter: Job Security for Part-time Faculty; October 22, 2007.