

TITLE: Motion to Change Faculty and Administration Manual to add Adjunct Representation to the Faculty Welfare Committee, Faculty Advisory Committee to the President, and the Faculty Compensation Committee

With specific changes to FAM Bylaws:

2a: Article V, Section 1, B, D.;

2b: Article V, Section 3, A.;

2c: Article V, Section 3., B., 3;

2d: Article V, Section 3., B., 9;

2e: Article V, Section 3., B., 17;

INTENT: This series of suggested changes would result in the addition of adjunct faculty as voting members of three faculty committees. The motion is guided by the following principles:

- (1) anyone teaching as an instructor of record on an adjunct basis is eligible to stand for election to the Senate and the three committees designated for adjunct participation.
- (2) once elected to a committee, any adjunct faculty member so elected should have all the rights and obligations of any other committee member.
- (3) adjuncts are temporary employees and so service must be voluntary
- (4) election or service in faculty governance by an adjunct should not be allowed to be viewed or argued as a promise for employment as an adjunct or as part of the work load of an adjunct
- (5) adjunct faculty should not be put into a leadership positions within the senate or on a committee

For each proposed change ~~single-strike-through text~~ is a deletion, underlined text is new language.

MOTION 2a: To Change Article V, Section 1, B, D;

Proposed Change:

Article V. **Committees**

Section 1. General Regulations

- A. No faculty member may serve on more than two standing committees.
- B. Members of committees (Including alternates) serve for a term of one year and may be re-elected twice and then may serve again on the committee only after a lapse of three years. Terms begin on August 15. (Rev. Aug. 1999) Adjunct faculty committee members shall be elected to fill a vacancy that spans an entire academic year, commencing in August at the beginning of the period of contracted employment as an adjunct faculty member. An elected adjunct faculty committee member can only serve during times of active employment as an instructor of record, so her(his) status as an adjunct faculty committee member lapses at the conclusion each contract period but is automatically renewed at the start of the ensuing contract period in the academic year. Service in any combination of semesters over a three year service period requires that a full calendar year must pass before he or she is again eligible to serve on a committee.
- C. The Faculty Secretary shall publish and distribute to all faculty members and the Provost a complete list of committees upon election of the committees.
- D. Within ten days after the election of new committees, the Chairs of the outgoing committees shall call meetings of the new committees. Each new committee shall elect a Chair and a secretary and report these names to the Faculty Secretary. Adjunct faculty may not be elected as a chair or secretary of a faculty committee. Any remaining business of any committee that can be completed by August 15 will be completed by the outgoing committee. On completion of its business and no later than August 15, all records will be transferred to the new committee.

RATIONALE: Adjunct faculty, as temporary employees, cannot be expected or asked to serve if not under contract; but should be allowed the same continuity of service as regular faculty. This would also exclude adjunct faculty from assuming leadership rolls on faculty committees.

MOTION 2b: To change Article V, Section 3, A.;

Proposed Change:

Article V. Committees

Section 3. Standing College Committees

- A. Members of standing College committees are nominated by March 15 by the Committee on Nominations and Elections and are elected by members of the regular College faculty (as defined in Art. I, Sect 1) in a manner to be determined by the Committee on Nominations and Elections and consistent with all applicable requirements of the Faculty By-laws. Adjunct faculty representation on selected committees is limited to adjunct faculty [as defined in Article III, Section A, 2, b, (4)] who are listed as instructor of record for at least one course at the time of the election and during the time of service as a committee member. Adjunct faculty committee members are to be elected by the adjunct faculty [as defined in Article III, Section A, 2, b, (4)] who are listed as instructor of record for at least one course at the time of election, in a manner to be determined by the Committee on Nominations and Elections and consistent with all applicable requirements of the Faculty By-laws. Participation by adjunct faculty on committee service is entirely voluntary, does not guarantee or in any way affect departmental, school or College hiring of adjunct faculty, nor shall it affect rate of pay or determination of hours of service for adjuncts.

(Rev., Ins. April 2007; Rev. May 2009)

RATIONALE: To identify adjunct faculty representation and election. To stipulate that an adjunct faculty member participating in the election or serving on committee is concurrently employed as an instructor of record. The language of these motions and the corresponding motions regarding adjunct service on the Faculty Senate does not exclude adjunct faculty from simultaneous service as an Adjunct Faculty Senator and as a member of standing committee.

MOTION 2c: Article V, Section 3., B., 3;

Proposed Change:

Article V. **Committees**

Section 3. Standing College Committees

B. The following standing College committees are established:

3. Faculty Welfare Committee

- a. Composition: Eight faculty members and one adjunct faculty member.
- b. Duties: The committee shall concern itself with all College policies that affect the welfare of the faculty at large, such as:
 - (1) employment and working conditions;
 - (2) tenure and promotion policies;
 - (3) workloads;
 - (4) summer and evening school employment;
 - (5) sabbatical leave;
 - (6) leaves of absence;
 - (7) fringe benefits, including: state retirement; health insurance, to include medical and dental benefits; life insurance; annuities, to include state and/or privately sponsored programs; Social Security benefits; all other programs of a like nature.

The committee shall also report to the Senate annually on current and pending legislation, regulations, and programs related to faculty welfare, including fringe benefits. The committee shall gather statistics and report to the faculty annually regarding such benefits at other state institutions and peer institutions.

(Rev. April 2005).

MOTION 2d: Article V, Section 3., B., 9;

Proposed Change:

Article V. **Committees**

Section 3. Standing College Committees

B. The following standing College committees are established:

9. Faculty Advisory Committee to the President

- a. Composition: Eleven faculty members and one adjunct faculty member. At least three of the faculty members serving on the Committee will be tenured.
- b. Duties:
 - (1) To meet regularly to advise the President of faculty opinions concerning all issues and matters at the College that the committee considers of importance to the faculty and to the institution.
 - (2) To receive from the President requests for advice and counsel regarding matters that do not fall within the purview of the Faculty Senate or of any other standing Senate or College committee, or may call for action by the President.
 - (3) To receive from individual faculty, schools, departments, the Faculty Senate, other committees, or other faculty organizations, matters to be discussed with the President that do not fall within the purview of the Faculty Senate or of any other standing committee or that may call for action by the President. The committee will report in writing to the person or group making inquiry what recommendations have been made and what actions have been taken by the President regarding the matter submitted.
 - (4) To advise the President relative to the selection of a commencement speaker.
 - (5) To make recommendations to the President regarding the award of honorary degrees in recognition of

exceptional achievement and/or distinction in scholarship, public service, or contribution to the College. Nomination of candidates for honorary degrees may also be made by anyone by submitting to the President in written form the accomplishments of the nominee.

- (6) With the help of the Senate Secretariat, written minutes of the committee's meetings will be distributed promptly to the faculty.

MOTION 2e: Article V, Section 3., B., 17;

Proposed Change:

Article V. **Committees**

Section 3. **Standing College Committees**

B. The following standing College committees are established:

17. Faculty Compensation Committee

a. Composition: Seven faculty members **and one adjunct faculty member**. In addition, the Provost (or the Provost's designee) is a non-voting *ex officio* member. (Rev. Nov. 2010)

b. Duties

- (1) To review and recommend changes as needed to College Policies concerning faculty compensation;
- (2) To review and recommend changes as needed to College policies concerning adjunct faculty compensation;
- (3) To conduct or recommend faculty salary and/or compensation studies and report the results to the faculty; these studies may be internal and/or external; they may address such issues as internal equity, appropriate entry-level salaries, salary compression, and comparisons with peer institutions;
- (4) To recommend measures taken in response to findings of any faculty salary and/or compensation studies;
- (5) To advise the administration concerning the development and implementation of any special compensation enhancement program (programs which go beyond any regular annual salary increases);
- (6) To monitor the effects of any special compensation enhancement programs, recommend modifications as necessary in the implementation of long-term programs, and report to the faculty the results of such programs;

- (7) To review and recommend adjustments as needed to College policies concerning salary increases for the awarding of tenure, promotion, and post-tenure review ratings of "superior."
(Approved April 2005)