Adjunct Faculty at C of C
INTERNAL RESEARCH

- Welfare Cmtee 2011 survey of adjuncts
- My 2013 survey of chairs & program directors
- Dialogue w chairs, deans, Academic Affairs
EXTERNAL RESEARCH

- New Faculty Majority, AAUP, MLA
- The Adjunct Project, Chronicle of Higher Ed
- Coalition on the Academic Workforce
- Academe, The Delphi Project
- Published scholarship
2013 FACULTY at C of C: HEADCOUNT

1. Adjunct faculty  43%
2. Roster faculty    57%
UNDERGRAD STUDENT CREDIT HRS, F 2013

1. Taught by adjuncts 35%
2. Taught by roster facu 65%
FIGURE 1
Trends in Instructional Staff Employment Status, 1975–2011

ADJUNCT FACULTY: NATIONAL TRENDS

Notes: Figures for 2011 are estimated. Figures from 2005 have been corrected from those published in 2012. Figures are for degree-granting institutions only, but the precise category of institutions included has changed over time. Graduate student employee figure for 1975 is from 1976. Percentages may not add to 100 due to rounding.
ADJUNCT PAY PER 3-HR COURSE, 2014-15

- 2550 (teaching 1 or 2)
- 2650 (with terminal degree)
- 3100 (teaching 3)
- 3425 (teaching 4)
<table>
<thead>
<tr>
<th>Educational Attainment</th>
<th>Median Pay per Course</th>
<th>Number of Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than baccalaureate</td>
<td>$2,500</td>
<td>63</td>
</tr>
<tr>
<td>Baccalaureate</td>
<td>$2,250</td>
<td>540</td>
</tr>
<tr>
<td>Certification or licensure</td>
<td>$2,438</td>
<td>78</td>
</tr>
<tr>
<td>Master's</td>
<td>$2,400</td>
<td>6,620</td>
</tr>
<tr>
<td>MFA or MLS</td>
<td>$2,937</td>
<td>1,830</td>
</tr>
<tr>
<td>JD, MD, or MBA</td>
<td>$2,800</td>
<td>953</td>
</tr>
<tr>
<td>ABD¹</td>
<td>$2,805</td>
<td>1,248</td>
</tr>
<tr>
<td>Doctorate</td>
<td>$3,200</td>
<td>4,845</td>
</tr>
<tr>
<td>Other</td>
<td>$2,085</td>
<td>19</td>
</tr>
<tr>
<td>Educational attainment not provided</td>
<td>$2,700</td>
<td>839</td>
</tr>
<tr>
<td><strong>Total courses</strong></td>
<td><strong>$2,700</strong></td>
<td><strong>17,035</strong></td>
</tr>
<tr>
<td><strong>Pay not specified in response</strong></td>
<td><strong>2,580</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Total courses</strong></td>
<td><strong>19,615</strong></td>
<td></td>
</tr>
</tbody>
</table>
Three hundred and sixty respondents supplied information on how much they are paid per course. The rate distributions are displayed in the following chart.
2014 SALARY & BENEFITS

- From 2550 to 13700 per semester
- May buy parking, pay into retirement
- Eligible for TLT, FTI, Writers' Retreat
- Fitness facilities, reference library
- May join Faculty Club
IMPROVEMENTS SINCE 2013
BETTER SALARY & BENEFITS

- 2% raise if teaching 9+ hrs
- Affordable Care Act coverage in 2015
- College has funds for this new expense
- Many teaching 10+ hrs will be eligible
IMPROVED HIRING PROCEDURES

- Payroll process clearer
- Adjuncts not "turned off" right away
- Orientation sessions relevant to adjuncts
- Adjuncts paid for attending orientation!
MORE PROFESSIONAL DEVELOPMENT

- Department-designed programs
- Supported by Academic Affairs
- Adjuncts paid for participation
- ENGL, BIOL, HISP in 2013
- 6 programs this semester
ADJUNCTS MORE VISIBLE

- Distinguished Adjunct Award...
- Reba Parker, first recipient
- Proposal: adjuncts in Senate
- & on College committees
Are we closer to best practices?
Yes—somewhat closer.
1. Adjunct faculty receive equitable pay and benefits, comparable to the pay earned for comparable work done by tenured and tenure-track faculty or other roster faculty with similar qualifications.

2. Hiring practices for adjunct faculty are comparable to those used to hire and evaluate tenure-track faculty (TTF); all new adjunct faculty appointments allow adequate time to prepare to teach a course; contracts, handbooks, and other communication from supervisors clearly stipulate duties, expectations, and the process of performance evaluation.

3. Evaluation practices for adjunct faculty are comparable to those used to hire and evaluate TTF, including clearly defined criteria and timelines, peer review, and adequate time for adjunct faculty to seek other employment if not reappointed.

4. Career ladder for adjunct faculty rewards excellent performance and makes adjunct faculty potentially eligible for some form of job security.

5. Support for adjunct faculty teaching parallels support for TTF: appropriate supplies, equipment, office space, and access to campus resources, professional development, & mentoring.

6. Adjunct faculty are invited to participate in department meetings and may contribute to curriculum design.

7. Proportional representation in faculty governance is available to all adjunct faculty.

8. Respect for adjunct faculty is communicated clearly and consistently by administration, chairs, and all tenured and tenure-track faculty.

9. Support is available for all adjunct faculty's professional development and scholarly research.

10. Institution's staffing plan specifies the ratio of TT/NTT roster faculty/adjunct faculty that is desirable in order for institution and departments to meet their academic goals.

11. Institution collects and publishes data tracking its achievement of best practices.

[1] My 2010 Report on GotGl Adjudrant Relaxes 8 Practices, along with published material on...
Priorities

MY RECOMMENDATIONS
PRESIDENT
SHOULD RAISE ADJUNCT PAY
PROVOST

- Should increase adjunct budget
- Fund lines that will lower adjunct reliance
- Make adjunct prof. dev. funds permanent
- Collect & publish more data on our adjuncts
DEANS

- Recognize depts w/ strong adjunct instruction
- Track & report adjunct welfare in School
- Make funds available for prof. dev & service
- Reward & support best practices in departments
The Inclusion in Governance of Faculty Members Holding Contingent Appointments

(JANUARY 2013)

The report that follows was prepared by a joint subcommittee of the Association’s Committee on Contingency and the Profession and the Committee on College and University Governance, was approved by both parent committees, and was adopted as policy by the AAUP Council at its November 2012 meeting.

I. Introduction
As the AAUP has documented time and again, the reality tenure-track faculty are a dwindling minority on American campuses: while in 1975, tenure-track
FACULTY SENATE

- Adjunct representation, ASAP
- Get stipends for adjuncts who serve
- Learn more about our adjuncts
DEPARTMENTS

- Chairs AND roster faculty
- Adjuncts represented in dept
- Comparable hiring & evaluation processes
- Support for adjunct colleagues
- Staffing plan
My plans as Fac Administrative Fellow

- Adjunct Fac Dev Programs
- Research to better classify our adjuncts