Adjunct Policies and Practices at C of C

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Since 2013 I’ve done internal and external research to determine best practices for adjunct faculty and actual policies and practices at C of C

I have progress to report

Detailed version of this report is on Senate website

My recommendations for further progress:
- Shared governance via a standing committee
- Consult with Academic Affairs, monitor ongoing adjunct policies & practices, and report regularly to Senate
1. **Adjuncts receive equitable pay & benefits, comparable to pay for comparable work by tenured and tenure-track faculty or other faculty with similar qualifications.**

- Work is comparable to work done by visiting instructors, who receive higher pay and benefits. (Visiting positions require a search which often yields many new, highly qualified applicants, in addition to our current adjunct colleagues.)

- Some progress on adjunct salaries; stopped 15-16

- Progress: health benefits for FT adjuncts
COST OF MAKING ADJUNCT APPOINTMENTS INTO FULL-TIME VISITING POSITIONS

✧ Estimated cost to convert a full-time adjunct to a visiting instructor: about 13K plus benefits

✧ Rough guess of # of new visiting lines needed to convert most adjuncts to visitors: 124

✧ Rough guess of cost of 124 new visiting lines to replace 124 adjuncts: 1.57 M plus benefits
# Our Adjunct Salaries

**Per 3-Credit-Hour Course or 3-Contact-Hour Lab**

<table>
<thead>
<tr>
<th>Number of courses adjunct teaches</th>
<th>2012-13</th>
<th>2013-14</th>
<th>2014-15, 2015-16</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 or 2, no terminal degree</td>
<td>2400 per course 6 hrs=4800</td>
<td>2550 per course 6 hrs=5100</td>
<td>2550 per course 6 hrs=5100</td>
</tr>
<tr>
<td>1 or 2, has terminal degree</td>
<td>2500 per course 6 hrs=5000</td>
<td>2650 per course 6 hrs=5300</td>
<td>2650 per course 6 hrs=5300</td>
</tr>
<tr>
<td>3 courses/9 hrs</td>
<td>3033 per course 9 hrs=9100</td>
<td>3033 per course 9 hrs=9100</td>
<td>3100 per course 9 hrs=9300</td>
</tr>
<tr>
<td>4 courses/12 hrs</td>
<td>3360 per course 12 hrs=13440</td>
<td>3360 per course 12 hrs=13440</td>
<td>3425 per course 12 hrs=13700</td>
</tr>
</tbody>
</table>
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❖ Now available to employees working 30 or more hours per week
❖ Adjuncts qualify if teaching 10 contact hours or more per semester
2. When hired, adjuncts receive contracts, teaching information & support comparable to that provided to other faculty. Appointments are made in time to prepare to teach a course; supervisors clearly stipulate duties, expectations, & process of evaluation.
3. Evaluation practices for adjunct faculty are comparable to those used to hire and evaluate tenure-track faculty: clearly defined criteria, peer review, and adequate time to seek other employment if not reappointed.

4. Career ladder for adjunct faculty rewards excellent performance & makes some form of job security possible.
5. Support for adjunct faculty teaching parallels support for tenure-track faculty: 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. Representation in faculty governance is available to all adjunct faculty. ✔

8. Respect for adjunct faculty is communicated by administration, chairs, and all faculty. ✔

9. Support is available for all adjunct faculty’s professional development and scholarly research. ✔
10. Institution’s staffing plan specifies a ratio of regular faculty/adjunct faculty that is desirable for institution to meet its academic goals.

11. Institution collects and publishes data tracking its achievement of best practices.
### Adjunct Reliance—Undergrad Student Credit Hours

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Student Credit Hours</th>
<th>SCH Taught By Adjunct Faculty</th>
<th>% of SCH taught By Adjunct Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-13</td>
<td>292288</td>
<td>87147</td>
<td>29.81</td>
</tr>
<tr>
<td>2013-14</td>
<td>291802</td>
<td>86072</td>
<td>29.49</td>
</tr>
<tr>
<td>2014-15</td>
<td>290266</td>
<td>88837</td>
<td>30.6</td>
</tr>
<tr>
<td>Average</td>
<td><strong>291452</strong></td>
<td><strong>87352</strong></td>
<td><strong>29.96</strong></td>
</tr>
</tbody>
</table>
• **Formation of standing committee** with adjunct faculty, faculty who’ve supervised adjuncts, other faculty, Provost’s representative

• Committee monitors adjunct reliance, compensation, and working conditions

• Committee consults with Provost’s office and other College leaders

• Committee keeps Senate informed